### COMPENSATION
- **Executive Director**
  - Randy West
  - 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

### HR BENEFITS, ANALYTICS & INFORMATION SYSTEMS
- **Executive Director**
  - Rachel Gatlin
  - 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
  - UTEMPI 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

### LABOR RELATIONS
- **Asst. Vice President**
  - Banks Evans
  - Labor relations strategy planning
  - Labor contract negotiations
  - Management training and communications
  - Contract implementation planning, administration and interpretation
  - Grievance administration and dispute resolution

### CAMPUS HR OPERATIONS & SERVICES
- **Asst. Vice President**
  - Erin Rice
  - 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

### UW MEDICINE HR OPERATIONS
- **Asst. Vice President**
  - Nicki McCraw
  - 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

### TOTAL TALENT MANAGEMENT
- **Asst. Vice President**
  - Ujima Donalson
  - 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

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**Effective 10/1/2019**

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