ANNOUNCING OUR NEW HR ORGANIZATION!

- **Associate Vice President**
  - Crystyna Varnado

- **Director AA/EEO**
  - Dr. Latonya Guillory

- **Assistant Director**
  - AA/EEO
  - Vacant

- **Benefits Manager**
  - Amy Hester

- **Human Resources Associate Director**
  - Kameron Dale

- **Human Resources Manager**
  - Pattie Teague

- **Benefits Manager**
  - HR Specialist
  - Sandra Anderson

- **Records Supervisor**
  - HR Specialist
  - Tasha Hubbard

- **HRIS Analyst**
  - Vacant

- **HR Partner**
  - Mary Alexander

- **HR Partner**
  - Quentisha Jones

- **HR Partner-Coast**
  - Angie Hendershot

- **Admin Ass’t/Receptionist**
  - Moriah Rouse
WHAT IS DIFFERENT ABOUT THE NEW HR ORGANIZATION?

The primary difference with the new HR organization is the addition of the HR Partner function, led by our new HR Manager, Pattie Teague. Further explanation is provided below.

In the interest of full disclosure, in order to create these new positions we had to eliminate existing positions. In total, five positions were eliminated to create five new positions (HR Manager, 3 HR Partners and Records Supervisor). As a result of these job eliminations, Dr. Wanda Naylor (Employment Manager) and Breann Shaughnessy (HR Coordinator, Gulf Park) are no longer with University HR. Our respect and best wishes go out to both, who will be missed.

WHY ARE WE MAKING THIS CHANGE?

**Issues**

- Focused on paperwork processing- little value-add
- Reactive vs. proactive
- Little consulting, training, resources, tools, or help being offered
- Too functionalized which does not allow for cross support, and we lack mid-level HR professionals
- Lack employee relations depth
- Process improvement needs attention and specialized knowledge
- Departments trying to create their own HR positions to compensate our void

**Solutions**

- “One-stop HR” enables greater customer access and support
- Proactive management of HR issues by full service HR Partner support
- Refocused roles and upgraded skills enables ability to provide more help
- New positions address ineffective roles, enable cross-functional support, and provide more career paths within HR
- New roles with expanded experience/skills
- Process improvement enabled by right people in right roles
- Enhanced and consistent support from HR across all USM campus locations

WHAT IS THE ROLE OF THE HR PARTNERS?

- HR Partners are experienced professionals in the field of Human Resources.
- Each Partner is assigned to colleges and departments to serve as the primary HR representative.
- “One Stop HR” support for leaders on any and all HR needs.
- Answer questions, post jobs, provide policy clarification, explain processes, provide tools and resources, and assist with decision making- Hiring, discipline, salary changes, organizational structure, job descriptions, etc.
- Facilitate assistance from other HR team members, as appropriate.
- Actively engaged with departments and proactively supports. Readily available.
WHO WILL BE MY NEW HR PARTNER?

Mary Alexander- Hattiesburg
mary.m.alexander@usm.edu
ext. 6-6289

Partners with:
- Athletics
- College of Nursing
- College of Health
- College of Education & Psychology
- External Affairs
- International Programs
- Osher Lifelong Learning Institute
- Student Affairs
- University Communications
- University Libraries

Quentisha Jones- Hattiesburg
quentisha.jones@usm.edu
ext. 6-5973

Partners with:
- Academic Affairs
- Admissions
- Assessment & Accreditation
- College of Business
- College of Arts & Letters
- College of Science & Technology
- Finance/Administration
- Graduate School
- Honors College
- Office of Institutional Research
- Research

Angie Hendershot- Coast
angela.hendershot@usm.edu
ext. 5-4581

Partners with:
- Gulf Coast Research Laboratory (GCRL)
- Gulf Park
- Stennis

Krystyna Varnado- AVP HR
krystyna.varnado@usm.edu
ext. 6-4053

Partners with:
- Office of the President
- Provost, Vice Presidents, Athletic Director
- Deans
- General Counsel
- Internal Audit

Pattie Teague- HR Manager
pattie.teague@usm.edu
ext. 6-4052

And just a reminder our new HR Partner team is being led by Pattie Teague, HR Manager

Hattiesburg campus- Employees with questions and issues pertaining to new hire paperwork, address changes, benefits, tax forms, FMLA, workers’ compensation and such should still utilize the main HR office at ext. 6-4050.
NEW HR MISSION/VISION/AND STRATEGIC GOALS

As University HR is going through this reorganization, we want to reintroduce ourselves to the University community with a new mission, vision and strategic goals which help to tell the story of who we want to be for you.

**Mission** – *Who we are; our purpose; why we exist*

The mission of University Human Resources is to provide innovative, cost effective, compliant human resource programs with measurable outcomes in support of recruiting, retaining, developing, and rewarding faculty and staff. We exist to provide Human Resources leadership, counsel, and expertise in support of University strategic goals.

**Vision** – *Our aspiration; what we can achieve if we fulfill our mission*

- Enhance & sustain USM’s brand as an employer of choice
- Maximize USM’s financial investment in its people
- Optimize organizational performance throughout the University system

**Strategic Goals** – *Our focus areas for achieving our mission and vision*

**Talent Acquisition**
Manage the hiring process providing resources, training and consult for attracting, sourcing, recruiting, selecting, promoting, hiring and onboarding talent.

**Performance Management**
Provide resources, training and consult for planning, assessing, addressing and developing individual and team performance.

**Culture and Engagement**
Assess needs, implement and/or support plans, and partner with leadership to enhance employee engagement and foster an inclusive work environment.

**Total Rewards**
Assessment, design, execution and evaluation of a total rewards package - compensation, benefits, rewards, work-life balance, personal development - that supports our overall ability to attract, retain, reward and engage employees in alignment with University goals and objectives.

**Risk Management**
Proactively manage risks and ensure compliance with employment laws, regulations and University policy.

If you have questions about any of the information contained in this Special Edition HR Update, please contact your new HR Partner for more information.