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Return to Campus Planning

Save the date! September 15, 2021 • 3:00 - 4:00 Central Time

Our membership will meet by Zoom to share our return to campus plans, insights and challenges. Our Learning committee, chaired by Legail Chandler of Washington University, has planned an hour of sharing and learning from each other. Jeff Herring, Utah, Mindy Kornberg, Washington and Nancy Resnick, UC-San Diego are the other members. The questions for discussion will be provided in advance. We will spend most of the hour in small discussion groups. You will receive an email with a calendar invite asking you to join. In preparation for the discussion, please share your return to campus plans and policies through our new ARU-HRI Connect Platform with CUPA-HR. University of Washington has already done so.

INSTRUCTIONS:

- CUPA-HR Connect: <https://connect.cupahr.org/home>
- To find the ARU-HRI Connect community, click the “Communities” tab on the homepage linked above, select “My Communities” and scroll on your “My Communities” page to locate the ARU-HRI group.
- From the ARU-HRI Connect community home page, navigate to the tab above the banner labeled “Library.”
- Once you have clicked into the library, find the orange box on the right that is labeled “Create Entry.”
- After clicking to create an entry, you will open a page where you will add a title, a description (if you like), and you will select an option for the “Entry Type.” *Choose Standard File Upload for any Word, Excel, PDF or picture file
- Click “Next,” then select “Choose and Upload” on the following page
- Select “Finish” once the file uploads, and it will post to the library

Annual Conference Registration is Open!

We are excited to welcome you to our annual conference, November 8-10, 2021 at the Park Lane Hotel at Central Park, New York City! Sustaining the World Class CHRO has so much to offer our members.

From outstanding speakers such as President Jonathan Holloway, Rutgers University to Jennifer Benz, Segal Benz, our Founder’s Session Speaker, to moments of renewal, to exploring, discovery and connecting with your peers, this is a conference you just can’t miss. The room block will be held at conference rates until October 11 and registration closes October 25. See our agenda and faculty and register now on our website: www.aru-hrinstitute.org.

► Please note that the conference opens earlier on Monday than in past years.



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From the President



Hello Colleagues!

Our Board of Directors has expressed deep appreciation to Sharon Butler, MSU, for serving as chair of our board for the first half of this year. Sharon is on a medical leave of absence and has

stepped down from her role as chair. We wish her the very best with our gratitude for her leadership and friendship! Felicia Washington has agreed to move from Vice-Chair to Chair and the work of our Institute continues with her fine leadership. It is a season of transitions for many. Please stay in touch so that we can recognize these changes as they impact your role.

I hope you are getting some time to enjoy summer. You have had a year like no other and the fall promises to be quite demanding. As I listen to you and your interests, I am so pleased that you will continue to enjoy great Zoom programs such as Return to Campus Planning on September 15. It is particularly exciting to look forward to seeing you at our annual conference on November 8-10 in NYC. Registration is now open on our website.

As always, I am available for your ideas, suggestions, comments and feedback.

In service,
Laurita

Who to expect at the conference

Ready for some SWAG? Providege and CMU will kick off their joint session "Driving Continuous Improvement through Processes and Technology" with HR and LEAN Six Sigma trivia. So dust up on your HR history and take a peak at some of the foundational principles of LEAN SS. In this session, these two organizations will discuss continuous improvement culture and share successes from their process improvement journeys.



MICHELLE PIEKUTOWSKI

As the Associate Vice President for Human Resources and Chief Human Resources Officer for Carnegie Mellon University, Michelle provides leadership, direction and strategy on human resources issues involving recruitment and retention; onboarding and professional development; employee and labor relations; benefits and compensation; and performance standards and assessments.

Michelle sits on the National Chief HR Council for The Conference Board, the TIAA Advisory Committee, and the board for the American Research University Chief HR Officers. She has served as an HR legislative advocate for the Society of Human Resource Management, on the Higher Education Recruitment Consortium advisory board and as a past president and vice president for the SC College and University Professional Association for Human Resources.



NATHAN TRACANNA

Nathan Tracanna serves as AVP for Human Resources Technology and Client Services at Carnegie Mellon University. Nathan's areas of emphasis during his time in industry, professional services and higher education are leading transformation efforts that create a uniform, high-quality, cost-effective HR service model, powered by technology capabilities to optimize business alignment and maximize HR performance.

Who is Providege?

Founded in 2002, Providege is a management consulting firm specializing in the delivery of strategic initiatives at medium to large enterprises. Engagements range from Strategic Planning Workshops to large IT projects (ERP, SIS, ATS, HIT) to individual experts targeting specific processes. The company serves all industries and has deep experience in Higher Ed, delivering IT and process improvement initiatives at CMU, NYU, FSU, Clemson, UMUC, and National Student Clearinghouse.

