I. Vice President and Chief Human Resources Officer

II. Overview

The Vice President and Chief Human Resources Officer is responsible to and reports to the Senior Executive Vice President/Chief Operating Officer. He or she serves at the pleasure of the President, without fixed term, and performs such duties as are assigned by the President.

III. Staff Responsibilities

As a staff officer, the Vice President and Chief Human Resources Officer participates in consideration of all policies, plans, and programs of UT Health San Antonio. By delegation from the President, the Vice President and Chief Human Resources Officer may:

1. Represent UT Health San Antonio in administrative and business matters at The University of Texas System and with other external entities as appropriate.

2. Participate in formulation of annual operating budgets and biennial legislative submissions of the UT Health San Antonio.

3. Represent UT Health San Antonio before local, state and federal agencies and legislative bodies.

4. Recommends and implements policies and operations and monitor the performance of functions and services essential to supporting the teaching, research, and clinical missions of the institution.

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**1.3.10: Vice President and Chief Human Resources Officer**

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<th>Chapter 1</th>
<th>Administration and Organization</th>
<th>Originated:</th>
<th>December 2008</th>
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<td>Section 1.3</td>
<td>Executive Officers</td>
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Responsible Entity: President

Reviewed w/o Changes:
IV. Line Responsibilities

As a line officer, the Vice President and Chief Human Resources Officer has general charge and responsibility for planning, staffing, managing, and operating the following areas and functions:

1. Strategic human resource planning and management.
2. Recruitment, benefits, training, compensation, employee relations, and faculty and staff assistance and work life programs.
3. Administrative matters as may be assigned by the Senior Executive Vice President/Chief Operating Officer.

V. Other Responsibilities

The Vice President and Chief Human Resources Officer also:

1. Serves as a member of the Executive Committee of UT Health San Antonio and other appropriate policy-making bodies.
2. Establishes and appoints (or authorizes the election of) ad hoc committees or councils for UT Health San Antonio as needed and appropriate to the responsibilities of the office.
3. Serves on appropriate committees of The University of Texas System and at the state and federal levels.