

# Joint Staff Council Meeting

April 13, 2023

# HR Org Chart

**Nila Bhaumik**  
VP, Human Resources/CHRO

**Kellyann Galimi**  
Sr. Staff Associate

**Susan Donahue**  
Associate VP, Talent Management/  
Organizational Effectiveness

**Charles Derderian**  
Assistant VP, Total Rewards

**Karen Buckwald**  
Sr. Director, HR Strategy/Budget

**Bernadette Baumann**  
Executive Director, Employee and Labor Relations

**Lisa Dash-Grimes**  
Sr. Director, Talent Strategy

**VACANT**  
Talent Development Manager

**Beth Buls**  
Associate Director, Compensation

**Carolyn Ventura Lengens**  
Associate Director, University Benefits

**Tammy Frary**  
Associate Director, Compliance and Reporting

**Janice Russo**  
HR Specialist/Budget Coordinator

**Sia Bundor**  
Assistant Director, Employee/Labor Relations

**Khalea Baker**  
Talent Acquisition Manager

**VACANT**  
Sr. HR Data Analyst

**Nydia Delgado**  
Sr. Benefits Representative

**Luciana Ziegler**  
Assistant Director, Employee/Labor Relations

**Tatiana Hunter**  
Talent Acquisition Specialist

**Amanda Miranda**  
Compensation Analyst

**Juliana Radovanovich**  
Benefits Representative

**Jose Najarro Conhi**  
PT Talent Acquisition Specialist

**Gina Bruce**  
PT Benefits Representative

**Rosemary Mulry**  
Sr. Employee Relations Specialist

# HR Functions

Talent Acquisition	Employee Relations	Talent Management	Benefits	Compensation	Office of the Vice President
Recruitment	Employee Recognition & Engagement	Performance Appraisal	Health & Dental Insurance	Job Analysis & Evaluation	HR Strategy
Placement	Labor Relations	Training	403b & Retirement	Wages & Salary	HR Communications
Selection	Guidance on work related issues	Transition and Succession Planning	Tuition Remission & Tuition Exchange	Organizational Charts	HR Budget
Transfer & Promotion	HR Policy Interpretations	Organizational Strategy	Leave (FMLA, STD & LTD)	Vacation Policy	Wellness
Onboarding	Unemployment Claims	Employee Development	Compliance	Merit Administration	Change Management

# HR TIMELINE 2023

JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
Merit increases and one time bonus processed	Preventive Incentive	Employee Appreciation & Recognition		Commencement	Vacation Year ends	Fiscal Year FY24 begins		PMDP Deadline		Open Enrollment	
	PMDP – Mid-Year Review		TODAS Event-Take your child to work day		PMDP Process Opens	Summer Flex Days –use by September 1 (Haub Law – August 11)		All vacation carryover must be used by October 1 <sup>st</sup>	Benefits Advisory Committee meets to discuss renewal	Merit process discussion and presentations to Compensation Committee	HR Staff Winter Wellness event & Holiday Celebration
			Board Staff Affairs Committee Meeting			New Vacation year begins				Board Staff Affairs Committee Meeting	

# HR Happenings... 2023

- Eligible faculty and staff received merit increases up to 4% and a one-time bonus equal to 2 percent of annual salary, up to \$3,000 – January 2023
- Employee Appreciation Month - March
- In-person Employee Recognition Ceremonies – April
- New Hire Orientation relaunch - June
- Great Colleges To Work For – Webpage outlining progress towards response to feedback - May
- Summer Flex days and Vacation Carryover – July and August
- Onboarding Website launch – Projected Summer 2023
- Instructor-led Employee Training and Professional Development - Returns Fall 2023



# HR Works for You!

## Streamlining HR Systems and Processes

- A new Human Capital Management (HCM) System that will streamline all HR and Payroll related processes.
- Partnering with UKG (formerly known as Kronos) to implement a fully integrated single source platform.
- It will improve and simplify the candidate and employee experience.
- Transition will begin later this spring.
- More details to follow.

# Need to reach us?

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**PACE**  
UNIVERSITY

# Thank you – Your HR Team

