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➔ **Click here for Conference Welcome Video**

ARU-HR Institute Learning Sessions

A DIALOGUE WITH CORPORATE INDUSTRY CHROS

Friday, Sept. 30, 2022 ■ 2:00–3:15 p.m. EDT

- Sean Woodroffe, Senior Executive Vice President and Chief People Officer, TIAA
- Jason Fisher, Chief Human Resources Officer, Bridgestone Americas

Join us on September 30 from 2:00 – 3:15 p.m. EDT when two highly esteemed corporate CHROs will share valuable lessons learned and what’s top of mind for them in the HR operations they are leading.

This is sure to be an engaging and informative 75-minute panel session where topics to be examined will also include: innovation in recruitment, retention, and engagement; flexible work and measures of hybrid working success; supporting employee mental health and professional development; DEI and belonging; and employer value proposition and total rewards.

Be sure to bring questions for our panelists as this will be an interactive session!

Calendar invitations have been sent to our members.

LEADERSHIP PARTNERS

Friday, Oct. 7, 2022 ■ 1:00 p.m. EDT

We are excited to share information about the second Leadership Partners session. As a reminder, Leadership Partners are peer-to-peer learning sessions with the second session scheduled for Friday, October 7, 2022, at 1 pm (CST). Based on your input, our focus for this session will be:

- The CHRO/HR Role in Diversity, Equity, and Inclusion
- Connecting the Dots: HR’s Role in Diversity, Equity and Inclusion
- Why DEI Proficiency Is The New Must-Have HR Skill Set

What to expect on October 7th:

A brief introduction to the topic, followed by small break out rooms with a report out to all participants at the end of the session. You should be prepared to share your ideas and feedback on the topic in a breakout room group and engage in discussions with an assigned facilitator. A minimum of up to three key points of discussion will be documented to share with other colleagues. Your breakout discussion will be shared after the session.

Thank you for your ongoing commitment and partnership.

Please let us know if you have any questions.

Inside this issue:

- 2 Welcome New Members / Members in New Places
- 2 Transitions
- 3 Revenue Sources

Transitions

Welcome – We look forward to working with you!

Welcome to **Kirsten Stevenson** (k Stevenson@ucdavis.edu) who is serving as Interim CHRO at UC Davis. She will be supported by EA Mi-Chelle Thomas (mdunn@ucdavis.edu) who will also support the permanent person when hired.

Welcome New Members / Members in New Places

The content of this article is from the announcement at their institution.



TODD RICHARDSON

Todd Richardson became Indiana University's Vice President & Chief Human Resources Officer on June 20, 2022. He is responsible for leading IU's human resources strategy, talent acquisition, leadership development, organizational design, compensation and benefits, employee relations, and people operations for all of IU's campuses.

Richardson received both his law and undergraduate degrees from Indiana University. A labor/employment and business attorney by trade, he began his career in private practice before becoming General Counsel and EVP of HR for one of the largest private real estate companies in the US. Following his time in real estate, he served as EVP of Administration at ExactTarget. Richardson helped take ExactTarget public and ultimately worked with the team to sell the company to Salesforce.

After working for ExactTarget/Salesforce, Richardson went on to found, run, and/or consult with multiple companies including Emplify (Co-Founder), Ntracts (CEO), Cheetah Digital (Chief Administrative Officer), and Milestone (Co-Founder). Most recently, he served as CEO of EDGE Mentoring, an organization focused on developing young professionals.

Richardson has served on a number of community boards, including EDGE Mentoring, INvestEd, Leukemia & Lymphoma Society, Nextech, Indianapolis Downtown Inc., Indianapolis Public Schools Education Foundation, and Special Olympics of Indiana.

Richardson was an adjunct professor at Butler University, Lacy School of Business, as well as served on its Board or Visitors. In addition, he co-authored *Agile Engagement*, a best-selling book on the topics of employee engagement and workplace cultures.



SCOT R. BEMIS

Scot R. Bemis, most recently vice president for human resources and chief human resources officer at Dartmouth College, has been named vice chancellor for human resources and institutional equity at Washington University in St. Louis, announced Shantay Bolton, executive vice chancellor for administration and chief administrative officer.

Bemis, who has more than 20 years of human resources experience, will lead the HR effort for the university's more than 17,000 employees.

Bolton noted that as business functions evolve within the institution, so should HR practices to include more emphasis and support for a diverse, inclusive workforce, elevating not only the work of the Academy for Diversity, Equity, and Inclusion, but also the university's Equity and Inclusion Council and other equity, diversity and inclusion leaders across the institution.

This new focus — reflected in the enhanced title of vice chancellor for human resources and institutional equity — will inform how new policies are created; employee experiences are broadened; benefits are structured to meet the needs of a diverse workforce; and talent is cultivated and developed.

At Dartmouth College, which he joined in 2015 as its chief human resources officer, Bemis modernized the HR operations; oversaw pay structure enhancements; led labor relations and collective bargaining negotiations; and partnered with stakeholders across the institution. He developed the staff portion of Dartmouth's diversity plan, enacting programs that resulted in a 25% increase in underrepresented staff and implementing changes to hiring processes that broadened diversity pipelines.

Before joining Dartmouth, Bemis had served as vice president for human resources at Brandeis University for eight years, 21 years in the U.S. Army, and as deputy director and associate professor of leadership and management at the U.S. Military Academy at West Point.

Thank you

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Revenue Sources

Dear Colleagues:

The American Research Universities Human Resource Institute (ARU-HRI) Board of Directors would like to share a new direction for membership, learning, access, and professional development. Over the past several years, so many of us have experienced first-hand the benefits of being a member of the ARU-HRI. We were formed as a separate 501(c)(3) organization of the chief human resource officers from R-1, AAU-affiliated institutions to host and meet annually at an annual conference to learn together and share best practices. Due to the necessity of our institutions focusing on remote work and COVID operations, as well as new ideas and direction by our board of directors, we've increased the programming and opportunities for CHRO development and networking, restated our purpose, and quite frankly, increased the value we all receive from the organization.

It is clear that the ARU-HRI has evolved, but the fiscal reality is that our budget has not and has become very tight. Our main source of revenue is the generous support of three key sponsorships and conference participation, though you are aware that the last two-in person conferences have been cancelled due to the pandemic. And, while we are fortunate to have strong partnership with CUPA-HR, which covers many administrative costs, the board is concerned that our current budget model will not sustain us.

We propose that ARU-HRI move forward with a new approach to member participation. The proposal is that beginning July 1, 2023, member institutions will contribute an annual amount of \$2,900. This annual contribution will include:

- Registration for the annual conference (previously \$995) to be held each October/November
- Ongoing professional development and informational initiatives including the Leadership Partners and Learning Sessions virtual programming.
- Access to all ARU-HRI members for the sharing of information, benchmarking, and connection.
- Participation in other key leadership and research development activities focused on R-1, AAU institutions.
- Ongoing administrative resources and support for the organization (communication facilitation, web access, conference planning and implementation, etc.).
- The periodic newsletter: Inform
- Access to the new ARU-HRI CHRO Academy
- Future programming

The board is excited about this proposal for the next phase of the ARU-HRI, and we look forward to discussing this with you during our scheduled business meeting at our annual conference in Chicago.

We hope you're getting as excited about the annual conference as our board.

See you in the windy city November 7-9, 2022!

Sincerely,

Felicia A. Washington

Chair, ARU-HRI Board of Directors

