

# Newsletter



## Goodbye to 2024!

As we approach the end of 2024, it's an important time to pause and reflect on the year gone by. Teams have faced challenges, celebrated successes, and grown together. We encourage you to take a moment to admire your achievements and send thanks to those that supported you through this year.

### We want to express our gratitude for you all!

To our long-time staff, thank you for your continued dedication and partnerships. Your guidance and clear passion for student success truly makes all the difference.

To our new hires, thank you for bringing unique skills and fresh perspectives. We hope you all have felt warmly welcomed and we can't wait to host you all for our New Hire Breakfast Club!

Here's to looking forward to the new year!



## HR Highlights & Resources



Payroll Cutoff will be effected by holidays.

Monthly payroll cutoff will be 5 p.m. **Monday, December 23rd.**

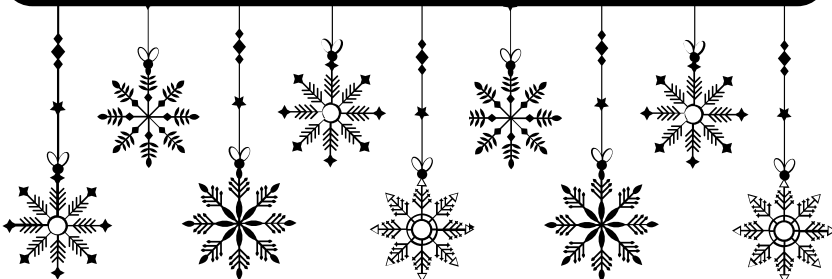
Biweekly time records for hourly and monthly non-exempt employees are due at noon on **Monday, December 23rd.**



We recognize that this time of year can be difficult for many.



If you would like to explore wellbeing resources & support that exist for you, click [HERE](#), or reach out to a member of our HR team.



## Recognition Reminders!

### HighFives!

Send a "High Five" to a peer, colleague, supervisor, direct report, leader or other UI staff for the positive impact they have made. Big or small, we will campus mail them a certificate with your note to say thanks for being awesome.

Click [HERE](#) to submit one today!



### UI Staff Council Awards

Nominate a deserving staff member for one of the 5 staff council awards. Nominations will close on January 10, 2025.

Click [HERE](#) for more details and to submit!

### SPOT/Exceptional Performance Awards

Supervisors - reach out to your HR Rep to learn more! We have simplified our process to an electronic workflow form.

You can find both forms on our website [HERE](#) (under Monetary Rewards for Staff).

# Department Highlight: Undergraduate Admission Evaluators

## Learn about the behind-the-scenes work of Admissions!

There are 7 full time staff dedicated to new undergraduate domestic applications to the University of Iowa as well as 1 full time staff person dedicated to international applications. The undergraduate evaluations team receives tens of thousands of applications every year that they evaluate and determine student's admissibility. Most of the applications are current high school seniors who are applying for the fall semester but they also receive thousands of transfer applications, process course evaluations, and process current student applications for those looking to change colleges.

## Looking at the numbers:

- They have received approximately 25,400 first-year undergraduate domestic applications, an increase of 12.5% from this time last year.
- They have admitted approximately 17,000 students, an increase of 14% from this time last year.
- They are up 14.5% for international applications and are up 9.9% in international admits.
  - The top 4 countries are India, China, Vietnam and South Korea

Thank you to our undergraduate evaluators for the work that you do!



## Supervisor Spotlight

### Performance Reviews:

As the 2024 calendar year winds down, **performance review season** is approaching! We will be sending an all-staff communication before the winter break with information on how to complete the process.

If you would like to get a head start on preparing, you can find more information [HERE](#).

### Fair Labor Standards Act (FLSA) Ruling:

A federal judge recently struck down the Fair Labor Standards Act (FLSA) overtime rule that went into effect July 1, 2024.

As a result, the salary required for exemption status will be lowered from \$43,888 to \$35,568, effective Dec. 8, 2024.

Impacted staff and supervisors have been notified.



Stay Tuned! Supervisor Lunch & Learn Webinars Coming Soon...

## Warm Wishes!

Your team,  
**Amy Kirkey, Tracey Pritchard,  
Hannah Tjarks, Monica Frank,  
Alexa Lavin**

# Welcoming All New Hires & Transfers of 2024!



## Brightening up the workplace

**Admissions:** Brigid Martin - Shelby Sargent - Sabrina Duke - Anna Smith

Miles Kramer - Parker Johnson - Mike Borovsky - Betsy Stevens

**Academic Advising:** Yamini Bhagwat - Amanda Moy - Patrick Kepler

Selma Vital - Phil Ricks

**AS&R:** Margaret Kaus - Jesse Kiracofe - Brody Stanford

**Aerospace:** Matt McKinney

**Assessment:** Matt Hodges

**Career Center:** Kaitlyn Bailey - Nate Scheib - Hannah Shelton Hauck

**Community Engagement:** Ranelle Knight-Lueth

**DAOD:** Katie Litch - Joey Villalobos - Alma Bernard - Emily Rodriguez

**Distance and Online Education:** Kirk McNabb - Ryan Smith - Geoff Hughes

**Financial Aid:** Zach Serovy - Ruth Henderson - Jordan Nitching - Cole Blankenheim

**Hancher:** Peter Van Zee - Miriam Ochs - Jason Smith - Claire Barrett

**International Programs:** Megan Logan - Krista Larson

**Orientation:** Andy Kutcher

**Provost:** Paige Busick

**Registrar:** Troy Wulf - Trent Tappan - Jamie Herrin - Brooke Merkel

Jackie DeMolee - Rachel Gamelin - Shawna Saad

**Stanley Museum of Art:** Adepeju Layiwola

**STEM:** Jacob Cummer

