



IU HUMAN RESOURCES

Laura Kress, Interim Vice President for Human Resources

April 14, 2022





Celebration of Life

April 16, 2022

1:00 – 5:00 pm

Day & Deremiah-Frye Funeral Home

**In memory of Suzanne, donations are being
graciously accepted in her name at:**

**Monroe County Humane Society
<https://www.monroehumane.org/>**

OR

**The Nest (Adopt a Pet)
<http://www.inthenest.net/>**



HR Updates

Coming soon...

Talent Acquisition system update - April 23

- Anyone who can view a particular job opening will be able to see candidates in the “rejected” bucket
- Please do NOT reach out to candidates initially rejected by the TA team. If you want to speak with them, please check with TA first to understand why the candidate was rejected
- Users will not have the ability to move a candidate from a disposition of “rejected” back to “reviewed”. Please reach out to the TA team if you need for this to happen for a specific candidate.



Coming soon...

COVID related changes – May 1

- Keeping IU Healthy (KIH) & School and Child Care Leave (SCCL) will expire
- Medical expenses (including telemedicine) for COVID treatment will be handled like all other medical expenses (subject to deductible, etc.)



Coming soon...

IU Org Chart implementation - May 1

- Quiet launch (communication to the HR Community)
- Broader communications through IU Today in mid-May
- Thank you for your help in preparing for this!



Coming soon...

My Voice engagement survey results - Week of May 2

- Sharing overall results with the President and cabinet
- Cabinet members will get results for their area
- Gallup access will go live for all designated business partners
- HRBP's will then share with leadership and be thinking about action planning



Coming soon...

Renaming the “Temporary” employee classification – June 1

- Salary plans are NOT changing
- System labels, webpages, policies, and reporting are changing
- New terms:
 - Part-time Student Employee (formerly “Student Temporary” (HS))
 - Part-time Employee (formerly “Regular Temporary” (HR))
 - Part-time Workstudy Employee (formerly “Workstudy” (WSU))
 - Part-time Employee with Retirement (formerly “Temporary with Retirement” (HP))





A little reflection

Since we last met in person..

We learned some new words...

"You're on Mute"

QUOTE OF 2020



The Great “Resignation” (or “Rethink”) (or “Retirement”)



We also..

Learned some new skills...



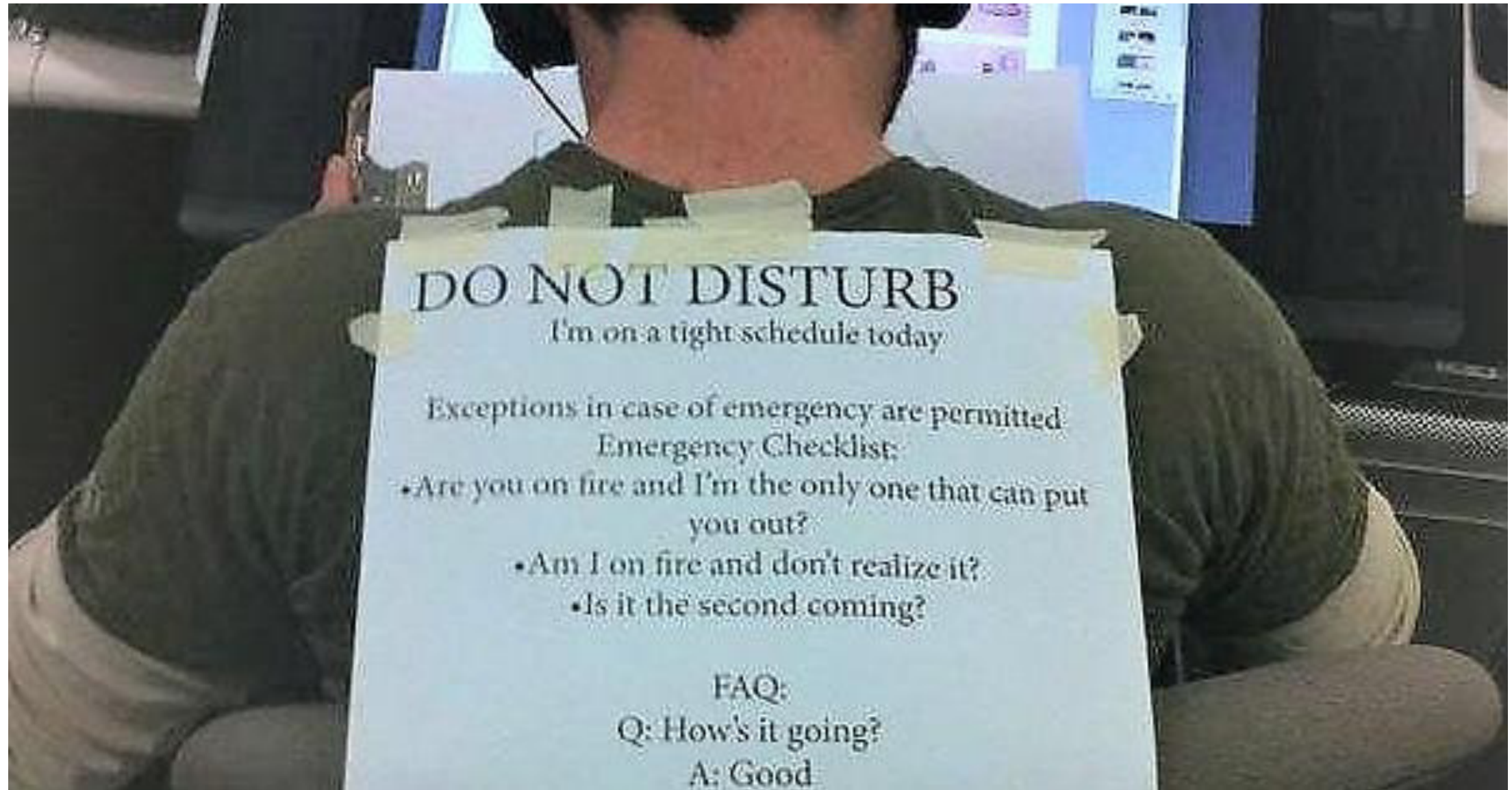
Working from home as a parent...





Me: I'm going to use lockdown to be more active and learn new skills
Reality:





But more importantly, we as HR...

Weathered enormous change...

We navigated...

High levels of turnover and movement (during an incredibly challenging labor market)...

- Over 3,500 Staff left IU (over 550 of them retired!)
- Over 2,600 new Staff joined IU
- Over 2,300 employees moved into or changed to a different staff position



We also...

Supported our employees in a myriad of ways:

- Created additional professional development opportunities via LinkedIn Learning
- Provided expanded programming and resources to address employee mental health, work-life balance and other issues
- Managed COVID related leaves and needed flexibility to support employees and their families
- Navigated lots of changes in leadership and priorities



And we...

- Showed HR's value as strategic partners
- Became one of the crucial sources of information for our employees
- Learned to operate in a more nimble and flexible way
- Persevered



So we should...

- Be proud!!
- Be thankful for the support and encouragement we've provided to our employees and to each other
- Rest and be prepared for more change ahead
- Continue the important work of highlighting the value of HR and the critical importance of an engaged workforce



In appreciation for YOU and all you've done!

