

Associate Vice Chancellor & Chief Human Resources Officer Vision Seminar

Alex Najera

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AVC-CHRO Vision Session

Alex Najera
August 2022

A full-page background image of a mountain landscape. In the foreground, a dirt path winds up a slope covered in dry, yellowish-brown grass. To the right, a steep, rocky cliff face rises vertically. In the background, several jagged, dark grey mountain peaks are visible under a cloudy sky. The overall scene is rugged and majestic.

Vision Session Goals

HR Challenges & Opportunities

UCR HR Challenges & Opportunities

Vision For Human Resources



**"What we learn
becomes part of
who we are."**



UCR Human Resources Vision

Human Resources As

- A transparent, encouraging and uplifting environment
- A place where people are inspired, feel valued, and remain engaged
- Valuing a growth mindset founded on curiosity, integrity and service
- An active and dynamic influencer and change agent at UCR and beyond
- An integrated community of professionals providing holistic solutions

HR Opportunities & Challenges

- Employee Health & Wellbeing
- Talent Attraction & Retention
- Prioritizing Org Development & Culture
- Employee Training, Development & Engagement
- Navigating Post COVID Work Realities



UCR HR Opportunities & Challenges



- Navigate Leadership Instability Impacts
- Revitalize HR Culture, Values & Community
- Ensure Ongoing Resource & Service Alignment
- Make Staff & Ops Investment A Cornerstone
- Establish A Unified Campus HR Voice



**Pathway
Forward**

Empowerment Leadership

- Strengthen Team Efficacy
- Focus on Transparency & Trust
- Revitalize Culture and Values
- Address Baseline Needs/Structure
- Deepen, Widen Realign Talent Pool
- Mend Networks & Partnerships
- Make communication a cornerstone



If you want to go fast, go alone. If
you want to go far, go together.

Robin Jones Gunn