

UVA HR LEADERSHIP

Organizational Chart & Contact Info

Service COE
Adam Weikel, AVP
 (e) alw5ey@virginia.edu (p) 434.924.5954

BUSINESS PARTNERS

SOLUTION CENTER

UVA HEALTH

Josh Christian
 Sr Director of Service for UVA Health
 (e) jac3zk@virginia.edu (p) 434.243.0656

Gabriela Garcia Largen
 Director, HR Solution Center
 (e) gg6qn@virginia.edu (p) 434.924.4177

UNIVERSITY OPERATIONS

Melissa Frederick
 Sr Director of Service for Univ. Operations
 (e) mpf4n@virginia.edu (p) 434.924.5947

BENEFITS LEAVE PAYROLL

Erica Wheat
 Manager, Benefits, Leave, Payroll
 (e) eaw4g@virginia.edu (p) 434.924.0905

ACADEMIC DIVISION

Jenn Oliver
 Sr Director of Service for Academic
 (e) jmo8n@virginia.edu (p) 434.924.5964

TALENT SUPPORT

Jennifer Weaver
 Manager, Talent Support
 (e) jmw8zs@virginia.edu (p) 434.243.2839



Office of CHRO
Kelley Stuck

Talent COE
John Lew, AVP
 (e) jl3xy@virginia.edu (p) 434.982.3039

RECRUITING

Jennifer Garrett
 Sr Director, Talent Recruitment
 (e) jlg2kk@virginia.edu (p) 434.243.4080

Laura Amdusky
 Director, Medical Center Talent Recruitment
 (e) la8mw@virginia.edu (p) 434.924.6483

Chris Cunningham
 Academic Recruiting Manager
 (e) cwc7tv@virginia.edu (p) 434.243.4051

Janet Turner-Giles
 Manager, Talent Flex (temp, wage, student)
 (e) jmt4q@virginia.edu (p) 434.924.3330

CAREER LEARNING & DEVELOPMENT

Will Davis
 Manager, Learning & Development
 (e) wcd4a@virginia.edu (p) 434.243.2408

TALENT, PLANNING, PERFORMANCE MGMNT

Carolyn Cullen
 Director, Talent Management
 (e) cc5ff@virginia.edu (p) 434.924.0247

EMPLOYEE RELATIONS

Leslie Pierce
 Director, Employee Relations
 (e) lkp6uq@virginia.edu (p) 434.924.4717

Althea Howell
 Manager, Employee Relations, UVA Health & UPG
 (e) ah4m@virginia.edu (p) 434.982.0886

Kimberlyn McDonald
 Manager, Employee Relations, Academic Division & SOM
 (e) km7mf@virginia.edu (p) 434.243.2791

Michael Latsko
 Sr Director, Strategic Initiatives
 (e) mglatsko@virginia.edu (p) 434.924.9054

Karen Barnes
 Director, HR Communications
 (e) keb9q@virginia.edu (p) 434.924.6939

Impact COE
John Kosky, AVP
 (e) jak3fa@virginia.edu (p) 434.924.5948

TOTAL REWARDS

Scott Seal
 Sr Director, Total Rewards
 (e) ss6bf@virginia.edu (p) 434.243.5473

Rebecca Gristina
 Director, Benefits Administration
 (e) rjg4m@virginia.edu (p) 434.924.4346

Terri Stevens
 Director, Compensation
 (e) ts5nb@virginia.edu (p) 434.995.8326

Vic Tringali
 Manager, Employee Wellbeing (Hoos Well)
 (e) vt3xs@virginia.edu (p) 434.924.1425

COMMUNITY RESOURCE SERVICE

Stuart Munson
 Community Resource Specialist
 (e) scm5rw@virginia.edu (p) 434.243.3672

PEOPLE, DATA, TECHNOLOGY

Syed Mahmood
 Director, HR People, Data & Technology
 (e) sam4qr@virginia.edu (p) 434.924.9040

Johann Reinicke
 Manager, People Analytics
 (e) jfr8d@virginia.edu (p) 434.243.6317

BUSINESS OPERATIONS

Tom Kim
 Manager, Business Operations
 (e) tk9jc@virginia.edu (p) 434.243.2206

HR LEADERSHIP ORGANIZATION

Position Descriptions/Areas of Responsibility

Service COE

Business Partners - Sr. Directors of Service

The Senior Directors of Service lead HR Business Partners teams who support schools, units, and entities across the organization. The HR Business Partners and Senior Directors of Service represent your on-site HR support for Leaders, Managers, and team members. HRBPs coordinate HR services and connect you to subject matter experts across UVA HR.

