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## MARK YOUR CALENDAR

### 2022 Annual Conference: Chicago



The American Research Universities – Human Resource Institute is excited to announce that the 2022 Annual Conference is scheduled to be held in Chicago at the OMNI Chicago Hotel on November 7-9, 2022.

For the first time in more than two years, the ARU-HRI Annual Conference will be held in-person and allow for new members to be introduced and for existing members to interact with their colleagues to hear first-hand about the exciting changes and opportunities going on in human resources at research universities from around the country and Canada.

The theme of this year's conference is The Power of Leading Differently, and the brimming conference schedule will provide attendees a chance to gain perspective from higher education leaders about some of the latest trends in HR, leadership expectations of the Chief HR Officer as well as a chance to collaborate and participate in HR-focused facilitated lightning round sessions.

We hope to have all members of the ARU-HRI CHRO's to attend and participate in this highly engaging opportunity to reunite with peers and learn about how they are addressing the unique challenges and opportunities facing HR leaders at research universities.

Our website will be updated soon with more details, but if you need additional information, please contact Mark Coldren or Michelle Piekutowski, our Conference planning Co-Chairs.



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## From the President



Hello Colleagues,  
Happy Spring! In the midst of your tremendous schedules, please take the time to enjoy the beauty of this season outside. It's time for spring cleaning – what can you do more of, less of or stop altogether?

My last several months have included conversations with our new members. It's exciting to learn of their talents, expertise, interests and questions. They bring so much to our organization. I can hardly wait to meet all in person at our November Annual Conference.

We are in the midst of reimagining our website. Please send any ideas to me for what you would like to see on a redesigned website.

Our learning committee will soon send you a calendar invite to our next session. Save the date of July 21 at 1:30 – 3:00 pm Eastern time. This will be a powerful session. Some of our most outstanding CHROs – the Deans of our profession – are retiring this year. Marry Opperman, Cornell, Legail Chandler, Washington University at St. Louis and Lianne Sullivan Crowley, Princeton, will be on a panel to share their insights, wisdom, most memorable experiences, cautions and outlook for the future. This is not to be missed for personal growth!

November 7-9, 2022 is approaching quickly. Please save the dates on your calendar. The annual conference planning committee has done a wonderful job of planning a conference on the issues that matter most to you.

Look for more information on our leadership partners program – coming soon!

Best wishes to all,

Laurita

*Save these Dates*

### LED Session #1

JUNE 24, 2022 ■ 2:00-3:00 PM EDT

### Learning Committee Session

JULY 21, 2022 ■ 1:30-3:00 PM EDT

### 12<sup>th</sup> Annual Conference

NOV. 7-9, 2022 ■ Chicago, Illinois

## ARU- HRI Leadership Partners – LED Session #1

JUNE 24, 2022 ■ 2:00-3:00 PM EDT ■ ZOOM LINK PENDING

### What is the LED?

LEDs are peer-to-peer learning sessions of relevant topics for ARU-HRI members.

### When are LEDs held?

These sessions would be scheduled in June and September/October for no more than 1 hour. Calendar invitations are forthcoming for each session.

### How will LEDs work?

Based on your feedback, we will identify the top-ranked topics. We will assign a topic and encourage leadership partners to meet in advance of the session. We will provide a few interesting research articles or other research-based literature associated with the topic to generate your discussions.

### How will I participate in LEDs?

At each LED discussion, you should be prepared to share your ideas and feedback to the literature presented on the topic in a breakout room group. You will engage in discussions with an assigned facilitator, and a colleague will also be assigned to capture the breakout group's discussion on the LED topic. A minimum of up to 5 key points of discussion will be documented to share with other colleagues. Your breakout group's discussion will be collected and shared after the session via email or reflected in an upcoming edition of Inform, the ARU-HRI's newsletter

## Welcome New Members / Members in New Places

*The content of these articles are from the announcements at their respective institutions.*



### CHRISTINA K. BROGDON

Christina K. Brogdon has been selected as Michigan State University's first vice president of human resources and chief human resources officer, replacing Richard Fanning, who has been leading the MSU Human Resources organization on an interim basis. She brings more than 15 years of higher education human resources experience, including 10 years of experience as Chief Human Resources Officer. Most recently, she served as Vice Chancellor for Human Resources at North Carolina Agricultural and Technical State University.

