

**From:** [Official HR Information](#)  
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Hello, Colleagues,

I am pleased to announce several exciting changes within the Office of Human Resources to support Reigniting Strategic Directions and to better serve the campus community.

Upon entering my role as the Vice President of HR at Seattle University, my primary objective has been to spearhead a transformation of our Human Resources department, aligning it with the university's overarching strategy of Reigniting Strategic Directions. Human Resources is building a comprehensive talent management framework to achieve this, enabling us to attract, develop, and retain top-notch talent. Additionally, we are initiating the implementation of the HR Business Partner function to establish a collaborative and strategic approach to supporting our various departments and their unique needs. These structural changes in addition to repurposing and expanding individual roles within Human Resources have allowed us to create a consultative model that prioritizes strategic thinking and enhances service delivery to all university stakeholders.

To reflect our new approach, HR created a new mission and vision as well as a new structure to support our transformation.

## **HR Mission & Vision**

Human Resources/People and Culture is dedicated to ensuring services are rooted in the values of social justice and inclusive excellence, with an emphasis on creating a culture and community where people can flourish. Transparency, empathy, and kindness are at the heart of every interaction. We are committed to being a trusted partner, enhancing the employee experience through strategic engagement, collaborative leadership, and expertise in line with industry best practices, making Seattle University an employer of choice.

We will remain energized in advancing a campus culture that provides a one-of-a-kind employee experience in which innovation is at the core of the services and programs delivered, where

everyone's talents are nurtured and recognized, and where each individual feels empowered and encouraged to be their authentic self.

## HR Structure

**Maggie Ricketts** has been promoted to Associate Vice President, HR & Talent Strategies. In her new role, she will oversee staff hiring, new employee experience, development, employee engagement, flexwork, and the annual performance review program. Additionally, she will lead the introduction of the HR Business Partner (HRBP) function, which aligns employment priorities with the strategies of specific internal groups. In the immediate, this prepares HR to support action planning after the 2023 engagement survey results are announced, demonstrating the organization's commitment to employee satisfaction and growth. Maggie's promotion not only recognizes her expanded scope, but also her leadership, expertise, and contributions to SU's HR department.

Reporting to Maggie are:

- In recognition of her accomplishments, **Becky Rowe** has been promoted to HR Business Partner and will be SU's first-ever HR Business Partner. She will help us develop the tools, practices, and protocols for the function. HR plans to add additional HRBPs in the future. Her clients will be announced at a later date. Becky joined SU Conference & Event Services in 2017 and then joined HR in 2021. Becky recently completed her MBA at SU, completed her HR certification, and serves on SU Staff Council.
- **Brittany Goff** has been promoted to HR Talent & Engagement Manager. This change recognizes the important role that Brittany will play in developing programs that will support the recommendations from the Professional Formation for Staff working group and the 2023 engagement survey results. Brittany joined SU Student Financial Services in 2016 and then joined HR in early 2022. She was a member of the inaugural SU Staff Council and recently completed her HR certification.
- **Theo Savini** has moved into the role of HR Specialist for Talent Operations, supporting various talent-related programs including temporary staff hiring and helping supervisors with the SU volunteer program. Theo has been with SU since 2021. Theo is pursuing their master's degree at SU.
- The **HR Partner, Hiring & New Employee Experience** position will be posted shortly. Please send referrals to Maggie.

**Al Vanderhoeven** is the HR Director, Benefits, HR Systems and Operations. Al joined SU in March 2023.

Reporting to Al are:

- **Angela Deppe** has been promoted to Senior Benefits Specialist. Angela handles general benefits, tuition remission, retirement, and COBRA inquiries. She joined SU in late 2020.
- **Lisa Croft** joined SU in June 2023, as the Leaves and Benefits Analyst. She has over 20 years of HR experience in both the public and private sectors. She has performed a wide range of roles in HR including, benefits, wellness, compliance, HRIS, onboarding, off-boarding, and her experience also includes payroll.
- The **HRIS Systems Analyst** position is currently posted. This is a technical role overseeing Ellucian Colleague and other related HR systems. Please send referrals to Al.

**Dana Frankenberg** has been promoted to HR Director, Compensation. Dana has been with SU since 2014 primarily supporting compensation and previously benefits. Dana has been working with the Provost's Office and together they will collaborate to establish data-informed decisions and transparency for faculty pay. In addition to managing the staff compensation program, she will next lead compensation-related projects outlined by the Professional Formation for Staff working group specifically 1) job title, job families, and job descriptions and 2) MRR alignment and progression planning.

Reporting to Dana is:

- **George Razavine** has been promoted to Compensation Analyst. George joined SU in 2022. George intakes requests for job evaluations, supports compensation planning, and completes

compensation surveys.

**Ellen Huelmann** Ellen Huelmann has been promoted to Workforce and Labor Relations Director. Since joining in 2021, she has excelled in providing employee relations support for staff and faculty and maintaining positive relationships with bargaining units. In her new role, Ellen will also offer Senior HR Business Partner support for student workers and their supervisors, while helping lead the introduction of the HRBP model across the University. Her promotion recognizes her expertise, impeccable consultative skills, dedication to fostering a harmonious work environment and signifies the trust placed in her to drive positive change within HR practices.

Over the past academic year, significant changes have been implemented in the Academic Operations function of the Human Resources department. The primary focus has been on enhancing stability and creating capacity. To achieve these goals, we made strategic investments, including elevating the support staff role to the specialist level and adding an additional full-time staff member.

Our future focus will be on integrating Academic Operations seamlessly into the broader HR Operations. This integration will enable us to align our services and offerings more effectively, fostering a cohesive and comprehensive support structure for faculty members. Furthermore, we will continue to enhance our services, exploring new avenues to better meet the needs of faculty, and address emerging challenges.

I want to thank **Sandra Brierley**, the Manager of Academic Operations, for her exemplary leadership and dedication throughout this transformative period. Sandra has been with SU since 2009 and supports tenure-track and term faculty, policy and procedure, faculty recruitment, and emeritus appointments. Sandra's efforts have been instrumental in driving positive change and ensuring the success of our initiatives. As we move forward, we will conduct a comprehensive review of Sandra's role to identify potential growth opportunities that recognize her contributions and align with our future goals. Sandra's team supports adjunct faculty, affiliate faculty, and faculty onboarding.

Reporting to Sandra are:

- **Lorena Toledo-Eastey**, joined HR in February 2023 as the HR Specialist for Academic Operations. Lorena comes to HR from the College of Science and Engineering. She has been at SU since 2006.
- **April Wootton** is new to SU having joined in April 2023 as the HR Assistant for Academic Operations.

**Kai Mindel** plays a vital role as the Executive Coordinator, serving as a crucial link within the organization's human resources department. Kai joined SU in the summer of 2022. Their contributions extend far beyond executive support, as they also take charge as the HR office manager and budget coordinator. In addition to their current responsibilities, we are incorporating exposure and development opportunities to advance their role to a project manager during FY24. This new role allows Kai to further leverage their organizational skills, attention to detail, and ability to navigate complex tasks while leading and overseeing key HR projects.

The HR Division is excited about these changes and eager to serve you in our new roles. As a reminder, HR is now located in the Columbia Building. If you have any questions about this announcement, please reach out to me.

Regards,

Jerron Lowe, J.D.

Vice President for Human Resources

SU People and Culture Strategies

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