



UNIVERSITY of  
DENVER

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# HR Connect

*June 26, 2019*



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DENVER

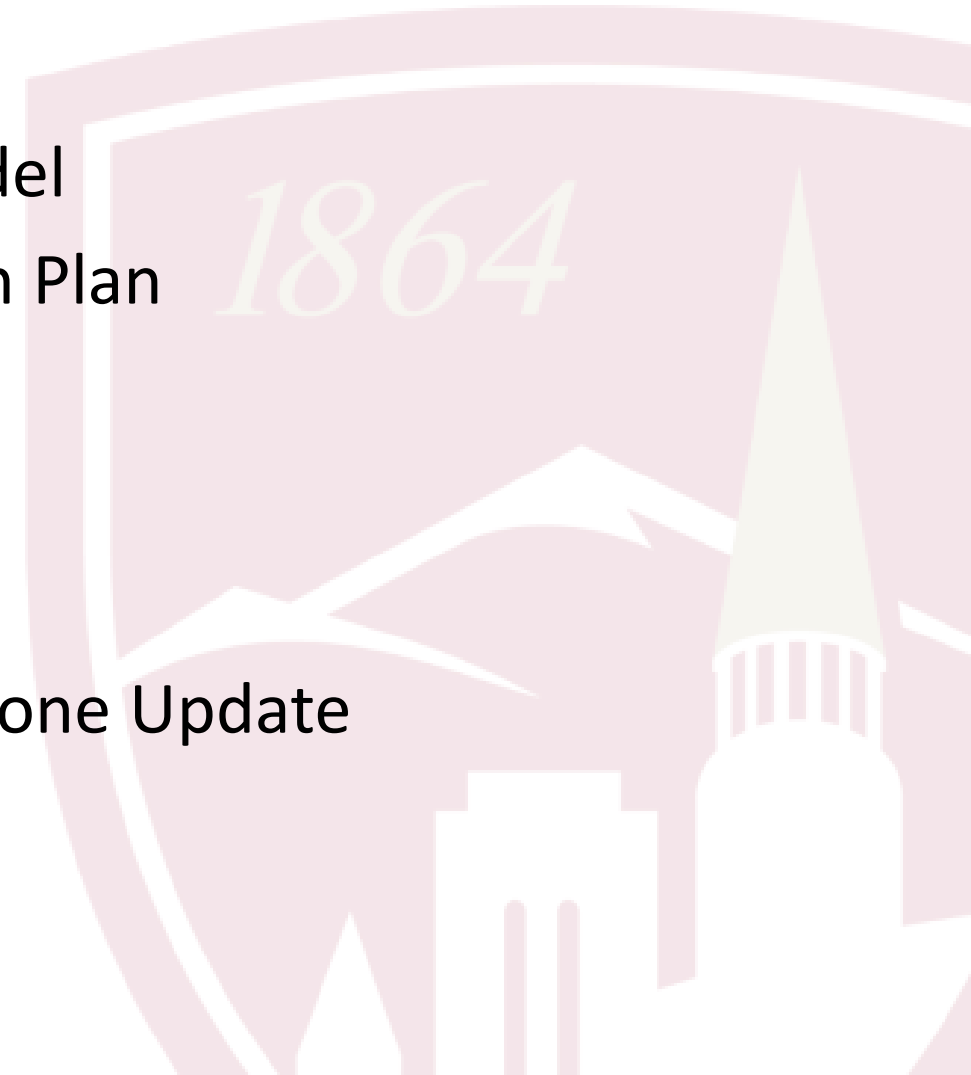
# WELCOME

Laura Maresca, Vice Chancellor, Human  
Resources and Inclusive Excellence (HRIC)



# Today's Agenda

- Welcome
- New Human Resources Service Delivery Model
- Self Identification Portal & Affirmative Action Plan
- Equity in Action
- New Employee Assistance Program
- Compensation Update
- Performance Management System: Cornerstone Update
- Compliance Posters



