

HUMAN RESOURCES ORGANIZATION CHART

Vice President for Human Resources
Heather Horn

Operations Manager
Hannah Barnett

Chief of Staff
Kimberly Mishra

**Director for Business
& Finance**
Jennifer Thomson

**Director for
Strategic Initiatives**
Gwyneth Parmar

HR BENEFITS, ANALYTICS AND INFORMATION SYSTEMS

Asst. Vice President
Rachel Gatlin

- Retirement and benefit plan operations and administration
- HR systems administration, support, and design
- All HR information and data management, security, analysis, and reporting
- UWHR enterprise programs and systems liaison
- Demographic data analysis
- Coordinate HR public records

COMPENSATION

Executive Director
Amy Junglov

- Job evaluation and classification
- Annual merit process for staff and academic personnel
- Costing, analysis, and salary change management for negotiated labor contracts
- FLSA and WMWA compliance
- Salary policy administration for staff and student employees

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
- All union records requests

CAMPUS HR OPERATIONS & SERVICES

Asst. Vice President
Erin Rice

- Employee relations: conflict resolution, investigation, performance management, layoff and reorganization for all employees
- Employee leave administration for all employees
- Disabilities Services Office (DSO): deaf/hard of hearing services, accommodation, consulting, and resources
- Official personnel/medical files, prior service credit, sexual misconduct disclosure

UW MEDICINE HR

Interim Asst. Vice President
Pranika Laing

- Recruitment and workforce planning
- Employee Relations: conflict resolution, performance management and leave administration
- New employee orientation and onboarding
- Training development and delivery
- Professional and leadership development and employee engagement
- Medical centers Workforce Management System (WMS)
- Hospital HR data support

TOTAL TALENT MANAGEMENT

Asst. Vice President
Ujima Sands

- Recruitment, workforce, and employment planning and operations
- UTEMP (UW's internal temporary employment service)
- Welcome Day (new staff orientation)
- Strategic Leadership Program and Management Fundamentals series
- Leadership development coaching and consulting
- Organizational development consulting
- Demographic data analysis

HR POLICY AND WORKFORCE STRATEGY

Executive Director
Marisa Graudins

- Policy leadership, analysis and interpretation
- Legislative leadership, analysis, and implementation management
- HR liaison to OFM, State HR and Interinstitutional Personnel Officer Committee
- Workforce strategy setting and initiative development
- Central Workday support for all employee types
- UWHR website management

EMPLOYEE EXPERIENCE

Executive Director
Lauren Updyke

- The Whole U – Primary holistic wellness program for all employees & students
- UW Social Impact – Combined Fund Drive, workplace giving & volunteerism program
- UW WorkLife – WA Employee Assistance Program, childcare resources, housing solutions, caregiver services
- Employee Recognition Programs – UW Service Awards, Distinguished Staff Awards, David B. Thorud Leadership Award

