Re-Envisioning Human Resource Services

Vernese Edghill-Walden, PhD
Interim Chief Human Resource Officer
Vice President Diversity, Equity and Inclusion
Chief Diversity Officer
Audrey Southard’s recommendations:

- Hire Chief Human Resource Officer
  - Create an organizational structure that provides a consolidated Human Resources Services (HRS) experience for applicants, employees, and leadership
  - Create a Talent Acquisition Function
  - Create a Total Rewards Function
  - Invest in HRS as it becomes a function focused on exceptional service delivery
  - Create a Training and Development Function
  - Align Labor and Employee Relations
  - Create a Human Resource Information System function
Short-Term Priorities

• Upgrade and Invest in Technology for Greater Efficiencies
  o Collaborate with DoIT
  o Automate processes

• Investment in HRS Team
  o Training Resources and Tools
  o Plan to move all Human Resources departments to main campus

• Develop a Talent Acquisition function to support hiring
  o AA/HR Collaborative Team
  o Demystify the Civil Service process
Short-Term Priorities

• Create comprehensive training and leadership development program
  
  o Collaborate with ADEI, Employee Assistance Program, and other campus partners

• Launch a compensation analysis
  
  o Align with Affirmative Action Planning

• Review HR Organizational Structure
  
  o Engage HR Leadership Team to align functions and services to provide an exceptional experience for applicants, employees, and leadership
Empower HR Team who is primed for change
Commit to collaboration with campus stakeholders
Develop simplified processes
Empower managers and supervisors
Plan for sustainable investment in technology
Transparent policies and procedures
Thank you