# HR Partnerships:

*THE “WHY”*

## A New Service Delivery Model

A Case for Change

# Bersin HR Maturity Model

## Compliance-driven HR services

*No HR strategy. Leadership shared with an operations or finance role. Personnel function, mostly separate from business and talent needs. Line managers assume many of the responsibilities for recruiting, managing and motivating employees.*

Level **1**

## Fundamental HR services

*HR strategy focused on improving process and creating HR depth. Core HR services are standardized and efficient. Typically have siloed HR structures for functions such as recruiting, development and compensation with separate automated systems for these functions.*

Level **2**

## Strategic HR department

*HR strategy is deeply connected to business goals. HR functions support business needs. Focus is on integrating processes, data capturing and business advising. Strategic talent management. HR leader is member of executive team.*

Level **3**

## Business-integrated HR

*HR strategy is part of the business strategy. HR helps to drive business decisions through people, data and insights. Business and HR systems are integrated and advanced. HR systems tightly linked and connected to business systems. Data analysis and trending inform business guidance.*

Level **4**



# Evolution of HRIC

## HR DELIVERY MODEL

### Centers of Expertise

HR experts with specialist knowledge who deliver leading-edge strategy and solutions

### Shared Services

Centralized, technology-enabled HR service delivery excellence

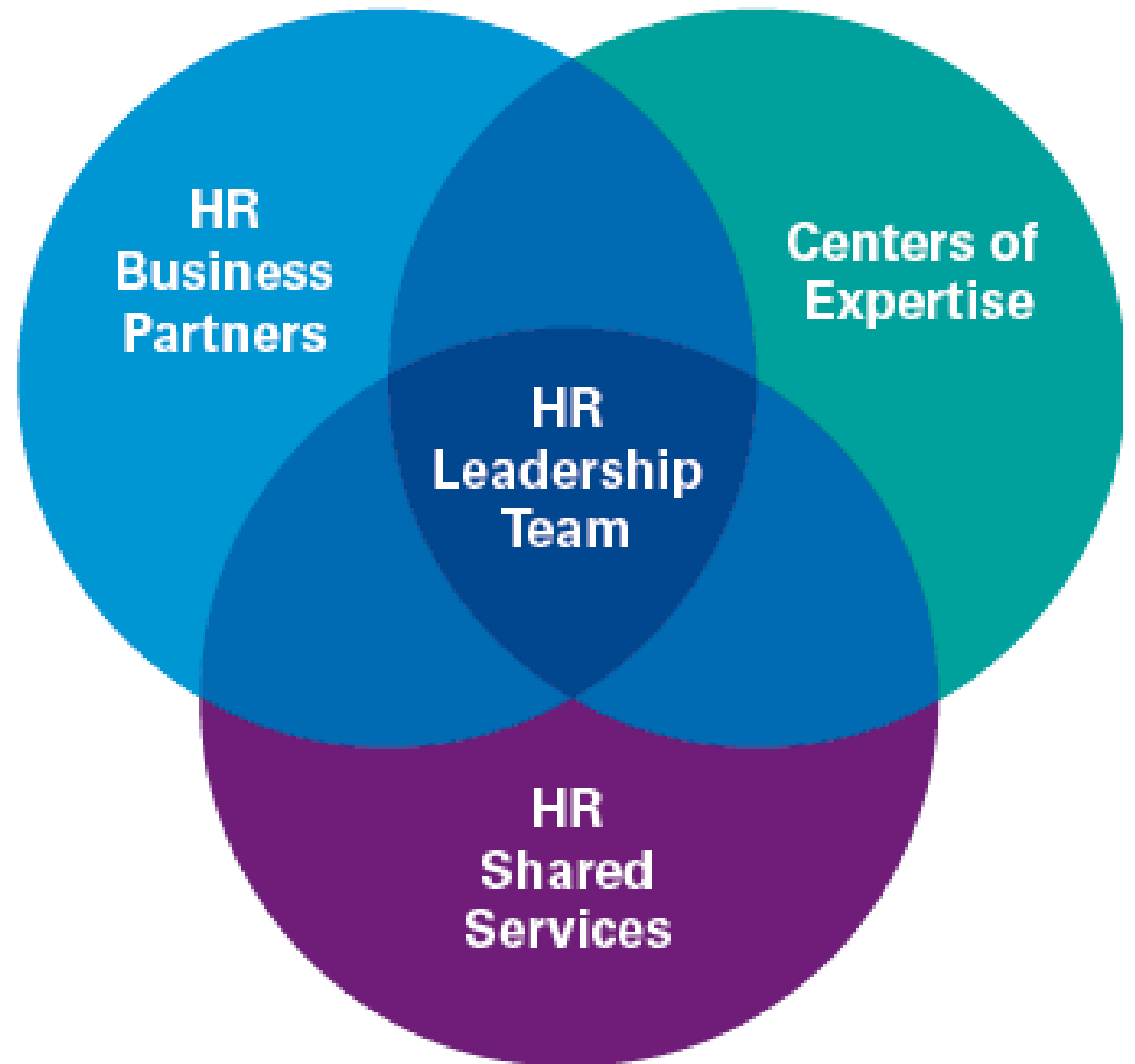
### HR Partners

HR professionals working closely with business leader to improve business outcomes through human capital solutions

# HR Partnerships:

*THE “WHAT”*

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# *A Shift Toward a Strategic Focus*

## Central HRIC

### Centers of Expertise

Designs and development University talent management strategies and architecture, including: frameworks, assessment process, talent review process, recruitment strategies, and succession planning

