

Division of Human Resources

Prepared for: Faculty Orientation

Prepared by: Ericka M. Smith, PhD

August 17, 2023



BEHIND
THE SCENES

Human Resources








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 Campus Values

Access & Equity	Excellence & Integrity	Compassion & Inclusion	Collaboration & Stewardship
<p>Foster a sense of belonging by valuing transparency and fairness, while honoring and embracing diverse voices, skills, experiences, and abilities.</p>  <p>We foster open access and equal opportunity in policy and practice.</p> <p>We break down barriers so all may participate and have their voices heard.</p> <p>We assess needs and tailor resources to promote individuals' success.</p> <p>We exercise fair and equitable treatment, affording all the same opportunity to thrive.</p> <p>We include diverse opinions in final decisions and outcomes.</p>	<p>Hold ourselves to the highest standards in all we do to cultivate an innovative, world class educational experience and workforce.</p>  <p>We strive for greatness, push boundaries, and make it happen.</p> <p>We champion curiosity, innovate, and pursue opportunities for advancement.</p> <p>We hold ourselves and each other accountable and take responsibility for our words, actions, and outcomes.</p> <p>We play by the rules and lead by example.</p> <p>We are confident in who we are and collectively shape our future.</p>	<p>Extend respect and understanding to our students and colleagues, allowing everyone to fully engage in all aspects of the university.</p>  <p>We seek to understand and respect diverse views of the world.</p> <p>We encourage different perspectives to challenge us, motivate us to learn, and broaden our worldview.</p> <p>We are actively involved in supporting and advancing our colleagues and students.</p> <p>We encourage different opinions, experiences, and knowledge to more effectively solve problems and make better decisions.</p> <p>We demonstrate empathy and celebrate our differences.</p>	<p>Responsibly share and use UNLV's human, financial, physical, and educational resources including our people's knowledge and ideas.</p>  <p>We involve diverse campus and community partners in decision making and projects.</p> <p>We embody internationalization and embrace intercultural and global responsibility.</p> <p>We responsibly plan and manage the university's resources with our students in mind.</p> <p>We encourage each other while sharing responsibility for successes and failures.</p> <p>We value every person, every job, and every field of study.</p>
<p>Mission: <i>We create value for the individuals and communities we serve by fostering a climate of innovation, stimulating economic diversification and workforce development, promoting social justice and inclusion of all voices, and enriching cultural vitality.</i></p> <p>Vision: <i>Improving the lives of our diverse students and transforming our communities through education and engagement.</i></p>			 <p>Values: <i>We Make it Happen!</i></p>

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 Compensation & Classification



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 oversight
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 Learning and Organizational Development



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



A red velvet curtain with a blue starry night sky visible through the opening.

The End