

**CLASSIFIED**

## Keeping up with Human Resources: An Interview With Marsha Brody-Silva

by Guido Piquet

I had a chance to sit down with Marsha Brody-Silva, Employee Relations Advisor, to get her insight on several topics. Until recently, Marsha has been filling in as interim Chief Human Resources Officer. The UCSC was interested in how that experience was for her and what other changes have been taking place. She has been doing such a great job and we wanted to make sure that her voice was heard.

### **Human Resources has had to deal with some unexpected changes in the past year including the passing of Mike Jimenez. How has your group dealt with that change?**

Basically the first thing we did was grieve together. We spent some time sitting with each other sharing experiences we had with Mike. Because we all had such admiration for Mike, it was tough but we helped each other. When Mike left in February 2005, I was placed into the interim Chief HR Officer position. It was important to me that we continue some things Mike had started when he was here. One of those was our weekly direct report meetings. It's proven to be really successful. One of the other things Mike did when he was here was to recognize those individuals who were given Kudos. We also gave out certificates to recognize achievements in helping the people that we serve. It's been nice to keep that continuity.

### **When you took over as the interim HR chief, what types of challenges did you face?**

The biggest challenge was attempting to fill some pretty large shoes left by Mike. Mike did some really neat things when he was here and one of my primary roles was to continue some of those things he had started on. One of the biggest challenges we had at that time and still face is to really look at compensation within the

University. Whether it's recruiting world class scientists or recruiting the best Grants and Contracts specialists, we want to make sure we are competitive in our abilities to recruit and retain a community of individuals who will assist the University in accomplishing the vision which has been set forth for us. We also want to look at how we develop staff throughout the University. One way to address this is with the implementation of the Learning Management System (LMS). Although this system is already being utilized for off-site new hire orientation, we are working on the development of training modules that will benefit the University community. Looking at the PeopleSoft HRMS system, we are looking at opportunities to utilize the system to allow us to better understand our workforce. It really helps us to make some real plans and establish some goals.

### **Human Resources is on the verge of some new leadership. Who is the new HR chief and when do they start?**

The new Chief Human Resources Officer is Mary Maher. She actually started January 24. I'm very excited to have her here!

### **Can you give us a little background information on her?**

Mary comes to us from the University of Houston (UH) as the executive director of Human Resources. Her background includes having an Associates, Bachelors, and Masters degrees in Counseling Psychology. Prior to her position at UH, Mary was with University of Michigan, Scripps Health (San Diego, CA), University of California San Diego Medical Center, and University of California San Diego in multiple HR leadership roles. While at the University of Michigan, Mary won a national CUPA-HR award while she was there. CUPA is a national organization which stands for the college and universities professional association.

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*Newsletter Date  
March 2006*

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Marsha Brody-Silva and new HR Director, Mary Maher

"We conducted a national search for our Chief Human Resources Officer. We had several very well qualified finalists. We had broad input from our search committee -- classified staff, A&P employees, and faculty, including the Dean of a school.

I'm excited about the enthusiasm, experience and philosophy that Ms. Maher brings to the position. She's very customer-focused, she's a good listener, and she understands the critical human resources issues that an academic health center faces, in 2006.

I believe that she is a very strong addition to our administrative team".

**Kevin Dillon**  
Executive Vice President for  
Financial and Business Affairs

*Interview with Marsha Brody-Silva cont'd*

While at the University of Michigan, Mary won a national CUPA-HR award while she was there. CUPA is a national organization which stands for the college and universities professional association.

**Why was she chosen among the other candidates?**

First let me give credit to a group of individuals who worked very closely together to screen and interview candidates for this important position. The search committee consisted of: Dennie Clemons, Rosemary Valencia, Dr. Nancy McNeil, Arlene Staller, Dr. Guy Parcel, Dr. Gary Rosenfeld and I. Mary was chosen for her ability to see things from both the 10,000 foot level and from the ground level. There is a real need for that in this position. You need to understand not only concept wise what needs to happen but also under-

stand how to make it happen. I think Mary brings that to the table.

**Has the new chief spoken to you about her vision for HR at the UT Health Science Center?**

Right now she is coming to the table wanting to understand the challenges we have. She needs some time to be able to look and then determine where we go from here. She's definitely hit the ground running. Starting with the day after she attended the new hire orientation, she was meeting with each one of us and will continue to meet with each one of the HR staff members. After that she will start going out into the University community and meeting with various leadership staff. I am confident that under Mary's leadership, the Human Resources department will continue to move forward in assisting the University to achieve its mission, vision and goals.

The UCSC wants to thank Marsha Brody-Silva for her service in the role as interim HR chief. Dennie Clemons particularly wanted to show her gratitude and had this to say "Mike Jimenez knew he would be leaving the University so he, intentionally or otherwise, mentored Marsha. She learned of his goals, how he treated people, and how he worked. Marsha absorbed his guidance without realizing how much like him she had become. I remember her slightly rough edges in the beginning and now her confidence fills the room. I can't think of anyone better to help the new Chief of HR make a smooth transition."

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<http://www.uth.tmc.edu/ucsc>



## 11th Annual University Classified Staff Workshop Friday, April 28, 2006 Registration Form

Registration is limited to 300 people. It is on a first come, first serve basis for those who have not previously attended a workshop. If you have previously attended a UCSC Workshop, your name will be placed on a waiting list. \*\*\*Please remember to get permission from your supervisor before signing up for the workshop.

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Department: \_\_\_\_\_

Workphone: \_\_\_\_\_

Fax: \_\_\_\_\_

Email: \_\_\_\_\_

Have you previously attended a UCSC Workshop?

Yes  No

If yes, what year? \_\_\_\_\_

Workshop Registration Form

Please return to: Dennie Clemons, HMB 12.190

*Who's Behind  
YOUR  
Mask?*

*Free Yourself*

University Classified Staff Council  
Eleventh Annual Workshop  
Friday, April 28, 2006

 THE UNIVERSITY of TEXAS  
HEALTH SCIENCE CENTER AT HOUSTON



W. Dennie Clemons, Chairman  
University Classified Staff Council  
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**The UCSC sponsors a scholarship program for children of classified employees. For details and an application form please visit the Scholarship Program on the UCSC web page:**

**<http://www.uth.tmc.edu/ucsc/scholarship.htm>**



**Save the Date!**

**CASE Rounds**

## **Behavioral Conflicts In the Workplace**

**When: March 23, 2006 Time: 12-1 pm**

**Where: MSB G.100**

**Facilitated by: JT Rayburn**

**Moderated by: Deborah Norris**



**THE UNIVERSITY of TEXAS**

**HEALTH SCIENCE CENTER AT HOUSTON**

*University Classified Staff Council*