In her role at N.C. A&T, Brogdon developed transformative HR strategy for human capital management, employee engagement, and leadership development in collaboration with the university leadership. She also cultivated alignment between N.C. A&T's strategic plan and human resource practices through workforce planning, innovative HR programs, and partnership with diverse campus stakeholders. Prior to her role at North Carolina A&T, Christina served as Chief Human Resources Officer at West Georgia, Radford, and Bluefield State, in addition to having leadership roles at Virginia Tech. She led institutional COVID-19 response, restructured salary administration plans, operationalized process improvement recommendations, and facilitated enhancements to onboarding, performance management and talent acquisition initiatives.

Ms. Brogdon has significant experience in the oversight and delivery of human resources strategy. She brings visionary leadership, extensive experience and expertise in the opportunities and challenges facing higher education human resources. Her utilization of core people skills, her ability to collaborate with multiple stakeholders, and a creative problem-solving approach has led to a career with demonstrated improvement, workforce leadership, and skill in change management. Christina

*("Christina K. Brogdon" continued on page 5)*

## Benchmarking Request Survey

Thank you to our ARU-HRI member institutions that responded to a recent benchmarking request regarding a software tool to benchmark headcount. The request was:

### Does your institution use Helio campus – Y/N? and if not, what is the name of the benchmarking software that your institution uses?

12 members institutions, and 30% of those institutions responded that they have either just begun to use Helio or have been using this software for several years. Other responding institutions that are not using this software are using benchmark data from The Conference Board, IPEDS, or AAU Data Exchange or do not use a tool at this time but are exploring the feasibility of using one.

*Thank you*

*to our members who responded!*

## Welcome New Members / Members in New Places *(continued from page 2)*



### JOHN KOSKY

The University of Virginia announced that John Kosky has been appointed vice president and chief human resources officer. Kosky has served in this leadership role in an interim capacity since June 30, 2020. A veteran of both human resources in higher education and the United States Army, he previously served as an assistant vice president with UVA Human Resources since September 2017.

As UVA's top human resources executive, Kosky reports to Executive Vice President and Chief Operating Officer Jennifer (J.J.) Wagner Davis and will work closely with each member of the University's executive leadership team to advance UVA's strategic priorities. UVA HR serves the Academic Division, UVA Health and the University Physicians Group, which together employ nearly 28,000 full-time and part-time faculty, staff and team members.

Kosky is responsible for providing strategic leadership to, and management of, UVA HR and working with senior leaders across Grounds to shape and implement key initiatives in the University's strategic plan. He is charged with facilitating a fundamental culture change that connects all employees to the University's mission. Kosky will help to recruit employees, with a particular focus on the acute needs of UVA Health. He will develop and augment pipelines for career progression within the University and partner with key University leaders in advancing diversity, equity and inclusion. In addition, Kosky will lead the continued refinement of an operating system that allows for accurate, timely and efficient delivery of HR services.

"In 2020, we were in the early months of navigating the pandemic and I asked John to take on the interim leadership role of UVA HR based on his expertise and creative thinking," Davis said. "Since then, he has steadily led the HR team and provided wise counsel to executive leadership throughout a period in which the University faced challenges we could not have imagined before COVID. John is a strategic

*("John Kosky" continued on page 5)*



### RYTHEE LAMBERT-JONES

I am pleased to announce the appointment of Rythee Lambert-Jones as Assistant Vice President, University Human Resources and Chief Human Resources Officer, at the University of Maryland. She has served very capably as Interim Assistant Vice President for University Human Resources, since the departure of Jewel Washington in February.

Ms. Lambert-Jones is exceptionally qualified for this position and uniquely positioned to serve the University as AVP/CHRO at this time. She has nearly 37 years' HR experience, including 27 years in progressively responsible roles with USM institutions (including UMD, 1987-1998 and 2019-present) and seven years leading the HR function at Washington Adventist University. She holds an M.A. in Human Resources Management from the University of Maryland Global Campus and a B.A. in Human Resources Management and Spanish from Hood College.