Applies thought leadership, research, and best practice to ensure HR strategy and architecture is for the purpose, scalable, and meets the University's objectives and strategic plan

## HR Partners

### HR Partners

-HR Partners ensure their unit(s) have proper support with performance management, employee relations, workforce planning, succession planning, and employee engagement action planning.

-Champions the work and initiatives of the Center of Excellence and Shared Services ensuring successful HR process launches and facilitating feedback of HR services and unit needs



# HR Partnerships: *THE “HOW”*

## Operationalizing the Partnership Model

- Strategic alignment of HR Partners to University divisions/units
- Single point of contact for human resources needs and inquiries
- Embedding the HR Partner into the unit
- Demonstrating credibility and building trust
- Execute and deliver

# Meet the HR Partners

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# HR Partners Alignment: *THE “WHO”*

Sakeen Sarem Aslani,  
Lead Human Resources Partner

- Daniels College of Business
- Information Technology
- Advancement
- Arts & Humanities/Social Sciences
- Graduate School of Professional Psychology
- Marketing & Communications
- Denver Research Institute
- Institutional Financial Activity
- Institutional Priorities
- Special Programs & Interterm

# HR Partners Alignment: *THE “WHO”*

Cristina Valencia,  
Human Resources Partner

- English Language Center
- Fisher Early Learning Center
- Internationalization
- Josef Korbel School, Intl. Studies
- Morgridge College of Education
- Natural Sciences & Math
- Office of International Education

# HR Partners Alignment: *THE “WHO”*

Craig Miller,

Human Resources Partner

- Admissions
- Campus Life & Inclusive Excellence
- Conferencing & Event Services
- Newman Center
- Registrar
- Residence
- Student Financial Services
- University Academic Programs
- University College
- University Health & Counseling Services
- University Libraries