Solutions Center

The HR Solution Center serves as the resource hub for Human Resource needs across UVA. It is a one-stop, comprehensive location with a team committed to providing HR support, and consistent information and solutions.

Benefits, Leave, and Payroll

Department includes the benefit counselors and leave administration partners, who assist UVA managers and employees with issues and questions concerning benefits, retirement, PTO, and all forms of leave including FMLA and short- and long-term disability.

Talent Support

Talent Support provides candidate services such as background checks and health screenings. They are also responsible for ensuring payroll deadlines are met for any transactions that are pay impacting, as well as compliance issues such as I-9s. The team supports Managers, Student Hiring roles, and Delegates once a transaction has been initiated.

Talent COE

Recruiting

Responsible for candidate recruiting, sourcing, job posting, and screening. Provide recruitment services for Academic faculty and staff, Medical Center team members, and all temp, wage, and students.

Talent Planning & Performance Management

- Talent Planning – oversees Workforce Planning and New Employee Orientation.
 - Workforce Planning helps with strategic planning, workforce data and analytics, and business continuity/succession planning.
 - New Employee Orientation executes Grounds for Success and UVA Health orientations biweekly. They also provide consultation with leaders on their local onboarding process.
- Performance Management and Rewards & Recognition - Performance Management Consultants help leaders with the Performance Management process and launch the goal-setting and year-end appraisal processes. The Rewards & Recognition team consults with leaders on how to use R&R programs to drive engagement.

Career Learning & Development (L&D)

Includes initiatives surrounding career development and training, including the Workday and Netlearning learning management systems. This includes: L&D consultants and their course materials; technical trainers and their development of instructional videos; and Instructional Designers and media development, including eLearning courses.

Employee Relations

Provides training and counseling on employee matters, managing the progressive discipline process, conducting investigations, responding to grievances, processing unemployment claims, managing ADA requests and the reemployment process, policy development and interruption, and managing the involuntary offboarding process.

Dual Career Program

A resource to UVA HR's recruitment and retention efforts by assisting spouses and partners of UVA faculty and staff who are seeking local employment. Contact: Carolyn Kalantari, Director. Email: cc9ac@virginia.edu; Phone: 434.924.7577

Immigration Services

Foreign National immigration support and resources. Contact: Tim White, Supervisor. Email: tjw5x@virginia.edu; Phone: 434.982.2735

Impact COE

Total Rewards

A comprehensive program to attract and retain faculty, staff, and team members through competitive pay, benefits, and wellness programs. Includes:

- Benefits plan design and administration (health plan programs, retirement, insurance, and open-enrollment)
- Hoos Well / employee well-being
- Compensation
- Employee Community Resource Program

Employee Community Resource Program

Assists UVA employees in finding local resources that help provide basic needs. Can include housing, food, and utilities as well as financial budget counseling.

People, Data, Technology & Workday

Provides up-to-date data and accurate data, accessible in multiple ways. This group provides UVA support, including configuration access and issue resolution, for all HR functional areas and services. Includes:

- Reporting
- Operations
- Analytics and Data Governance
- Workday configuration, processes, and reports

Business Operations

Helps the University manage risk by creating a comprehensive HR risk framework, measuring HR risks, managing HR regulatory reporting, and monitoring compliance. Includes:

- Accounting and transaction support for HR
- Provide policy creation, guidance, and consulting
- Advise HR teams on compliance and risk management matters
- Provide project management support for large HR projects and process visas.