HRBPs and Strategic Initiatives

Wednesday, April 4, 2018

Myrene Abot, JD, SPHR, SHRM-SCP
HR Business Partner, IT Business Operations Department
The SOM Vice Chancellor/Dean’s Year of Health and Wellness and UCDH IT

How an HRBP can support organizational strategic initiatives
What is an HR Business Partner (HRBP)?

• HR Business Partners often fall under the following combination of roles:
  • Operations Manager
  • Emergency Responder
  • Employee Mediator
  • Strategic Partner
• Dean Freischlag encouraged all staff…

“to actively nurture and protect your personal and professional well-being at all levels – physical, emotional, psychological, and spiritual…Well-being is always a priority at UCDH and I want to ensure each of you feels supported.”
What is an HRBP to do?

We, ITHR, asked as a team, three things:
• What can we do to support the initiative?
• How do we encourage staff participation?
• And how do we keep it going in the future?
## What did ITHR do?

<table>
<thead>
<tr>
<th>MONTH</th>
<th>THEME</th>
<th>ACTIVITY</th>
</tr>
</thead>
<tbody>
<tr>
<td>September 2016</td>
<td>Kick-off</td>
<td>Employee Health and Wellness Information Session</td>
</tr>
<tr>
<td>October 2016</td>
<td>Walktober</td>
<td>Began sending out monthly Wellness Activity emails</td>
</tr>
<tr>
<td>November 2016</td>
<td>Mindfulness</td>
<td>Created multiple teams that participated in the 15 minutes for 15 days challenge.  Held an IT Friendsgiving.</td>
</tr>
<tr>
<td>December 2016</td>
<td>Follow your Bliss</td>
<td>Mindfulness Meditation Session. Held an IT Appreciation Breakfast.</td>
</tr>
<tr>
<td>January 2017</td>
<td>Reset</td>
<td>Advertised the UCDH Health and Wellness Fair</td>
</tr>
<tr>
<td>February 2017</td>
<td>Healthy Heart</td>
<td>CPR Awareness Training</td>
</tr>
<tr>
<td>March 2017</td>
<td>Nutrition</td>
<td>The Sweet Truth about Sugar</td>
</tr>
<tr>
<td>April 2017</td>
<td>Work/Life Balance</td>
<td>Take a Break, Walk with IT</td>
</tr>
<tr>
<td>May 2017</td>
<td>Environmental</td>
<td>Provided links to environmental wellness ideas</td>
</tr>
<tr>
<td>June 2017</td>
<td>Do Something New</td>
<td>Fidelity Training - Budgeting</td>
</tr>
</tbody>
</table>
In November 2016, we recognized that part of being mindful is appreciating those we work with…

• Pseudo-pinot and paint event
• Dessert contest
• Going old school with a note card event – Thank you card station
The next month, we followed our bliss by appreciating our staff

During the breakfast, we played the following:

• IT Scavenger hunt
• Ugly sweater contest
• Had a festive photo corner with props
In April 2017, we took it outside…

Take a Break, Walk with IT
The initiative ended on July 30, 2017, so what now?
Monthly Wellness emails
UCDH IT Newsletter

January 2018 Edition

Dates to watch for

Congratulations!

Staff in the News

Yana Chernykh-Pikhor - 5 years
Kelly Nair - 5 years
Marvin Arsenian - 5 years
Angela Brunner - 5 years
Patricia Hall - 5 years
Leslie Hines - 5 years
Sandra Junmoo - 10 years
Laesha Kang - 14 years
Steve Wegner - 15 years
Kathy Jeffries - 20 years
Ronald Nicholas - 20 years
Paul Takekawa - 25 years

New Hires

Welcome

Christopher James - IT Client Services
Yolanda Santos - IT Unified Communications
Jeffrey O’Gow - IT Analytics
Kyle Avery - IT EHR Hosting
Huyi Chen - IT Systems Integration

TO BOLDLY GO - Chancellor May wants your ideas!

This is your opportunity to submit high level goals for the university and suggestions for strategies to achieve those goals.

http://chancellor.ucdavis.edu/strategic-plan/submit-your-ideas.cfm

UCD Staff Assembly Gifts from the Heart - provided gifts to children, teens and senior adults served by the Sacramento County Department of Health and Human Services, Division of Child Protective Services and Senior and Adult Services. It adopted nearly 50 recipients.

Congratulations to our future leaders!

So proud of IT being represented in multiple leadership programs in the past year including, but not limited to:
- African American Faculty and Staff Association (AANSA) Leadership Program (Left)
- ITOR Program (Middle)
- UCOR Administrative Officers for the Future Program (ARGFF) (Bottom Right)
Fit Break

https://splice.gopro.com/v?id=qkk4Ey
“Strive not to be a success, but rather to be of value.” – Albert Einstein
QUESTIONS??
Staff in the News

Years of Service

Congratulations!

Michael Marchant – 5 years
Yana Chernyak-Filkov – 5 years
Kelly Nair – 5 years
Marvin Asercion – 5 years
Angela Brauner – 5 years
Patrick Hall – 5 years
Latasha Moon – 5 years
Patricia A Miller – 10 years
Sondra Munson – 10 years
Lopaka Gaspar – 15 years
Steve Wegner – 15 years
Kathy Jeffries – 20 years
Ronald Nichols – 20 years
Paul Takekawa – 25 years

New Hires

Welcome

Christopher Jones – IT Client Services
Yolanda Santos – IT Unified Communications
Jeffrey Evoy – IT Analytics
Kyle Avery – IT EHR Hosting
Huiying Chen – IT Systems Integration

TO BOLDLY GO - Chancellor May wants your ideas!

This is your opportunity to submit high level goals for the university and suggestions for strategies to achieve those goals.

http://chancellor.ucdavis.edu/strategic-plan/submit-your-ideas.cfm
The IT Division demonstrated their generosity by participating in the following UCDH programs:

**African American Faculty and Staff Association (AAFSA) Sponsor a Child for the Holidays Penny Drive** - proceeds were used to purchase classroom gifts based on a list provided by the program’s administrator.

**Sacramento County Independent Living Program (ILP) Emancipation Baskets** – baskets contained essential household items to help current and former foster youth between ages of 16 and 21.

**UCD Staff Assembly Gifts from the Heart** - provided gifts to children, teens and senior adults served by the Sacramento County Department of Health and Human Services, Divisions of Child Protective Services and Senior and Adult Services. IT adopted nearly 50 recipients.

**Congratulations to our future leaders!**

So proud of IT being represented in multiple leadership programs in the past year including, but not limited to:

- UCD Mentoring Program (Left)
- UCDH CORO Leadership Program (Bottom left)
- UCD Administrative Officers for the Future Program (AOFTF) (Bottom right)