Networking

One of the most important opportunities we as Chief HR Officers have is the ability to network. We are a collaborative group of individuals who appreciate honest conversations and the sharing of best practices and lessons learned. The pandemic not only brought forward many situations where we had to change how and where we work, it impacted many of us personally and professionally due to the lack of social interactions. In November of this year, we will return to meeting with each other to share fresh ideas, gain more knowledge, support one another, and most importantly, look each other in the eyes without a computer screen between us! The ARU-HRI is intentionally structured so that there are many opportunities throughout the entire event to network and socially interact.

"I am a better person and a much better Chief HR Officer when I have the opportunity to interact personally with my peers. I cannot think of a time that I have left a networking event where I did not learn something new through person-to-person conversations. I personally am over-the-top thrilled to get to see my peers at this year's ARU-HRI."

— Michelle Piekutowski

Please register now for our annual conference on our website:
www.aru-hrinstitute.org



Michael Carr and Edwine Michel (Providege)

Learning Agility at its Best:

2021 CONFERENCE FOUNDER'S SESSION

Dear Colleagues,

We've been managing for well over a year at break-neck speed and agility for our institutions and the work has not stopped evolving. The great news is that, with or without a pandemic, we were gearing up for HR to continue on a path of "revolution evolution". With technology and digital agility for all of the functions under our supervision, we have adapted to new heights of uncertainty and responded quickly and comprehensively for our employees. This year's Founder's Session, Keeping Up with Communications, will help us learn best practices for effectively communicating with our employees on campus and working remotely by outlining key aspects of strategic communications that create deeper employee engagement and will help us build our long-term brand success.

I have the great opportunity to facilitate this year's session with our guest speaker Jennifer (Jen) Benz from Segal Benz consulting. Jen has coached numerous clients within a variety of industries on their overall communications strategy for HR functions that have been proven as reliable success indicators. Attendees will also be engaging in real-time, interactive exercises throughout the session.

I look forward to seeing you there and also seeing both familiar and new faces of colleagues near and far at this year's conference.

Ever truly HR,
Amanda Bailey



JENNIFER (JEN) BENZ

Senior Vice President and
Communications Leader,
Segal Benz

Jennifer Benz is a
senior vice president
and leads Segal Benz,

which helps organizations engage their people and drive business results through effective communication. The firm's work spans across all areas of benefits and HR and blends the best practices of consumer marketing, design and behavioral science. Segal Benz has received top honors from Pensions & Investments, Business Insurance, the Profit Sharing Council of America, Employee Benefit News and others.

Welcome New Members



KATHY GALLUCCI

Following a national search, Kathleen Gallucci has been named University of Rochester vice president and chief human resources officer, effective August 1, 2021. Gallucci joined the University in 2016 and since September 2020 has served as interim CHRO, in addition to continuing her role as vice president for human resources at the Medical Center.

Reporting directly to the president, CHRO duties encompass human resources programs and services for every division of the University. It is a key leadership role responsible for developing a progressive, innovative, efficient, and collaborative HR organization that supports a University-wide culture of engagement. The position directs the overall strategic and operational human resources functions and implements programs and policies that recognize the diversity of the University community, enhance organizational effectiveness, and ensure quality recruitment retention, training, and development of employees.

"Throughout the University, Kathy is highly respected for her leadership of cultural and operational improvements, as well as her vision, integrity, and collaboration," said University President Sarah Mangelsdorf. "Serving as the interim CHRO for the past year, she delivered both stability and innovation when critically needed to help guide our response to COVID-19—one of the most challenging periods of time in our University's history when it comes to achieving human resources and staffing objectives. She keenly understands the culture of higher education, the culture of academic medical centers and health care, and our own unique University culture, and I am very happy to have her continue in this role.

"It is an honor and a privilege to be selected for this role at the University at this pivotal time in our history," said Gallucci. "I look forward to working with everyone across the University community to build on the momentum already underway to transform the human resources function to support our strategic initiatives and our employees, who make our mission and vision come to life each and every day."

Gallucci was named associate vice president for human resources at the Medical Center and executive director for human resources for the University in 2016, and in 2018 became vice president. At the Medical Center, she led a team of 58 that manages the Medical Center's hiring processes, workforce development, performance management, and benefits programs. With a dual responsibilities in the Medical Center and the University's non-Medical Center campuses, she has worked to deliver a "best-in-class" service organization that supports the Medical Center's strategic priorities and those of the entire University.