In January 2019, Ms. Lambert-Jones rejoined UMD and has served as a key leader in UHR. As Director, HR Services, she led high profile initiatives (e.g., expanded family caregiver resources, transitioning faculty FML/ADA management to UHR), and was responsible for four operational units: benefits, compensation, leave management and staff relations (which includes responsibility for collective bargaining agreements).

As Interim AVP/CHRO, Ms. Lambert-Jones has provided both continuity and improvements as the department effectively managed the impacts of the COVID-19 pandemic. She has led initiatives, including the implementation of enhanced Family Care benefits; diligently worked to foster effective labor relations; and is engaged deeply with the Elevate project. She has earned the respect of UHR staff and leaders across the University.

## Transitions

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

**Kyle J. Cavanaugh**, Vice President for Administration at Duke University, has been named NBA President, Administration.

In his new role, Cavanaugh will oversee the global facilities, information technology, security, risk management, people and inclusion, and administrative affairs of the league and its related entities. He will report to NBA Commissioner Adam Silver.

Cavanaugh has more than 30 years of experience in administration and human resources, including the past 13 years at Duke.

**Kristi Darr** has resigned her membership as Iowa State University has concluded its membership with the AAU.

**Mark Walters**, CHRO at the University of Wisconsin – Madison, has retired.

**Welcome – We look forward to working with you!**

**Patrick Sheehan** is currently serving as interim CHRO at the University of Wisconsin – Madison, after Mark Walters retired. (patrick.sheehan@wisc.edu)

## Welcome New Members / Members in New Places *(continued from page 3)*



**ANTWAN LOFTON**

Antwan Lofton and Russell Thompson have been tapped to provide interim leadership for human resources and operations under a restructuring announced by Executive Vice President Daniel Ennis.

Following Kyle Cavanaugh's departure at the end of the academic year and a wide-ranging review of Duke's future needs, the portfolio of the vice president for administration will be split into two new positions reporting to Ennis, Vice President, Human Resources and Vice President, Operations.

"The consensus of our community was that the scope of this role (Vice President, Administration) has grown to the point that separating these functions is warranted," Ennis said. "Since the creation 10 years ago of the position, Duke's workforce has grown dramatically, while regulatory and compliance requirements, and the institution's operational complexity, have increased as well."

Ennis added that national searches will be conducted for both positions.

Lofton currently serves as Assistant Vice President, Human Resources and Thompson is the Executive Director, Utilities and Engineering Services in the Facilities Management Division.

"Both Antwan and Russell are impressive leaders who are well known across the Duke community," Ennis said. "They will work closely with Kyle over the next couple of months to ensure seamless transitions as we look to the future."

In addition, Assistant Vice President, Communications Services Paul Grantham will, under Russell Thompson's leadership, temporarily take on direct oversight of the Disability Services and Parking and Transportation offices through the interim period.

Cavanaugh announced his retirement from Duke in January after 13 years. In June, he will become the President, Administration for the National Basketball Association.



**RUSSELL THOMPSON**



**ROMY RIDDICK**

Romy Riddick will lead the Princeton Office of Human Resources (HR), which oversees the recruitment, retention and professional development of a highly skilled, diverse and vibrant group of staff members. Most recently she served as assistant vice president of HR's Client Services Team, which has responsibility for the areas of employee relations, talent management, labor relations and contract negotiation, learning and development, and diversity and inclusion.

She previously served as HR's director of diversity and inclusion, where she developed new programs and policies to support staff diversity efforts.

Riddick said she is honored to represent human resources and to support staff across the University.

"I hold dear that at Princeton we cherish people and we value the contributions of staff across their many functions in support of the teaching, research and service mission of the University," Riddick said. "I have always been dedicated to delivering HR services with an approach that enhances the employee experience."

Riddick said she looks forward to working with the "incredible employees" in HR in new and different ways.

