

Policy Manual

What’s New   Table of Contents   Organization of Manual   Policy Approval   Contact Us

Table of Contents

I. Governance

II. Community Policies

III. Human Resources

IV. Students

V. Administrative, Financial, and Facilities Policies

VI. Services

Appendix: Organizational Charts

[View full contents](#)

[Home](#)

VI-31 Organizational Effectiveness

(10/04; amended 7/08; 8/20; 5/5/25)

Effective May 5, 2025, this policy has been revised. For the most current version without redlining, return to [VI-31](#).

The mission of [Organizational Effectiveness](#) (OE) is to strengthen individual and organizational learning, culture, and performance. OE supports the University Human Resources mission with resources that develop talent, promote engagement, and improve the employee experience.

Achieving performance excellence in higher education and an academic medical center is a challenge to the University of Iowa as we attempt to deal with a range of issues ~~from advancing technology and greater diversity, equity, and inclusion practices to decreasing financial support~~, such as aligning our workforce with the evolving needs of the institution, adapting to the rapid pace of technology advancement, and time- and place-bound delivery of teaching, research, and service.

Organizational Effectiveness can assist departments in building and sustaining performance excellence in areas that are critical to the University of Iowa's success. OE consultants, coaches, and staff have the experience, expertise, and tools to assist units or divisions with managing change which is essential for:

- a. strategic goal attainment;
- b. optimal organizational and role design and function;
- c. ~~inclusive, blended organization cultures (cross-cultural, remote, intra- and interinstitutional)~~ effective organization cultures;
- d. leadership, career, and professional development; and
- e. agile, innovative processes and systems.

We believe in partnering with local leadership (including HR) and with central offices (such as the Office of the Provost ~~and the Division of Diversity Equity, and Inclusion~~) to develop an evidence-based approach to the departmental context and needs of our clients. We are here to support the ongoing development of your workplace, resulting in improved mission-critical outcomes; faculty and staff leadership; and an agile, ~~diverse, and~~ engaging, and ~~productive~~ organizational culture.

For additional information, see the OE web page at <https://hr.uiowa.edu/organizational-effectiveness> or contact an OE consultant directly at 121-50 University Services Building.