

CHIEF HUMAN RESOURCES OFFICER
 Cathy Hasenpflug

Senior Vice Provost
Faculty Affairs
 Susan Capalbo

HR STRATEGIC PARTNERS (HRSP)
 Director (Interim)
 Carolyn Warfield

HRSPs serve as a single point of contact for OSU leaders and consult on application of HR programs and resources in support of assigned colleges and units. HRSPs provide general employee relations support and regularly liaise with ELR and Centers of Expertise to support specific situations and needs across:

- Workforce planning
- Recruitment strategy
- Development planning
- Career ladders
- Succession planning
- Facilitation and teambuilding
- Performance management coaching
- Exit interviews
- Manager coaching and training
- Change management
- Restructures
- Organizational development

EMPLOYEE & LABOR RELATIONS (ELR)
 Associate Vice Provost & Senior Director
 Heather Horn

General Services

- HR policy development, training & interpretation
- Administration of academic HR processes
- Criminal history check disposition

Classified Staff

- Employee relations, contract negotiations and administration, grievance administration
- Contract interpretation and training

Professional faculty and unrepresented academic faculty

- Employee relations
- Appointment renewals and non renewals

Represented academic faculty and graduate assistants

- Employee relations, contract negotiations and administration, grievance administration
- Contract interpretation and training

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
 Director
 OPEN

- Workforce planning
- Candidate sourcing and advertising
- Diversity hiring strategies
- Search and selection processes & compliance
- Dual career program
- Candidate experience
- Orientation and onboarding

TALENT DEVELOPMENT
 Director
 HOLD

- Performance management
- Professional development
- Management development
- Leadership development (professional faculty and staff)
- Career development
- Talent reviews and succession planning
- Organizational development

CLASSIFICATION & COMPENSATION
 Associate Director
 Tracey Yee

- Position descriptions
- Job evaluation and classification
- Compensation structures
- Market benchmarking and surveys
- Salary administration
- Compensation analysis
- Pay equity analysis

HR OPERATIONS
 Interim Director, Tracey Yee

EMPLOYEE BENEFITS and WELL BEING
 Associate Director
 Bonny Ray

- 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 INFORMATION SYSTEMS & DATA
 Associate Director
 Michelle Harrell

- HR technology strategy
- Technical project management
- System implementation
- System administration
- Data integrity & security
- System integration
- HR website

HR SERVICE CENTER

Director, Tammy Jennings

Associate Director, Jennifer Hill

HR HELPDESK
 at University Plaza

- Ask HR Helpdesk and phone support for all university employees
- ATS (PeopleAdmin) Helpdesk for candidates/prospective employees
- Employment Verifications
- Criminal history checks

HR SERVICE CENTER
 For Colleges at Hovland Hall
 For Administrative Units at University Plaza

Recruitment Services

- Job postings
- Search committee training & support
- Candidate workflow
- Offer letters

Employee Lifecycle Services

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

Graduate Assistant Services

- Hiring process
- Orientation
- Appointment changes

STUDENT EMPLOYMENT CENTER
 at University Plaza

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