# HR Partners Alignment: *THE “WHO”*

Jerron Lowe,  
Director, Human Resources Partnerships

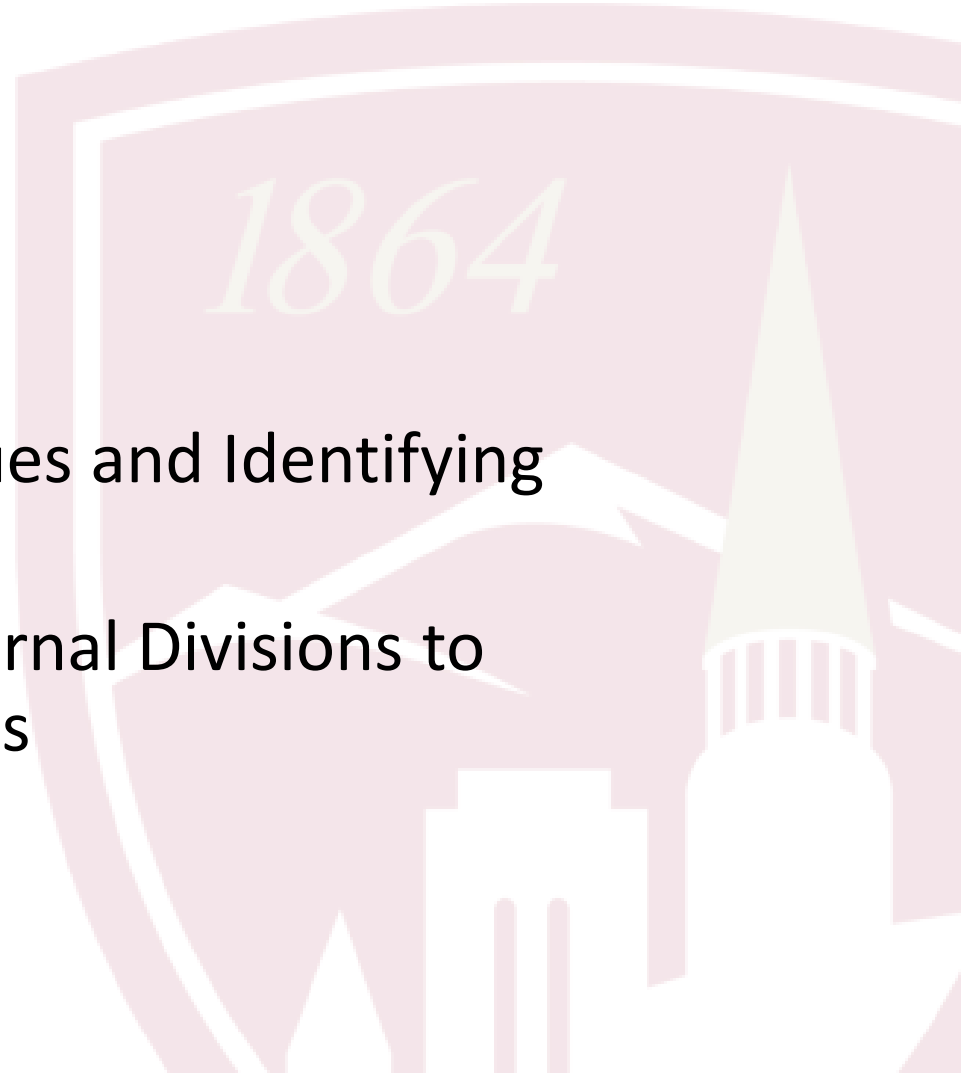
- Athletics & Recreation
- Colorado Women's College
- Enterprise Risk Management
- Financial Affairs
- Financial Services - Controller
- General Counsel
- Human Resources & Inclusive Community
- Internal Audit
- Office of Graduate Education
- Office of Research & Sponsored Programs
- Shared Services
- Sturm College of Law
- Chancellor
- Provost
- DU Agency Organizations
- Campus Safety
- Facilities Planning & Management

*what a difference a year makes*



## Benefits & Successes

- Single Point of Contact
- Improved Communication and Turnaround
- Deeper Assessment of Employee Relations Issues and Identifying Sustainable Resolutions
- Coordinated Efforts with Central HRIC and External Divisions to Achieve Initiatives, Goals and Address Problems
- A True Thought Partner



# HR Partnerships: *WHAT'S NEXT?*

## Future

- Promote robust Inclusive Excellence initiatives
- Participate in strategic planning to align human capital with the needs of the unit
- Workforce planning
- Succession planning
- Identify high potentials and assist units with creating a talent management strategy
- Continuous Improvement



# For Questions or Seeking Support

Email [AskHRPartners@du.edu](mailto:AskHRPartners@du.edu) with any questions!



