

UNIVERSITY OF NEBRASKA

FREQUENTLY ASKED QUESTIONS

BRT: HUMAN RESOURCES CONSOLIDATION

8/2/17

Q: WHO IS LEADING THE INTEGRATION OF HUMAN RESOURCES INTO ONE UNIFIED ORGANIZATION AND HOW WERE THEY CHOSEN?

A: Bruce Currin was chosen for this role based on the recommendation and endorsement of the Human Resource working group. President Bounds evaluated the team's recommendation and appointed Currin.

Q: HOW DOES THE REPORTING AND OVERALL STRUCTURE WORK FOR HUMAN RESOURCES?

A: The current HR directors (Aileen Warren/UNMC, Scott Benson/UNK, Cecil Hicks/UNO, Sheryl Gartner/Central) and their teams will report to Bruce Currin in his new role as Associate Vice President for Human Resources.

Q: DOES THIS MEAN THAT IF I WORK IN HUMAN RESOURCES, I NOW REPORT TO THE ASSOCIATE VICE PRESIDENT FOR HUMAN RESOURCES FOR THE UNIVERSITY OF NEBRASKA SYSTEM?

A: Existing centralized campus HR staff will continue to report to their current HR leader. Campus HR directors will report to the associate vice president for human resources for NU.

Q: I WORK IN HUMAN RESOURCES. WILL MY OFFICE LOCATION CHANGE?

A: There are no plans to move any campus-centralized Human Resource employees to other locations.

Q: I WORK IN HUMAN RESOURCES. HOW WILL THIS AFFECT MY DAY-TO-DAY PRACTICES?

A:

Q: WHEN DOES ALL OF THIS GO INTO EFFECT? WHAT HAPPENS NEXT?

A: This is effective Aug. 2, 2017. The newly formed HR organization will begin to work on HR strategies as one cohesive unit, looking for ways to improve service and effectiveness.

Q: WHAT EFFICIENCIES WILL BE SEEN BY THIS CHANGE?

A: The position and budget for an assistant vice president/director of HR position under the Office of Business and Finance at UNCA would be eliminated, saving the University \$173,000. Efficiencies and strategic opportunities will continue to evolve under the newly aligned HR organization.

Q: HOW WILL THIS TRANSFORM HUMAN RESOURCES TO MORE EFFECTIVELY SERVE FACULTY AND STAFF?

A: Policy alignment, recruitment strategies, technology and HR processes are some of the targeted areas for HR to become more effective to customers.