

VICE PROVOST FACULTY AFFAIRS
 Richard Settersten

**ASSOCIATE VICE PRESIDENT
 CHIEF HUMAN RESOURCES OFFICER**
 Cathy Hasenpflug

HR STRATEGIC PARTNERS and EMPLOYEE & LABOR RELATIONS
 Heather Horn
 Associate Vice Provost Faculty Affairs & Assistant Vice President Human Resources

**HUMAN RESOURCES
 STRATEGIC PARTNERS**
 Carolyn Warfield, Director

Nine HR Strategic Partners (HRSP)s serve assigned colleges and units and consult on the application of HR policy, processes and programs, talent acquisition, learning & development, career development and employee relations for all employee types.

Academic HR Processes

- Sabbatical administration
- Early retirement agreement programs
- Support to Faculty Affairs for annual promotion & tenure and other academic HR processes

Employee & Labor Relations

- Contract negotiations
- Contract administration
- Grievance administration
- Contract interpretation & training
- HR policy development, communication and training
- Criminal history check disposition
- Critical Training compliances Academic HR processes

HR CENTERS OF EXPERTISE (COE)
Centers of Expertise develop and evolve programs, processes, training, decision support tools, data and technology solutions to support effective human resources and management practice. The Employee Benefits COE provides administration of all employee benefit programs and provides direct employee service and consultation.

**TALENT
 ACQUISITION**
 Bill Weber, Director

- Workforce planning
- Diversity hiring strategies
- Search Advocate Program
- Onboarding
- Internal mobility
- Search committee training
- Candidate sourcing and advertising
- Job postings
- Candidate workflow
- Offer letters

**TALENT
 DEVELOPMENT**
 Vacant, Director

- Critical Training Program
- Professional development programs
- Manager development programs
- Leadership development programs
- Social Justice Education Initiative
- Performance Management programs
- Career Development programs

**COMPENSATION &
 HR DATA**
 Vacant, Director

- Position descriptions
- Job classification
- Market surveys
- Salary administration
- Compensation analysis
- Pay equity analysis
- HR data and analytics
- Data integrity & security

**EMPLOYEE BENEFITS &
 WELL BEING**
 Bonny Ray, Director

- Employee Benefit plan administration
- Graduate Assistant benefit plan
- Retirement plan administration
- Protected leave administration
- Tax-deferred savings programs
- Employee Assistance Program
- Work-life and well being programs

**HR OPERATIONS and
 SERVICE CENTER**
 Tammy Jennings (retiring Dec 2021), Director

HR HELPDESK

- Ask HR Helpdesk and phone support for all university employees
- Employment Verifications
- Criminal history checks
- UHR Reception
- UHR Website
- HR Liaison support and training

HR Service Center – Lifecycle Team

- New hire paperwork and orientation
- Job & status changes
- Leaves of absence
- Separation process

Graduate Assistant Services

- Hiring process
- Orientation
- Appointment changes

Student Employment Center

- Student recruitment/hiring process
- Student employment eligibility
- Student employee new hire paperwork and onboarding