

HUMAN RESOURCES ORGANIZATION CHART

Vice President for Human Resources
Mindy Kornberg

Operations Manager
Hannah Barnett

Chief of Staff
Kimberly Mishra

- Strategic communications
- Strategic initiatives
- HR Community of Practice
- UMAC partnership liaison
- Work-Life programs
- The Whole U
- Combined Fund Drive

Director for Business & Finance
Jennifer Thomson

- Budget planning and management
- Business planning and RFP process

HR BENEFITS, ANALYTICS & INFORMATION SYSTEMS	COMPENSATION	LABOR RELATIONS	CAMPUS HR OPERATIONS & SERVICES	UW MEDICINE HR OPERATIONS	TOTAL TALENT MANAGEMENT	HR POLICY & WORKFORCE STRATEGY
<p>Asst. Vice President Rachel Gatlin</p> <ul style="list-style-type: none"> • Retirement, health insurance, optional benefit & saving plan administration • Benefits accounting • HR information management, analysis & reporting • System administration for UWHIRES & UTEMP • UWHR work management analysis & development • HR system planning/design consultation • UWHR data security • HR Desktop support • UWHR Workday technical liaison & ISC partnership liaison • UWHR Financial Transformation program liaison • UWHR Institutional liaison for data management & privacy 	<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 • Advise on bargaining unit definitions • Serve on management bargaining teams • 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>Asst. Vice President Banks Evans</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 Erin Rice</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 & Inclusion Strategist Ujima Donalson</p> <ul style="list-style-type: none"> • Diversity strategy and equity and inclusion analysis • DEI trainings, tools and resources • 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 	<p>Executive Director Marisa Gaudins</p> <ul style="list-style-type: none"> • Policy leadership, analysis and interpretation • Legislative leadership, analysis and interpretation • Legislative implementation management • HR liaison to Office of Financial Management, State HR & Interinstitutional Personnel Officer Committee • Workforce strategy setting and initiative development • UWHR website management

