



**Northern Illinois  
University**

# **Re-Envisioning Human Resource Services**

**Vernese Edghill-Walden, PhD  
Interim Chief Human Resource Officer  
Vice President Diversity, Equity and Inclusion  
Chief Diversity Officer**

# Human Resource Services Report



## 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
  - Collaborate with DoIT
  - Automate processes
- Investment in HRS Team
  - Training Resources and Tools
  - Plan to move all Human Resources departments to main campus
- Develop a Talent Acquisition function to support hiring
  - AA/HR Collaborative Team
  - Demystify the Civil Service process

# Short-Term Priorities



- Create comprehensive training and leadership development program
  - Collaborate with ADEI, Employee Assistance Program, and other campus partners
- Launch a compensation analysis
  - Align with Affirmative Action Planning
- Review HR Organizational Structure
  - Engage HR Leadership Team to align functions and services to provide an exceptional experience for applicants, employees, and leadership

# Long-Term Multiple Year Plan



- 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