

CONGRATULATIONS

to the Recipients of the 2018 Higher Education HR Awards

Donald E. Dickason Award

CUPA-HR's highest honor for outstanding service to the association and the profession
Sponsored by TIAA



Barbara Carroll

Associate Vice Chancellor and Chief HR Officer,
Vanderbilt University

Barbara Carroll has made significant contributions to CUPA-HR over the past decade. A tireless advocate in the public policy arena, she served for three years as chair of CUPA-HR's public policy committee and has worked closely for many years with the association's government relations team in Washington, D.C., on issues affecting higher ed employers. She has also been actively involved in CUPA-HR's research work, serving for several years as the primary advisor to the association's research team, and helping facilitate a redesign of the association's salary surveys. In 2015-16, she served as chair of CUPA-HR's board of directors.

Carroll has served as a mentor to both emerging CUPA-HR leaders and her colleagues. She has played a major role in the professional development of many of her peers by sharing her knowledge and experiences.

Thanks to the generous support of TIAA, CUPA-HR is pleased to offer a \$6,000 contribution to Vanderbilt University's endowment or a scholarship fund of Carroll's choice.

The Higher Ed HR Awards are presented annually to some of the most outstanding leaders and innovators in our field. Nominations for the 2019 awards will open in January.

Distinguished Service Award

Recognizing distinguished service to the association and the profession
Sponsored by Kronos Incorporated



Laurita Thomas

Associate Vice President for HR, University of Michigan

Laurita Thomas began her CUPA-HR leadership service in 2012 as a member of the association's learning task force. She then went on to serve as a member of the board of directors from 2014 to 2017. She also served on CUPA-HR's public policy committee and learning and professional development committee, and was instrumental in the creation of the association's learning framework, which is a guide for the learning and development of higher education HR professionals. Thomas has been active in the association's diversity and inclusion work, is a frequent presenter at national and regional CUPA-HR events, and has served as a mentor to several early-career higher ed HR professionals.

Thanks to the generous support of Kronos Incorporated, CUPA-HR is pleased to offer a \$4,000 contribution to University of Michigan's endowment or a scholarship fund of Thomas's choice.

Chief Executive HR Champion Award

Honoring a president or chancellor who has demonstrated significant support for HR
Sponsored by Sibson Consulting

Jacqueline Moloney

Chancellor, University of Massachusetts Lowell

In August 2015, Jacqueline Moloney became the first woman appointed as chancellor of UMass Lowell. Throughout her time in senior leadership positions at the university, Moloney has supported a broad-based, large-scale organizational change effort that has resulted in, among other things, doubling the operating budget of finance and operations; adding over 1.5 million square feet of building space; growing enrollment by nearly 60 percent; and increasing the workforce by 40 percent. Moloney is also a strong HR ally and has supported HR's initiatives to ensure market-based competitive salaries; clear and comprehensive job descriptions; inclusive recruitment and selection processes; a comprehensive performance management and accountability system; robust strategic data reporting; the appropriate use of technology in business process review and redesign; robust employee recognition; and organizational climate assessment.



Thanks to the generous support of Sibson Consulting, CUPA-HR is pleased to offer an \$8,000 contribution to UMass Lowell's endowment or a scholarship fund of Chancellor Moloney's choice.

Inclusion Cultivates Excellence Award

Celebrates programs that have made a significant impact with respect to inclusive workplace practices and culture

Sponsored by PageUp



Utah Valley University (for its diversity and inclusion work)

At the direction of UVU President Matthew Holland, Utah Valley University has reinforced its commitment to inclusion, access, diversity, multiculturalism and global and intercultural engagement through 40 new initiatives and projects in the past four years, some of which include the Women's Success Center, Veteran's Center, LGBT Student Services, the Center for Global, Intercultural Engagement, plans for a childcare center on campus that will cater to low-income students with children, and a recognition program to celebrate individuals and departments for their work to advance diversity and inclusion.

Thanks to the generous support of PageUp, CUPA-HR is pleased to offer a \$6,000 contribution to Utah Valley University's endowment or a scholarship fund.

HR Excellence Award

Honors transformative HR leadership that results in significant organizational change

Sponsored by VALIC



University of Virginia Human Resources (for its Ufirst project)

Chief HR officer Kelley Stuck led her HR team in the development of the Ufirst project, which reimagined and restructured how UVA's human resources organization does its work. The new HR organization, supported by best-in-class technology, aims to provide consistent, quality and efficient services to the UVA community, enabling the recruitment and retention of faculty, staff and team members who are experts in their respective fields. Outcomes of the Ufirst project thus far have included a reduction from more than 85 HR units within three organizations to three streamlined communities of expertise with eight functional areas; the emergence of a service-oriented, collaborative, innovative HR culture; enhanced HR operations for improved customer satisfaction; and more.

Thanks to the generous support of VALIC, CUPA-HR is pleased to offer a \$3,000 contribution to University of Virginia's endowment or a scholarship fund of the HR team's choice.

HR Innovation Awards

Recognizes models of innovative thinking in higher ed HR

Sponsored by PageUp



PennState
Human Resources

Pennsylvania State University Human Resources (for its HR Business Process Transformation project)

Penn State's HR organization's HR Business Process Transformation project has resulted in innovative changes to better enable the HR organization to support the university's strategic goals. Specific outcomes have included the creation of a new state-of-the-art HR shared services center, alignment

of HR strategic partners and consultants with Penn State's various units, departments and campuses, implementation of a new learning resources network, and more. The transformation has redefined how the HR organization does business and how it has positioned itself as leading-edge within higher education, and has allowed the organization to see the path forward to more contributions to the university.

Thanks to the generous support of PageUp, CUPA-HR is pleased to offer a \$5,000 contribution to Penn State's endowment or a scholarship fund of the HR team's choice.



University of California, Irvine Human Resources (for its new HR business model)

UC Irvine's HR team received this award for the creation and implementation of a new HR business model, which provides for streamlined processes and procedures and the alignment of resources across the university's three HR organizations — campus, medical center and health sciences. Outcomes of

the new HR model include the creation of executive director positions for each of the three HR organizations; the Partnership for Strategy and Innovation — a subset of HR consisting of four individuals with expertise in workforce planning, communications, organizational effectiveness and workforce relations who lead enterprise-level initiatives; and the replacement of annual performance reviews with quarterly goal-setting meetings between supervisors and employees.

Thanks to the generous support of PageUp, CUPA-HR is pleased to offer a \$5,000 contribution to UC Irvine's endowment or a scholarship fund of the HR team's choice.