

## UCSD receives Excellence in Human Resource Management Award

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### UCSD RECEIVES EXCELLENCE IN HUMAN RESOURCE MANAGEMENT AWARD

The University of California, San Diego has received the 1997 Excellence in Human Resource Management Award for its innovative human resource policies. The award, the fifth prize UCSD has received in the last four years for its innovative management and human resource programs, was presented by the College and University Personnel Association (CUPA) at the recent CUPA national convention.

The award acknowledges higher education institutions that have established an institutional environment that recognizes creative and innovative approaches to human resource management.

According to the CUPA announcement, UCSD's Human Resources Department, under the leadership of Assistant Vice Chancellor Rogers Davis, has served as a model for the larger University of California system. This is evidenced by its progressive approaches to individual performance management, cross-functional process teams, online learning for staff, diversity education, and its online job, staff development, and benefits systems. UCSD Human Resources was also noted for its in-depth strategic planning, which recently resulted in the development of a comprehensive 1997-98 plan.

"We are honored to be recognized by CUPA for our human resource management effort," said Davis. "It is a credit to the high caliber of the UCSD staff not only within Human Resources but throughout the university. We also could not have reached our performance goals without the close partnerships we have with departments throughout the campus. It is through these partnerships that we are able to sustain UCSD's excellence."

According to UCSD Vice Chancellor Steven Relyea, who oversees UCSD's Business Affairs, including Human Resources, the university has received four other awards recently recognizing its outstanding management and Business Affairs operations. Last year, UCSD was named by CUPA as one of the most "family-friendly" institutions of higher learning. For three consecutive years, UCSD was recognized by the National Association of College and University Business Officers (NACUBO) for the progressive management programs implemented by the university's Business Affairs Division.

Other universities recognized by CUPA for the strength of their human resource management programs include University of Michigan, Indiana University-Purdue University, Hawkeye Community College, and a consortium of four eastern colleges.

A leader within the UC system, the UCSD Human Resources Department has responsibility for developing and maintaining innovative human resource strategies and programs to attract, retain, and motivate a work force of highly qualified people whose diversity and skills contribute to and sustain the university's excellence. The department continues to be recognized for the progressiveness of its quality of work/life, employee rehabilitation, and diversity education programs, and numerous on-line communication systems.

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