

Dr. Jason Melford Pettigrew

1

January 29, 2019

And Brantley, President & CEO
College and University Professional Association for Human Resources
1881 Commons Point Drive
Knoxville, TN 37931-1989

Dear Mr. Brantley,

My years of experience in the human resources field has given me the opportunity to develop and foster my skills in the area of learning and development. Starting my career as a generalist, I learned to enjoy the training and development for which human resources professionals are required to develop and/or present to the employee population. When it came time for me to select a degree of study for my Master's degree, the area of training and development was a no-brainer. Since then I have developed a comprehensive training program for on-boarding both faculty and staff, developed and presented training sessions on strategic planning, work life balance, transparency, performance management and numerous leadership sessions including leadership lesson learned from the Wizard of Oz.

As far as legislative and regularly issues, I have had the opportunity to visit with my congress person in Washington, DC discussing potential issues which may have an effect on the workplace. I also actively look for opportunities where I can express opinions and thoughts when legislative issues are in the opinion collection stage. I have been raised to speak my mind in terms of issues in which I feel are not right or speak up in terms of supporting issues that are favorable for the people, workplace, industry and country.

Diversity and inclusion is an area in which I feel I could be stronger in, however, In my past experiences in human resources I have been part of committees in which the company I worked for was developing diversity and inclusion statements and policies. I have also made sure trainings and information sessions have been offered at my current institution, specifically cultural differences, diversity and inclusions, and civility in the workplace.

Upon the completion of my doctorate degree this past summer, I have been exposed to the world of research, and surprisingly I find research to be a very interesting and rewarding practice. My dissertation topic was on first year student retention and social identity theory. My plan for continued research is to expand on this topic to included faculty of higher education institutions and once faculty have been analyzed to look at staff positions.

It is important for anyone, who works in the field of human resources to be an advocate for themselves in terms of being able to define what they do. No longer is human resources just an administrative assistant and party planner. Human resources can be a valuable team member at the table. My past experience has truly been an adventure, as I begin my career in higher education human resources, I have been able define and re-define my role as a human resources professional. This process began with the education of

Dr. Jason Melford Pettigrew

superiors as to what I can do, what I am willing to do, and what I plan on doing in supporting the institutions, the faculty and staff, and students. In order for this process to be as successful as it has been, I first had to share with my superiors and president the history and foundation of human resources and the experience I had from previous human resources experiences. This phase of the transition was at times difficult and provided the many stressed and sleepless nights, but I am happy to report my knowledge and experience has earned me a place at the table, as I am now a part of the presidential advisory committee, which in the past never had human resources representation. This experience had been one that proved to myself and others as to who I am and how I operate, I take my work very serious, however, I do not take myself serious, it is ok to admit defeat, but I don't just stop there. I need to analyze what went wrong, what could I have done differently and once that has been discovered, try again until I succeed.

It is with great enthusiasm, I submit my letter of intent and resume for consideration for CUPA-HR Chair-Elect. I look forward to hearing from your and the opportunity to discuss how I can be beneficial for CUPA-HR.

Sincerely,

Dr. Jason M. Pettigrew
Human Resource Director
Presentation College