"I am fortunate for having served in the Office of Human Resources for a decade alongside highly competent and dedicated professionals with whom I have developed deeply collegial and productive working relationships," she said.

She continued: "I am looking forward to taking a fresh perspective, re-learning the institution and its needs and interests from a new vantage point. I am also excited about partnering with University

*("Romy Riddick" continued on page 5)*

**Christina K. Brogdon** *(continued from page 2)*

champions diversity, equity, and inclusion and employs best practices that facilitate effective discourse to source, select, engage, develop, and retain a highly qualified, diverse workforce.

Brogdon holds a Master of Business Administration from Averett University and a Bachelor of Science in Management from Virginia Tech. Additionally, she also holds a certificate in Strategic HR Leadership from the Industrial & Labor Relations School of Cornell University and has her Professional in Human Resources Certification (PHR) from the Human Resources Certification Institute (HRCI). She serves on the Pamplin College of Business Advisory Council at Virginia Tech and is a member of the Society for Human Resource Management (SHRM). Christina is a member of the College & University Personnel Association (CUPA-HR) and has held leadership roles at the state, regional and national level including the national board.

Christina's extensive experience in human resources and success in higher education gives me great confidence in the work that you all will be able to accomplish together. Please join me in thanking Rick Fanning for serving as the Interim AVP for Human Resources during the last eight months. I sincerely appreciate the leadership he has provided during a challenging time at our university. I also want to thank the search committee, especially co-chairs, Dr. Bennett & Dean Duxbury, for their thoughtful consideration throughout our search process.

**John Kosky** *(continued from page 3)*

thinker who rolls up his sleeves and does the work. During an incredibly challenging time, he has continued to advance key HR initiatives.

Kosky holds an undergraduate degree in business administration from Georgia State University, an MBA from the University of Georgia, and a juris master's degree from Emory University. He was in the United States Army for seven years, achieving the rank of staff sergeant and serving numerous overseas deployments between 1993 and 2000. He brings more than 21 years of experience in human resources management in higher education and worked at three universities prior to coming to UVA in 2017. His experience in both universities and academic medical centers includes systems implementation, compensation, benefits, recruitment and retention, data analytics, employee well-being, and organizational learning and development.

**Romy Riddick** *(continued from page 4)*

leadership on the next horizons for HR: the ever-evolving workplace and labor force requires agile and creative approaches to recruiting, managing and retaining the talent we need. I look forward to the future of HR and the role it will play in service to the University in these endeavors."

In her most recent role leading HR's Client Services Team, Riddick has worked with administrative and academic departments to implement and improve numerous employee programs, policies and professional development opportunities.

Over the past 2½ years, Riddick also has served on the University's COVID-19 Response Team and helped lead HR's response to the pandemic. As the University continues to navigate COVID, she hopes HR can help staff thrive in new ways.

"What an energizing time to be a part of human-centered work as HR shifts from pandemic related responsibilities to re-engaging more deeply in the mission-driven work of HR to maximize human potential for doing the very best work possible at Princeton," she said.

Riddick's new role continues a nearly 30-year career in human resources and public service, with a focus on diversity, equity and inclusion work. Prior to joining Princeton, she was head of talent management and diversity at TD Bank, where she received the CEO Wow Leadership and the Vision in Action awards for her contributions and service to the organization.

She also managed national diversity recruitment and retention efforts for PricewaterhouseCoopers and, as a former trainer in organizational development for Merrill Lynch, she delivered training and executive coaching. She began her career as a legislative aide in state government where she was responsible for research to support legislative testimony to benefit women and children for the Maryland State Women's Caucus.

Her awards include the YWCA Academy of Women Achievers, a Black Enterprise Magazine "Professional to Watch" and the National Black Achievers in Business Award.

In addition, Riddick has served on the Women's Refugee Commission, a nonprofit advocating for laws, policies and programs to improve the lives and protect the rights of refugee women and children. She also was on the Women's Multicultural Conference Planning Board for Working Mother Media and has been a board member for the New Jersey Women's Network for women leaders in higher education.