# Human Resources Organization Chart

<table>
<thead>
<tr>
<th>Total Benefits</th>
<th>Compensation</th>
<th>HR Information Systems</th>
<th>Labor Relations</th>
<th>Campus HR Operations &amp; Services</th>
<th>UW Medicine HR Operations</th>
<th>Total Talent Management</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive Director</td>
<td>Executive Director</td>
<td>Director</td>
<td>Asst. Vice President</td>
<td>Asst. Vice President</td>
<td>Asst. Vice President</td>
<td>Asst. Vice President</td>
</tr>
<tr>
<td>Amy Hawkins</td>
<td>Randy West</td>
<td>Rachel Gatlin</td>
<td>Peter Denis</td>
<td>Erin Rice</td>
<td>Nicki McCraw</td>
<td>Ujima Donalson</td>
</tr>
<tr>
<td>• Retirement plan design and administration</td>
<td>• Wage and hour compliance</td>
<td>• UWHR information management and reporting</td>
<td>• Labor relations strategy planning</td>
<td>• Performance management consulting and corrective action</td>
<td>• Recruitment and workforce planning</td>
<td>• Recruitment and workforce planning</td>
</tr>
<tr>
<td>• Health insurance plans administration</td>
<td>• Salary policy administration—staff and students</td>
<td>• UWHR Workday technical liaison</td>
<td>• Labor contract negotiations</td>
<td>• Employment process</td>
<td>• Employment process</td>
<td>• Leadership and staff development processes</td>
</tr>
<tr>
<td>• Optional benefits administration</td>
<td>• Delegated authority to exempt positions to Professional Staff</td>
<td>• UWHIRES system development and administration</td>
<td>• Management training and communications</td>
<td>• Performance management consulting and corrective action</td>
<td>• Organizational development consulting: team building, change management, coaching, strategic planning</td>
<td>• Organizational development consulting: team building, change management, coaching, strategic planning</td>
</tr>
<tr>
<td>• Tax-deferred savings programs</td>
<td>• Staff temporary pay adjustments, period activity pays, and one-time payments</td>
<td>• UTEMP system development and administration</td>
<td>• Contract implementation planning, administration and interpretation</td>
<td>• Investigation and conflict resolution</td>
<td>• Distinguished Staff and Thorud Leadership Awards</td>
<td>• Distinguished Staff and Thorud Leadership Awards</td>
</tr>
<tr>
<td>• Benefits accounting</td>
<td>• Retention—competitive offers</td>
<td>• UWHR work management analysis &amp; development</td>
<td>• Grievance administration and dispute resolution</td>
<td>• Layoff and reorganization planning and support</td>
<td>• ISC partnership liaison</td>
<td>• ISC partnership liaison</td>
</tr>
<tr>
<td>• Dependent care assistance/flex spending programs</td>
<td>• Job evaluation and classification</td>
<td>• UWHR data analysis and visualization</td>
<td>• HR policy and process assistance</td>
<td>• Layoff and reorganization support</td>
<td>• Strategic initiatives and project management</td>
<td>• Strategic initiatives and project management</td>
</tr>
<tr>
<td>• WorkLife programming</td>
<td>• Compensation analysis, including cost estimation for wage negotiations</td>
<td>• HR system planning/design consultation</td>
<td>• Leave of absence administration</td>
<td>• HR policy and process assistance</td>
<td>•</td>
<td></td>
</tr>
<tr>
<td>• Employee assistance plan administration</td>
<td>• Salary policy and market survey analysis</td>
<td>• UWHR data security</td>
<td>• Disability Services Office: accommodation for faculty, staff and non-matriculated students; deaf and hard of hearing services; event disability accommodations</td>
<td>• Leave of absence administration</td>
<td>•</td>
<td></td>
</tr>
<tr>
<td>• Childcare access and administration</td>
<td>• Classification and health care special pay liaison to Washington State HR</td>
<td>• HR Desktop support</td>
<td>• Accommodation advice and resources for departments</td>
<td>• Accommodation advice and resources for departments</td>
<td>•</td>
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<tr>
<td>• The Whole U: engagement, community building, wellness</td>
<td></td>
<td></td>
<td>• Accommodation development coaching and consulting</td>
<td>• New employee orientation and onboarding</td>
<td>•</td>
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<tr>
<td>• Workplace giving</td>
<td></td>
<td></td>
<td>• Instructional design, training development and delivery</td>
<td>• Organization development coaching and consulting</td>
<td>•</td>
<td></td>
</tr>
</tbody>
</table>

**Effective 7/16/2018**