

#### Division of Human Resources

Prepared for: Faculty Orientation

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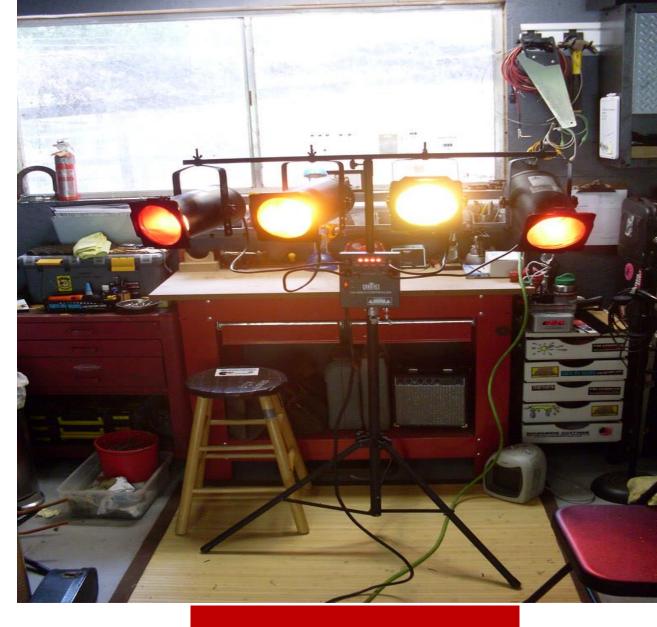
#### UNIV HUMAN RESOURCES







## Human Resources



UNLV



## Executive Producer of UNLV HR

- Vice President for Human Resources and Chief People Officer
  - Ericka M Smith, PhD

## Assistant Producer of UNLV HR

- Assistant Vice President for Human Resources
  - Jared Christensen



## Story Line aka <u>Campus Values</u>

#### Access & Equity

Foster a sense of belonging by valuing transparency and fairness, while honoring

and embracing diverse

voices, skills, experiences,

and abilities.

We foster open access and equal opportunity in policy and practice.

We break down barriers so all may participate and have their voices heard.

We assess needs and tailor resources to promote individuals' success.

We exercise fair and equitable treatment, affording all the same opportunity to thrive.

We include diverse opinions in final decisions and outcomes.

#### Excellence & Integrity

Hold ourselves to the highest standards in all we do to cultivate an innovative, world class educational experience and workforce.



We strive for greatness, push boundaries, and make it happen.

We champion curiosity, innovate, and pursue opportunities for advancement.

We hold ourselves and each other accountable and take responsibility for our words, actions, and outcomes

We play by the rules and lead by example.

We are confident in who we are and collectively shape our future.

#### Compassion & Inclusion

Extend respect and understanding to our students and colleagues, allowing everyone to fully engage in all aspects of the university.



We seek to understand and respect diverse views of the world.

We encourage different perspectives to challenge us, motivate us to learn, and broaden our worldview.

We are actively involved in supporting and advancing our colleagues and students.

We encourage different opinions, experiences, and knowledge to more effectively solve problems and make better decisions.

We demonstrate empathy and celebrate our differences.

#### Collaboration & Stewardship

Responsibly share and use UNLV's human, financial, physical, and educational resources including our people's knowledge and ideas.



We involve diverse campus and community partners in decision making and projects.

We embody internationalization and embrace intercultural and global responsibility.

We responsibly plan and manage the university's resources with our

We encourage each other while sharing responsibility for successes and failures.

We value every person, every job, and every field of study.

**Mission:** We create value for the individuals and communities we serve by fostering a climate of innovation, stimulating economic diversification and workforce development,

of innovation, stimulating economic diversification and workforce development, promoting social justice and inclusion of all voices, and enriching cultural vitality.

**Vision:** Improving the lives of our diverse students and transforming our communities through education and engagement.





## Director aka Employee Relations

Employee Relations is a strategic partner dedicated to helping managers, supervisors, and faculty & staff succeed in their roles. We empower leadership and employees by providing sound guidance, direction, support, and resources on employee relations matters.





# Casting Director aka Talent Acquisitions



Responsible for identifying and recruiting faculty and staff. This may include, but not be limited to developing, implementing and evaluating programs for sourcing, recruiting, hiring and onboarding.

https://www.unlv.edu/hr/onboarding



# Researchers aka <u>Compensation & Classification</u>



To ensure market/internal structure alignment from a NSHE and State perspective. Reviews and approves PDQs and Job Descriptions.





# Technical Director aka HRIS

Responsible for the oversite of Workday & REBELearn

# Stage Managers aka Benefits & Temp Hire & HCM Support

Provides eligible employees with benefits that meet their needs and the needs of their families at every stage of employment.





# Writer aka <u>Learning and Organizational</u> <a href="Development">Development</a>



Personal and professional development opportunities designed to enhance, enrich, develop, motivate, and retain our diverse workforce.





## Human Resources'

- Rebel Future
- Management Training Academy (MTA)
- REBELearn Training Academy (RTA)
- Rebel Applause
- You @ UNLV (faculty and staff)
- Leadership Coaching Program
- Real Colors







## Contact UNLV Human Resources

- Location: Campus Services Building (CSB), First Floor, Suite 161
- Main Phone Number: 702-895-3504
- Telecommunication Device for the Deaf: 1-800-326-6868
- Email: HR@unlv.edu





# The End