

Office of Human Resources Update

Personnel, Compensation & Governance Committee Board of Visitors

Mrs. Tanya L. Simmons
Associate Vice President for Human Resources
November 16 – 17, 2023

data driven decisions

training & development

paperless leverage current system

knowledge adoption of change

dashboard metrics

visibility efficiency execution

Technology Modernization

clarity end-users self-efficiency
change

collaboration

changed behavior

strategic alignment

Strategic Alignment

2

PRIORITY



Sustain Academic Excellence

Increase & Diversify Financial
Resources & Enhance
Operational Effectiveness

5

PRIORITY





Business Process	New Platform & Consultant	Benefits of Efficiency	Status of Project
Human Resource Transactions SNOW-HR	ServiceNow	Faster hiring & personnel changes	Completed 9/2023 – building dashboard/metrics & continued upgrades, system interfaces
Business Process Process-Reimagined-Redesign	CampusWorks	Streamline workflows & create efficiencies in operational effectiveness	12/2023
Recruitment/Onboarding/ EWP/Succession Planning/ Evaluations	PageUp	Career website to highlight critical areas	Phase 1 = 12/2023 Phase 2 = 09/2024



Human Resource Projects Completed

Business Process	New Platform & Consultant	Benefits of Efficiency	Status of Project
Employee Referral Program \$1,500 Bonus	VSU Policy	Faculty/staff investment in recommending qualified candidates	Completed 6/2023
Criminal Background, E-Verify & Employment Eligibility (I-9)	TrueScreen	Faster results & electronic employment eligibility	Completed 10/2023

New Addition's to the Team



- 15 years of HR and information system experience in private/public sector
- Cardinal Project Consultant
- HR data manager

New Addition to the Team



- 3 years of benefits administration and human resources experience
- 12 years of accounting and finance
- Received Accounting Degree from VSU

New Addition to the Team



- 20 years of human resource experience both in state and local government
- Received Bachelor's Degree in Business Management from VSU

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