

Associate Vice Chancellor & Chief Human Resources Officer Vision Seminar

Theresa Tibbs

Friday, August 19th, 2022

VISION SEMINAR

Theresa (Terri) Tibbs

AVC/CHRO FINALIST INTERVIEW

August 19, 2022

OPPORTUNITIES AND CHALLENGES FACING HUMAN RESOURCES OVER THE NEXT SEVERAL YEARS

➤ **Managing Change**

- Remote/Hybrid Work Schedules

➤ **Employee Engagement**

- Why Do Employees Leave?
- Why Do Employees Stay?

➤ **Recruitment and Retention**

- Efficient Hiring Processes
- Recruiting Channels
- On-Boarding

➤ **Performance Management**

- Review/Revamp Traditional Model to Support Current Needs

OPPORTUNITIES AND CHALLENGES FACING HUMAN RESOURCES OVER THE NEXT SEVERAL YEARS (CONT'D)

➤ **Communication Strategy**

- Within Human Resources
- External to Human Resources
- Various Stake Holders

➤ **Alignment of Human Resources Mission to the Institution's Goals**

- Human Resources Competencies
- Human Resources Service Model
- Metrics
- Collaborations/Partnerships

OPPORTUNITIES AND CHALLENGES FACING HUMAN RESOURCES OVER THE NEXT SEVERAL YEARS (CONT'D)

➤ **Professional Development**

- Enhancing Skills for Employees
- Enhancing Skills for Managers/Leaders
- Enhancing Skills/Competencies for Human Resources Staff

➤ **Alignment of Human Resources Mission to the Institution's Goals**

- Human Resources Service Model
- Metrics
- Collaborations/Partnerships

SPECIFIC OPPORTUNITIES AND CHALLENGES I SEE AT UCR

➤ **Alignment of HR Resources Support and Services**

- Internal to Human Resources
- External to Human Resources
- Find a Balance Between Transactional and Strategic HR Work

➤ **Alignment of Human Resources Mission to the Institution's Goals**

- Human Resources Service Model
- Metrics
- Collaborations/Partnerships

➤ **Review and Improve Inefficient and Outdated Processes**

SPECIFIC OPPORTUNITIES AND CHALLENGES I SEE AT UCR (CONT'D)

➤ Leverage Data for Decision Making and Workforce Strategy

- HRIS Data
- Exit Interview Data
- Feedback from Stakeholders and Business Partners

➤ Human Resources Communication Strategy

- Policies/Procedures

➤ Seek Out Best Practices Regarding Challenges Facing UCR

➤ Change Management

SPECIFIC OPPORTUNITIES AND CHALLENGES I SEE AT UCR (CONT'D)

➤ Recruitment and Retention

- “One Minute” Commercial – Why someone should think about joining UCR**

➤ Remote and Hybrid Work Schedules

➤ Professional Development

- Closing Gaps**

➤ Alignment of the Human Resources Mission to the Institution's Goals

MY VISION FOR HUMAN RESOURCES AT UCR

Vision:

- Human Resources would be a service – oriented team, providing expert support in fostering a respectful environment that inspires excellence and innovation within UCR's community.
- Support the development of UCR's human resources and work culture. I believe a diverse, respectful environment allows our human potential to flourish and grow.
- Commitment to advance the support of student success through the attraction, retention, engagement and development of a diverse workforce.

HOW I WOULD WORK TOWARDS ACHIEVING THIS VISION.

- **Honor UCR's Past and Seek Ways to Support the Success of UCR and the Various Stakeholders**
- **Be Intentional in Seeking Feedback and Input From Various Stakeholders**
- **Partner with Individuals Internal and External to Human Resources in the Rebranding of Human Resources at UCR**
- **Development and Execution of a Human Resources Communication Plan.**
- **Collaboration! Collaboration! Collaboration!**

THANK YOU FOR THIS
OPPORTUNITY