

HUMAN RESOURCES ORGANIZATION CHART

Vice President for Human Resources
Mindy Kornberg

Assist. to the VP for HR
Betsy Bott

Chief of Staff
Kimberly Mishra

- Strategic communications
- HR policy and legislation
- Strategic initiatives and project management
- UMAC partnership liaison
- Childcare access and administration
- The Whole U
- Combined Fund Drive

Director for Business & Finance
Jennifer Thomson

- Budget planning and management
- Business planning and RFP process

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

