Talent Management Initiative Advisory Committee

Membership - 2020

Anita Azarenko, Interim Vice Provost for Outreach and Engagement
Andrea Ballinger, Vice Provost for Information and Technology
Susan Capalbo, Senior Vice Provost for Faculty Affairs
Toni Doolen, Dean, College of Education and Honors College
Cathy Hasenpflug, Chief Human Resources Officer – Chair
Roberta Marinelli, Dean, College of Earth, Ocean, and Atmospheric Sciences
Paul Odenthal, Senior Associate Vice President for Finance and Administration
Dan Larson, Vice Provost for Student Affairs

Charge

Charged by the Provost and the Vice President for Finance and Administration, a new senior leadership advisory committee will support SP4.0 Action 19: Implement a comprehensive talent management system. Cathy Hasenpflug, Chief Human Resources Officer, will lead this initiative in close partnership with Susan Capalbo, Senior Vice Provost Faculty Affairs. The work of the committee will span the remaining 4-year time horizon of SP4.0.

The university is working to introduce a best-practice approach to talent management that will help us attract, develop and retain diverse and excellent faculty, staff, graduate assistants and leaders. Implementing this approach will involve significant change management and require intentional shifts in culture. As such, it is best supported by a small and nimble senior advisory committee that can advise on core principles, management practices, institutional commitments and investments, and communications.

Significant stakeholder engagement and multi-layered communication strategies will be critical to the success of the initiative. In that regard we are pleased that Heather Riney, Director of Project Management in the Division of Finance and Administration, will provide project management support.

The committee will schedule a series of bi-monthly meetings during the winter and spring terms to cover a variety of foundational topics. Following this early engagement, we anticipate moving to monthly or as-needed meetings starting in the summer.