Previously, she was chief human resource officer and director of Lean process initiatives at Highland Hospital. She joined Highland in 2004 as director of organizational development. She also spent seven years in HR positions at Wegmans Food Markets and was appointed director of corporate human resources there in 1998.



KEN HORSTMAN

Ken Horstman is Vice President for Human Resources, at the University of Minnesota. The Vice President for Human Resources is a critical systemwide position that reports directly to the President and serves as a key member of the Cabinet. This role provides leadership and administrative oversight and accountability for human resources strategies, programs, and policies. Ken brings to this role deep experience and impressive accomplishments across his career,

including a demonstrated commitment to diversity, equity, and inclusion. He has built effective working relationships with faculty, staff, and students, works with a high degree of integrity, has a strong commitment to the value of consultation and shared governance, listens authentically to understand the ideas and perspectives of others, and fosters collaboration across a broad range of stakeholders. He has also led tremendous efforts to help all of us navigate the last 14 months of the pandemic.

(*"Welcome New Members" continued on page 5*)

Transitions

You will be missed, thank you for your service in ARU-HRI. Best wishes in your next venture.

Elyne Cole has retired from the University of Illinois at Urbana. Please contact Illinois Human Resources at 217-333-3101, Teresa Harvey at 217-265-0020 or Cheryl Heck at 217-244-4381

Katherine Erwin retired from the University of Colorado Boulder. Please contact Executive Aid to the CHRO Lauren Thompson at lauren.c.thompson@colorado.edu or 303-735-7606 to have your email redirected.

Welcome – We look forward to working with you!

Priya Harjani has been appointed as Interim VP for HR/CHRO at Northwestern University.

Kim Ryan is Vice President for HR at Tufts University, a new member of the AAU.

Jason Chretien is Interim Vice President of Human Resources, Tulane University.

Merma Jacobsen has been appointed Interim Sr. Associate Vice Chancellor and CHRO at University of Colorado – Boulder.

Deb Stone is Interim Sr. Associate Chancellor for Human Resources and CHRO at University of Illinois at Urbana-Champaign.

Members in New Places



AMANDA BAILEY

Amanda Bailey, a former Brown University executive with an extensive background in human resources in the field of education, will assume the leadership of Boston University Human Resources beginning August 2.

Bailey was vice president of human resources at Brown, the same position she'll hold here. Before her three years in Providence, she held key human resources titles at Morehouse College in Atlanta, the Broward County School Board in Fort Lauderdale, Fla., and Westwood College in Chicago, among others.

"Amanda is joining BU at a pivotal moment as we focus on staff diversity, equity, and inclusion and the implementation of a hybrid work environment," says Gary Nicksa, senior vice president for operations. "Her experience, collaborative style, and commitment to excellence are going to be essential to the success of our human resource programs and services going forward."

("Amanda Bailey" continued on page 5)



MANUEL CUEVAS-TRISÁN

Manuel Cuevas-Trisán is the Vice President for Human Resources at Harvard University since August of 2021. In this capacity, he serves as a member of the University's executive leadership team and sets the overall strategic vision for Harvard's workforce. Manuel has oversight of and responsibility for benefits and labor relations for the entire University, acts as the coordinating partner to the HR leaders at each of Harvard's 12 individual schools, and is responsible for all aspects of HR for Central Administration. Manuel joined Harvard after serving in a similar capacity at Northwestern University (2019-2021).

Prior to joining Northwestern, he had a successful 20-year career at Chicago-based Motorola Solutions, where he started as labor and employment counsel and assumed roles of global responsibility, culminating in his dual role as lead employment counsel and Chief Human Resources Officer (2015-2019).

Prior to Motorola, Manuel worked at the San Juan, Puerto Rico law firm of McConnell Valdés and served as judicial clerk at the Puerto Rico Court of Appeals. He received his B.A., magna cum laude, from the University of Notre Dame, and earned his J.D., cum laude, from the University of Puerto Rico, School of Law. He holds Information Privacy Professional (CIPP) and Information Privacy Manager (CIPM) certifications from the International Association of Privacy Professionals (IAPP), and a Master's Degree in Executive Coaching & Leadership from Universitat de Barcelona/OBS.



JOHN WHELAN

We are delighted to announce the appointment of John Whelan as Vice President for Human Resources at Yale, effective August 1, 2021. John has dedicated his entire career to supporting the most important asset of any organization: its people. With experience implementing innovative HR strategies at public and private universities and in industry before that, he will ensure that Yale will continue to recruit and retain the very best to advance the university's mission of education, research, scholarship, practice, and preservation. John will join the university operations team that Jack leads.

