

teri engelke

EDUCATION

Ph.D. in Education and Human Resource Studies, Colorado State University

Doctoral Candidate: Fall 2013, Projected Graduation: Fall 2024

Organizational Performance, Learning & Change Specialization

Dissertation Research: The Effect of Workplace Modality on Employees' Sense of Belonging and Retention

Master of Science, Western Illinois University, Macomb, Illinois (1996 – 1998)

College Student Personnel Administration, May 1998

Bachelor of Science, University of Wisconsin – La Crosse, La Crosse, Wisconsin (1991 – 1996)

Major: Psychology, Minor: Political Science, May 1996

HUMAN RESOURCES LEADERSHIP

Assistant Vice Chancellor for Human Resources

University of Colorado, Denver (February 2022 – present)

Serve as the principal steward of the human capital and workplace effectiveness at CU Denver, providing institutional leadership and service to further CU Denver's strategic goals. Provide vision, leadership, high impact practice strategies and management for repositioning the human resources structure, policies and practices to support a campus culture shift for CU Denver's hr strategic direction. Drive the implementation of hr policies, practices and key initiatives to further CU Denver's goals. Serve as the subject matter expert for the full suite of human capital functions including: staffing and professional learning; talent development programs, talent management, including recruitment and compensation; policy development and compliance; employee relations and engagement, striving for consistent excellence and service in all areas of the human resources division. Create and develop the human resource (central) office for CU Denver, and assist in facilitation of the split of the dual campus (Denver and Anschutz Medical Campus) human resources function. Hire new team of nine staff members, collaboratively assess and design core programs, processes, and policies to provide high quality services for CU Denver campus community. CU Denver employs approximately 1200 Faculty (tenure and non-tenure positions), 800 staff (70 state classified employees), and 1500 student staff employees (graduate and undergraduate positions).

- Supervise, train, and evaluate five employees directly including: assistant director for strategic people operations, assistant director for workplace engagement and recruitment, employee relations consultant, learning and development consultant, business and operations specialist; indirectly supervise two talent acquisition and compensation professionals, payroll and human resources system security professional, and human resources manager
- Serve as an institutional change agent, supporting the development of a culture of excellence and agility for organizational capacity to change. Partnering with university leadership in strategic change initiatives to ensure change management practices are infused to increase successful implementation of new programs, services, and process
- Collaborate and partner with the Vice Chancellor for Diversity, Equity and Inclusion on various efforts to drive and develop initiatives that build on and advance CU Denver's commitment to equity and justice, such as a robust analytics dashboard around performance development, compensation, and talent development; recruitment and retention of faculty and staff, and affinity group development and support
- Consult campus leadership on employee relations situations. Respond to employee grievances, complaints, and compliance requests; conduct workplace/employee investigations in consultation with campus partners
- Develop and streamline processes for the recruitment and retention of a diverse workforce; provide leadership for recruitment process including faculty, university staff and classified staff

- Facilitate faculty and staff threat assessment team to monitor and address on-going situations that may present employees that are in distress or present a threat to self or the campus community; collaborate with the student “care” team to address situations that cross over both student and employee
- Develop, formulate, and interpret human resource policies, procedures, and practices for CU Denver in alignment with federal and state laws, university policies and regent law; and provide leadership in areas of ADA, affirmative action, employee assistance, and wellness
- Serve on campus and system committees

Significant Accomplishments:

- Launched a two-year comprehensive compensation study to bring calibration of job architecture and market updated salary bands; create transparency in recruitment, hiring and pay adjustment processes; involving campus community for greater understanding, education, and change management
- Created and launched a successful two-year staff supervisor academy, providing a cohort based professional learning opportunity supporting supervisors’ growth and development
- Lead a cross campus work group to develop a retention interview program to centralize exit interviews, transfer interviews and stay interviews. Providing relevant and timely information related to employees’ experiences and utilize the data to inform campus wide retention efforts
- Partner with the Vice Chancellor for Diversity, Equity and Inclusion on various projects including: improvements to the hiring process to increase diversification of faculty and staff recruitment and retention; implementation of a search advocates program; explore psychological safety program initiating a pilot program within key areas on campus; and bringing preferred name option into our systems and starting a larger initiative to expand options for gender, race and ethnicity designations for both employees and students
- Partner with campus legal and associate vice chancellor for budget on a retirement incentive program, as a part of a budget realignment initiative. Over 60 employees (faculty and staff) applied for the incentive program, creating opportunity for redesign of position and programs in the future

