TOPIC:  DayOne at UTSA – Implementing a Successful On-boarding Program for Employees

WHEN: Friday, November 9, 12:00 PM – 1:30 PM

WHERE: Engineering Building (EB) 3.04.66 on UTSA Main Campus

ABSTRACT:
One of the challenges for a growing university is recruitment and retention of excellent faculty and staff. The University of Texas San Antonio’s (UTSA) strategic plan states, “Our remarkable growth requires that we adjust rapidly to changes in our culture and immediately locate funding and support for additional facilities, faculty, and staff. We must define our future role and goals and determine our future needs while catching up to our record-breaking growth.” The leadership in Human Resources (HR) realized that retention and integration of quality faculty and staff would be vital to the success of the University’s progression toward Tier One status. The Human Resources department along with the Center for Advanced Manufacturing and Lean Systems (CAMLSS) partnered to analyze the hiring process through the” LEAN Manufacturing” method and developed an improved streamlined process for onboarding new employees, called “Day O.N.E (Orientation for New Employees) @ UTSA”. This program was formulated as a “one stop shop” to provide new employees the necessary information and resources to be successful on their first day of employment.

SPEAKERS:
Barbara J. Baran-Centeno, BSN, M.S.H.C.A., MBA, Associate VP - Human Resources - UTSA
With more than 20 years of experience in both Human Resources and Health Care management, Barbara has successfully led organizations in both the private and public sectors. She holds a Bachelor of Science Degree in Nursing, Master of Science Degree in Health Care Administration, and a Masters Degree in Business Administration (with a concentration in Human Resources). She is a Certified Compensation Professional through the American Compensation Association, a licensed Workers’ Compensation Insurance Adjuster, and Six Sigma Green Belt certified. In addition, Barbara has taught Management, Labor Relations, and Human Resources Courses at several San Antonio universities. She has co-authored an article on the importance and success of early return-to-work programs. In her 10+ years at UTSA, Barbara has re-engineered the Human Resource organization making significant improvements and enhancements in processes and practices to increase service delivery.

Annette Rabago, BSN, MPA – Assistant Vice President of Human Resources - UTSA
Annette holds a Bachelor of Science Degree in Nursing and a Master of Public Administration Degree. She is a Certified Case Manager, licensed Workers Compensation Adjuster, and Six Sigma Green Belt certified.

Claudia White - HR Supervisor - UTSA
Claudia White is a native of North Carolina and has lived in Texas for 12 years. She obtained her undergraduate degree at Park University in Criminal Justice and her master’s degree at Webster University in Management. She retired from the United States Army after 20 years of service as a Senior Noncommissioned Officer, where she served as a medic and manager of various medical facilities. She has worked in Human Resources, UTSA for 7 years and presently works as a HR Supervisor and manages Compliance and the Day O.N.E. program.

For more information, visit CAMLS Web Site.