



Human Resource Business Partners

One Year Pilot Program Highlights:

The HR Business Partner model has been implemented to strategically align HR resources with the university's pursuit of excellence. We are piloting this new model during the academic year, AY23/24. Our first endeavor is supporting the 2023 Workforce Engagement Survey.

During the academic year we will be supporting the following objectives:

1. **Employee Engagement Survey Expertise:** We will offer consultation and comprehensive support for survey communication and action planning to bolster our community's engagement.
2. **Job Hierarchy Development:** This foundational initiative addresses job descriptions, job titles, job levels, job families, and MRRs, under the Professional Formation for Staff strategy.
3. **Strategic Workforce Planning:** We will be working to optimize our people resources and structural effectiveness, assessing hiring needs, and implementing retention tactics that fuel our future success.

Our ultimate goals are:

- **Fostering Strong Leadership-** We're dedicated to cultivating strong leaders through coaching, guidance, and reinforcing supervisor development principles. Our goal is to ensure that our leaders are not only well-prepared but also excel in their crucial roles.
- **Enhancing Leadership Skills-** We aim to empower our leaders, enabling them to take impactful and decisive actions while setting high standards of leadership excellence at our university.
- **Improving Employee Engagement-** We are committed to supporting the development, effective communication, and successful execution of engagement survey strategies and action plans. Our ultimate objective is to create an environment where every community member feels heard, valued, and an integral part of our collective journey.
- **Nurturing Positive Work Environments-** We are committed to helping our leaders design jobs and workspaces that enhance the employee experience, engagement, creativity, and productivity.

Your HR Partners

As we've introduced the role of HR Business Partner (HRBP), we appointed Becky Rowe as our first dedicated resource. As we pilot this new role, Ellen Whitcraft-Huelmann, Director of Workforce & Labor Relations will also act as a Senior HRBP.

Jerron Lowe, Al Vanderhoeven, and Maggie Ricketts will focus on the three primary objectives for assigned work units during this pilot phase. Supervisors and staff should continue to use established HR communication channels. We align to the following clients:

Becky Rowe	Ellen Huelmann	Al Vanderhoeven	Maggie Ricketts	Jerron Lowe
<ul style="list-style-type: none"> • College of Science and Engineering • Enrollment Services • Global Engagement • Mission Integration • Student Success • University Advancement 	<ul style="list-style-type: none"> • Sullivan School of Law • College of Arts & Sciences • College of Nursing • Finance & Business Affairs • Information Technology Services 	<ul style="list-style-type: none"> • Athletics • Albers School of Business & Economics • Center for Community Engagement • Strategic Initiatives • Graduate, Online & Professional Education 	<ul style="list-style-type: none"> • College of Education • Lemieux Library & Billodue Makerspace • University Affairs (Marcomm) 	<ul style="list-style-type: none"> • Human Resources • President’s Office • Provost’s Office • Student Development

Other Work Units

We regret that due to bandwidth and other institutional priorities, we are unable to provide direct support for all work units. If you are in a work unit that is not listed above, you can email us according to our [contact list](#).