# Self Identification Portal & Affirmative Action Plan

## **Executive Order 11246 –**

-Race, color, gender

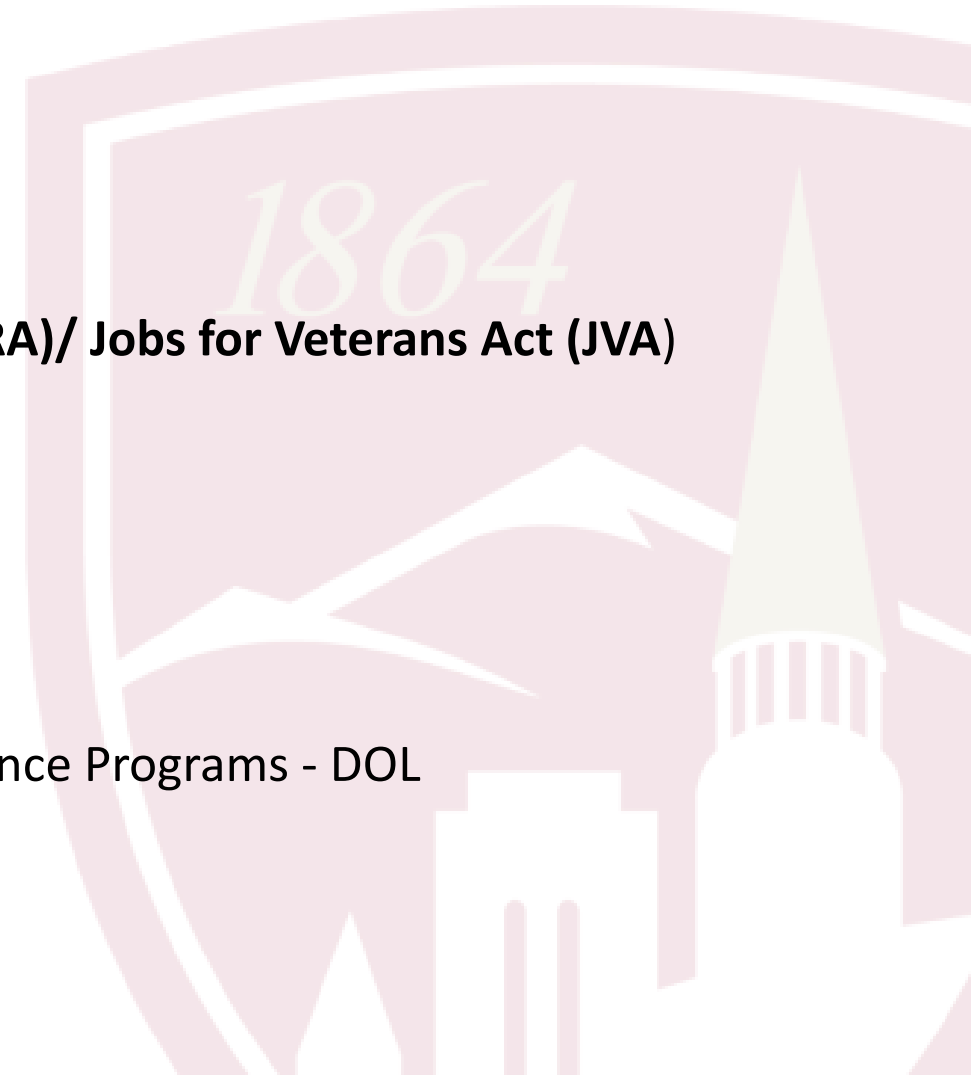
## **Vietnam Era Veterans Readjustment Assistance Act (VEVRAA)/ Jobs for Veterans Act (JVA)**

-Protected Veterans

## **Section 503 of the Vocational Rehabilitation Act**

-Individuals with disabilities

Enforced by the OFCCP – Office of Federal Contract Compliance Programs - DOL



# Self Identification Portal & Affirmative Action Plan

Contractors must document and update annually quantitative comparisons for the number of applicants and persons hired, promoted or separated

