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