Assistant Dean for Human Resources, School of Education

University of Wisconsin – Madison (November 2014 – January 2022)

Developed, formulated, and interpreted overarching human resource policies and procedures for the School of Education; ensured that School of Education practices were in alignment with UW-Madison, UW System and State and Federal laws, and provided leadership in areas of ADA, sexual harassment, affirmative action, employee assistance, and wellness.

- Lead, coordinated and oversaw hiring for all staff and faculty for the Division; served as the appointing authority for all hiring and human resource transactions
- Supervised, trained, and evaluated Associate Director for HR, HR managers, and business office manager
- Developed, managed, and trained on significant changes as a result of campus-wide title and total compensation initiatives, HR Design Initiatives, FLSA changes and ACA federal compliance requirements
- Conducted workplace/employee investigation for the School of Education in consultation with campus partners
- Oversaw usage and training of various software programs for HR processes and security audits for the Division
- Responded to employee grievances, complaints, and affirmative action compliance requests
- Served as the Divisional level representative for ADA and FMLA requests for School of Education employees
- Recognized, developed and delivered training and professional development opportunities for the School of Education departments, programs, units, and centers around various topics
- Developed processes for the recruitment and retention of a diverse workforce
- Make policy decisions based on individual and organizational needs
- Reviewed and processed all layoff and nonrenewal requests for the Division
- Served on Division and University committees

Significant Accomplishments

- Lead, facilitated and implemented significant campus wide change initiatives for the School of Education including:
 - Title and Total Compensation Project, a system wide multi-year assessment, design, and implementation that reimagined and redesigned the titling framework shifting to be market driven and responsive
 - HR Design, a university wide initiative that provided a new personnel structure aimed to foster engagement, and create a culture for adaptability and diversity
 - Performance Management Development Program, shifting the performance evaluation process to an online system and streamlining the process across the division

Co-founder/Consultant

rEvolution coaching & consulting (2013-present)

Organizational development, strategic development and planning, executive, leadership and personal coaching, goal setting, mission and vision development with various organization including higher education, non-profit, banking, and individuals.

Assistant Director of Residence Life for Training, Development and Staffing

Colorado State University (May 2006 – November 2014)

Design, implement and assess staff selection and training processes for a 12-month housing operation; Directed on-going training and professional development for all department staff levels; including individual development plans, career mapping tools, and human performance improvement strategies.

- Designed and implemented a holistic competency-based Residence Life training and learning program
- Supervised 3-4 full-time Master's level Residence Directors, including providing coaching, feedback, guidance and evaluation; Indirectly supervised 5 graduate Assistant Residence Directors (2008 – 2014); directly supervised one graduate assistant and one administrative assistant (2014)
- Collaborated with various campus offices to ensure effective recruitment, selection and training processes
- Assessed retention efforts and issues for the Office of Residence Life and create mechanisms to respond to patterns and potential causes of staff member attrition
- Created and executed 12-month on-boarding program for all new staff members
- Recruited and retained outstanding diverse student, graduate and professional staff
- Designed and facilitated a competency-based evaluation process
- Responded to critical incident in the residence halls, in conjunction with Residence Life Staff
- Initiated, implemented and administered yearly performance evaluation process
- Ensured department compliance with supervision, equal opportunity, addiction and sexual harassment trainings
- Managed training, development and selection budget of approximately \$300,000

Significant Accomplishments

- Chaired staffing task force facilitating a comprehensive staffing review and creation of proposals for future staffing structures for the department, including the change implementation process
- Increased recruitment and retention of diverse staff by 110% over the course of four years among graduate and professional staff; increased student staff recruitment pool by 115% over three years

Executive Team Leader – Human Resources

Target Corporation (August 2004 – May 2006)