Measure the effectiveness of the outreach, recruitment and retention efforts

Also require that employer invite **applicants and employees to self-identify**

Must also incorporate the equal opportunity clause

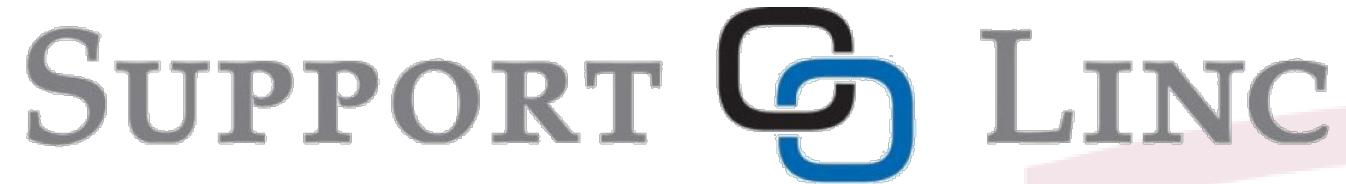
“The University of Denver is an affirmative action employer and that age, color, disability, gender identity, genetic information, military or veteran status, national origin, race, religion, sex, sexual orientation or any other applicable status protected by state or local law are not taken into account in any employment decision.”

# Equity in Action



- **Milkstork:** We are excited to announce that starting 07/01/19, University of Denver will be offering Milk Stork as a benefit to our breastfeeding employees in support of their business travel. Milk Stork is the first-ever breast milk shipping company for business traveling breastfeeding moms.
  - To learn more about how Milk Stork works, please check out this [video](#).
  - Orders may be placed at [www.milkstork.com/](http://www.milkstork.com/) du.edu using your company email address.
- **Lactation Fridge:** Are you a nursing mom and staff member? Looking for a personal fridge to store your breast milk? Did you know that starting 7-1-19, HRIC allows for you to check out a small fridge that can be stored anywhere in your office or on your desk? Please reach out to [Well@DU.edu](mailto:Well@DU.edu) to make your reservation today!
- **Lactation Map:** Please check out our new lactation rooms map for across campus! As always, we continue to seek out additional spaces that are nursing mom friendly, so if you know a space or want to talk to HRIC about securing a space please reach out to Shahira Qudrat [shahira.qudrat@du.edu](mailto:shahira.qudrat@du.edu) for consideration and further discussion about potential securing additional lactation spaces. The map will be kept updated as more rooms are identified.
- **New Parent Experience:** Are you a staff member expecting a baby or adopting into your family? DU has created the New Parent Experience and we would love to share the experience with you. To kick the process off, reach out to [Benefits@DU.edu](mailto:Benefits@DU.edu)

# Employee Assistance Program Update



- To help you manage work, family and personal challenges, HRIC is pleased to announce the SupportLinc employee assistance program (EAP), available to all benefited employees and eligible family members beginning July 1.
- SupportLinc offers confidential and professional support, including the following resources, at no cost to you or your family: Short-Term Counseling, Expert Referrals, Free Legal and Financial Services and a plethora of information and resources.
- Details regarding the SupportLinc web portal, mobile app and direct contact information will be provided in the next few days. Keep an eye out for a home mailer, flyers and emails.

# Compensation Update

- This summer we will be partnering with an external consultant to perform a pay equity study. More information will be communicated in the coming weeks.
- We are in the process of designing and implementing Cornerstone, our new merit administration tool. More information to come over the summer.
- Make sure that you have a comp statement from a current compensation team member dated within the last year for any job you are looking to post.
- Email [HR.Compensation@du.edu](mailto:HR.Compensation@du.edu) with any questions!

# Cornerstone Update

- Cornerstone will be the new vendor for the 2019-2020 Academic year
- Appraisals for the current 18-19 year will be in SilkRoad
- An education and training program will roll out in the fall of 2019



# Compliance Posters

