UI Health Care Human Resources

Keith Clasen, MBA, CHHR, SPHR

Senior HR Director, Clinical and Academic Departments

CCOM New Faculty Orientation

Role of Human Resources (HR)

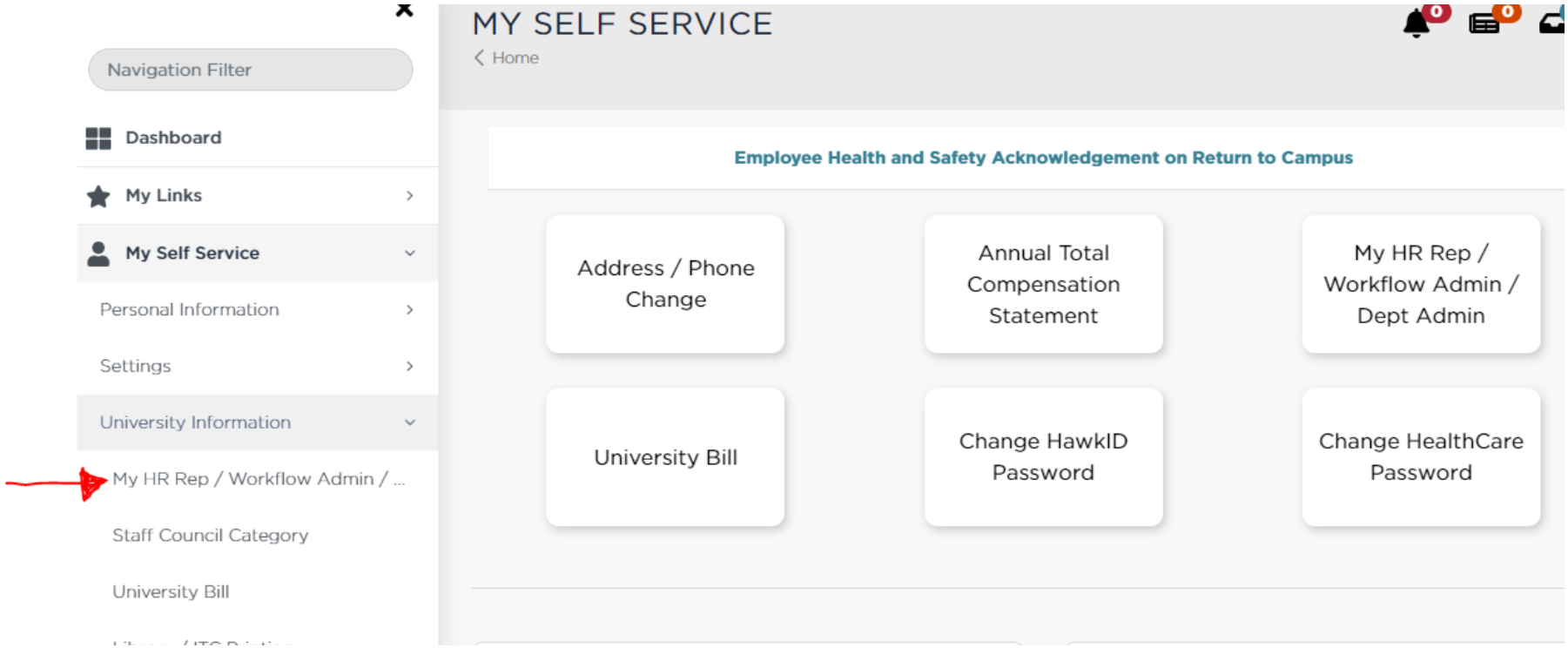
- HR plays an integral role to ensure UI Health Care has the workforce talent it needs to be successful.

Primary HR Functions:

- Recruitment/Hiring and Onboarding
- Compensation/Classification/Benefits/Payroll
- Rewards & Recognition
- Employee and Labor Relations
- Performance Management/Organizational Effectiveness
- Learning & Organizational Development
- Leave Management - FMLA/ADA/Attendance
- HR Delivery, Data Integrity and Analysis
- Employee Engagement/Experience

Department HR Representative

- HR Representative located in Employee Self-Service



Employee Job Categories

- **Professional & Scientific (P&S):**
  - Non-Organized P&S
    I. Probationary
    II. Career
    III. Specified Term
    IV. At-Will
  - Unionized P&S:
    I. Covered under **SEIU** collective bargaining agreement
- **Merit:**
  - Covered under **AFSCME** collective bargaining agreement
  - Merit Supervisory Exempt/Confidential
- **Temporary or Complimentary Staff:**
  - Student Employees, Temporary P&S/Merit, Post-docs, Graduate Assistants, Research Interns, Volunteers, etc.
- **Faculty:**
  - Tenure, Clinical, Research, Emeritus, Adjunct, etc.

Questions?

Keith Clasen
Senior HR Director
Health Care Human Resources
keith-clasen@uiowa.edu
319-335-8994