- Managed staffing, recruiting, training, retention process for a \$35 million Target Store
- Oversaw leadership development of team members, specialists, team leaders and executives
- Supervised performance management, coaching and corrective action processes for 225 team members
- Investigated and resolved employee relations issues and harassment cases
- Partnered with other store executives around performance management, attendance issues, leadership and development activities, goal setting and development of self and team leaders
- Ensured weekly completion of scheduling/payroll that met store goals, metrics and federal/state labor laws
- Processed promotions, demotions, transfers, leave of absence and terminations for team members & leaders
- Oversaw OSHA regulations and certifications are complete and up-to-date

STUDENT SERVICES EXPERIENCES

Assistant Director of Residence Life, Carleton College, Northfield, MN (July 2003 – July 2004)

Residence Hall Director, University of Wisconsin – La Crosse (August 2000 – June 2003)

Residence Hall Director, University of Maryland, College Park (July 1998 – July 2000)

PROFESSIONAL CERTIFICATIONS & AFFILIATIONS

FLOW Coaching Certification (in progress, 2024)

International Coaching Federation (in progress, 2024)

Registered Yoga Teacher, Yoga Alliance (2019)

Myers-Briggs Type Indicator Certification (completed 2011)

FIRO-B Certification (completed 2011)

ATD, Former ASTD - American Society for Training and Development (2007 – 2016)

Telling Ain't Training Conference (2010); TechKnowledge Conference (2010, 2011, 2013, 2014); Human

Performance Improvement Certification (2009); Career Planning and Talent Management Program (2008)

Professional Grant Writing Workshop (2006)

Tools for Social Justice Conference (2006)

NASPA (National Association of Student Personnel Association) (2005 – 2015)

NASPA Undergraduate Fellows Program Mentor (2013 – 2015)

ACPA (American College Personnel Association) (1997 – 2015)

ACUHO-I (Association of College and University Housing Officers – International) (1997 – 2015)

LEADERSHIP INVOLVEMENTS

Title & Total Compensation Study, Collaboration and Outreach Committee, UW-Madison (2017- 2022)

Our Wisconsin Inclusion Program, Staff Facilitator, UW-Madison (2016-2017)

HR@UW Competencies Program Vision Team and presenter, UW-Madison (2016- 2022)

CSU Online Plus MOOC: Careers in Student Affairs co-designer & instructor, Colorado State University (2013 – 2016)

Train the Trainer Development Committee, Colorado State University (2013 – 2014)

Vice President for Diversity Training & Education Committee, Colorado State University (2013 – 2014)

Student Affairs in Higher Education (SAHE) Master's Student co-advisor, Colorado State University (2012-2014)

SAHE Master's Student Committee Member (M. Pulju – 2010-2012; R. Goold – 2012 – 2014; K. Emmer – 2013-2015)

Colorado State University Exit Interviewer, Colorado State University (2012 – 2014)

Equal Opportunity Coordinator for University Searches, Colorado State University (2007 – 2014)

Division of Student Affairs and Housing & Dining Services Training & Development Committee, CSU (2007-2014)

SELECT PRESENTATIONS & TRAININGS

Extensive training presentations on: change management, strategic planning, organization development, MBTI, social media, learning, multicultural competencies, organizational development, technology, diversity topics and strengths.

High Impact Search & Screen Practices, various settings, UW-Madison & CU Denver, (2017-present)

Surviving & Thriving through Organizational Change, various settings, UW-Madison & CU Denver (2017 – present)

The Freedom of Failure: Embracing Failing to Become Your Strongest Self, various workshops, UW-Madison (2017)

Deepening Multicultural Competence: Proven Strategies, Systems, and Practices, NASPA Conference (2015)

Surviving & Thriving through Organizational Change, Housing & Dining Services January Training, CSU (2014, 2010)

Social Media Basics & Social Media and Learning, Housing & Dining Services January Training, CSU (2013, 2014)

On-boarding New Employees; Professional Development Institute & HDS January Training, CSU (2013, 2014)

MBTI and You! Various presentations with non-profit organizations throughout Northern Colorado (2011 – present)

Exploring Race and Microaggressions, Back-On-Track Program Staff retreat facilitator, CSU (2011)