

UNIVERSITY of WASHINGTON

# HUMAN RESOURCES ORGANIZATION CHART

Vice President for Human Resources  
**Mindy Kornberg**

Assist. to the VP for HR  
**Ebonie Alicesun**

Chief of Staff  
**Kimberly Mishra**

- Strategic communications
- HR policy and legislation
- UMAC partnership

Director for Business & Finance  
**Laurie Daniel**

- Budget planning and management
- Benefits accounting and shared services
- Business planning and RFP process

TOTAL BENEFITS	COMPENSATION	HR INFORMATION SYSTEMS	LABOR RELATIONS	CAMPUS HR OPERATIONS & SERVICES	UW MEDICINE HR OPERATIONS	TOTAL TALENT MANAGEMENT
<p>Executive Director <b>Amy Hawkins</b></p> <ul style="list-style-type: none"> <li>• Retirement plan design and administration</li> <li>• Health insurance plans administration</li> <li>• Optional benefits administration</li> <li>• Tax-deferred savings programs</li> <li>• Dependent care assistance/flex spending programs</li> <li>• WorkLife programming</li> <li>• Employee assistance plan administration</li> <li>• Childcare access and administration</li> <li>• The Whole U: engagement, community building, wellness</li> <li>• Workplace giving</li> </ul>	<p>Executive Director <b>Randy West</b></p> <ul style="list-style-type: none"> <li>• Wage and hour compliance</li> <li>• Salary policy administration—staff and students</li> <li>• Delegated authority to exempt positions to Professional Staff</li> <li>• Staff temporary pay adjustments, period activity pays, and one-time payments</li> <li>• Retention—competitive offers</li> <li>• Job evaluation and classification</li> <li>• Compensation analysis, including cost estimation for wage negotiations</li> <li>• Salary policy and market survey analysis</li> <li>• Classification and health care special pay liaison to Washington State HR</li> </ul>	<p>Director <b>Rachel Gatlin</b></p> <ul style="list-style-type: none"> <li>• UWHR information management and reporting</li> <li>• UWHR Workday technical liaison</li> <li>• UWHRES system development and administration</li> <li>• UTEMP system development and administration</li> <li>• UWHR work management analysis &amp; development</li> <li>• UWHR data analysis and visualization</li> <li>• HR system planning/design consultation</li> <li>• UWHR data security</li> <li>• HR Desktop support</li> </ul>	<p>Asst. Vice President <b>Peter Denis</b></p> <ul style="list-style-type: none"> <li>• Labor relations strategy planning</li> <li>• Labor contract negotiations</li> <li>• Management training and communications</li> <li>• Contract implementation planning, administration and interpretation</li> <li>• Grievance administration and dispute resolution</li> </ul>	<p>Asst. Vice President <b>Erin Rice</b></p> <ul style="list-style-type: none"> <li>• Performance management consulting and corrective action</li> <li>• Investigation and conflict resolution</li> <li>• Layoff and reorganization planning and support</li> <li>• HR policy and process assistance</li> <li>• Leave of absence administration</li> <li>• Disability Services Office: accommodation for faculty, staff and non-matriculated students; deaf and hard of hearing services; event disability accommodations</li> <li>• Accommodation advice and resources for departments</li> <li>• UW SafeCampus: Violence prevention consulting and assessment; 24/7 hotline; violence prevention training and outreach</li> </ul>	<p>Asst. Vice President <b>Nicki McCraw</b></p> <ul style="list-style-type: none"> <li>• Recruitment and workforce planning</li> <li>• Employment process</li> <li>• Performance management consulting and corrective action</li> <li>• Investigation and conflict resolution</li> <li>• Layoff and reorganization support</li> <li>• HR policy and process assistance</li> <li>• Leave of absence administration</li> <li>• Accommodation advice and resources for departments</li> <li>• New employee orientation and onboarding</li> <li>• Organization development coaching and consulting</li> <li>• Instructional design, training development and delivery</li> <li>• Medical Centers Workforce Management System</li> </ul>	<p>Asst. Vice President <b>Ujima Donalson</b></p> <ul style="list-style-type: none"> <li>• Recruitment and workforce planning</li> <li>• Employment process</li> <li>• UTemp Staffing</li> <li>• New employee onboarding and orientation</li> <li>• Training program planning and delivery</li> <li>• Faculty grants management</li> <li>• Strategic Leadership Program</li> <li>• Leadership and staff development processes</li> <li>• Organizational development consulting: team building, change management, coaching, strategic planning</li> <li>• Distinguished Staff and Thorud Leadership Awards</li> <li>• ISC partnership liaison</li> <li>• Strategic initiatives and project management</li> </ul>