John comes to Yale from Indiana University, where he spent seven years as the chief human resources officer and is currently vice president for human resources. His accomplishments include implementing a comprehensive strategic plan and redesign of HR operations to improve effectiveness in staff recruitment, retention, and professional development. He created a diversity, equity, and inclusion taskforce to review HR practices and policies before launching DEI initiatives to support an inclusive and equitable workplace. The 325 HR professionals he leads at Indiana across seven campuses serve over 22,000 people.

("John Whelan" continued on page 5)

Amanda Bailey *(continued from page 4)*

Bailey succeeds Ken Freeman, interim HR vice president and dean emeritus of the Questrom School of Business and a professor of the practice, who since taking the HR post in April 2020 has helped the University navigate COVID-19. He cochaired the Committee on the Future of Staff Work, which recommended the recently approved policy of remote work for eligible employees.

Implementing that policy is a big item on Bailey's incoming to-do list. "Key priorities following the committee's work will be establishing guidelines to ensure remote work arrangements are equitable and to maintain opportunities for collaboration, community, and advancement," she says. "I look forward to building upon the work that is underway.

"The paradigm for how and where work is conducted has definitely shifted as a result of the pandemic. The work now and ahead will be ensuring that the experience of our students and BU's mission are central when the benefit of flexible work to staff is considered," Bailey says. "Under President Bob Brown's oversight, the committee's work has ensured that BU is recognized as a leader in higher education to attract the highest level of talent."

Bailey earned a bachelor's degree in English and education at Florida Atlantic University and a master's in labor relations and human resources management at the University of Rhode Island.

"My family and I are looking forward to joining the BU community and learning so much about Boston's thriving and diverse community," she says. "I am also honored to be leading Human Resources at such an exciting time and look forward to learning additional ways to create an excellent employment experience for all members of the BU community."

John Whelan *(continued from page 4)*

John earned a J.D. in labor and employment law and B.A. in American studies from the University of Notre Dame. After graduation, he focused on HR because he wanted to understand all aspects of a workplace and support the people whose talents and commitment are essential to the success of an organization. He wanted to be part of efforts to help people, business operations, and communities thrive. Prior to moving to Indiana University, he took on increasingly complex leadership responsibilities in HR for the Gillette Company, Bristol Myers Squibb, University of Notre Dame, and Baylor University.

A nationally recognized and awarded leader, John is at the forefront of HR practice. He recently served as the chair of the board for the College and University Professional Association for Human Resources. In October, the association will formally present him with its highest honor, the Donald E. Dickason Award, in recognition of his exemplary leadership in his field. He also serves on the board for the American Research Universities Human Resource Institute and has mentored scores of HR professionals at all career stages.

John is excited to come to Yale and address the transformative potential of our academic strategy and the exciting possibilities of working with Yale's partners in New Haven to benefit our shared community. To realize our goal to tackle the most critical problems facing humanity, we need a topnotch workforce who feels that they are well supported and belong at Yale. John's experiences in building equitable workplaces that encourage innovation and excellence will be invaluable to these efforts. Of course, everything we do is deeply connected to our home city. John appreciates that our partnership with our neighbors strengthens Yale and New Haven.

John will be taking the helm of Human Resources at a crucial time for our university. In the coming months, thousands of faculty and staff will transition back to on-campus work after sustaining Yale's mission remotely for more than a year. As a community, we will have to reestablish the way we work with one another. Although we are all looking forward to the end of the pandemic, there will be a period of adjustment. With John's leadership, we can build on what we have learned over the past year to ensure that the changes ahead will be positive and that we will support one another in the recovery phase of the pandemic.

Welcome New Members *(continued from page 3)***LAURA KRESS**

Laura Kress will serve as the Interim Vice President at Indiana University. She has served as the Sr. Director of the HR Operations function in the Indiana University Human Resources office since November 2007. Responsibilities of this position include leadership over a broad range of HR and IT functions including:

- University-wide HR customer service (askHR) for employees, retirees, and job applicants with benefits, HR policy, recruiting and other questions.
- Administration of Worker's Compensation, Americans with Disabilities Act (ADA), and leave management including the IU Paid Parental Leave program and support for the Family Medical Leave Act (FMLA)
- Final review and approval of all staff related HR system transactions (new positions, hires, terminations, pay adjustments, etc.)
- System support, training, and access management for various HR systems including the Oracle PeopleSoft HRMS and Oracle PeopleSoft Talent Acquisition systems as well as IU developed HR systems.
- Development of and support of HR-related operational and analytical decision support related tools

Prior to her current role, Laura's background was primarily in information technology. She spent 10 years in IT related positions at Indiana University, and in corporate positions prior to that.

Laura is a lifelong Hoosier and is an Indiana University alumna with a Bachelor of Science in Decision Sciences from the Kelley School of Business.