

**Colleen Dutton, SPHR, SHRM-SCP**  
**Associate Vice President Human Resources**

**Higher Education Experience:**

**UT Dallas –**

Associate Vice President for Human Resources since June 2012

- Certified Senior Professional in Human Resources (SPHR) since December 2001
- Certified Society of Human Resource Management - Senior Certified Professional (SHRM-SCP) since 2015

**Rice University: 2000 – 2012 –** Director for Employee Relations, Compensation, & Talent Management

Prior to 2000, worked 13 years in public and private health care in HR and health care administration

**Awards and Honors:**

- 2011 SHRM/HR Houston HR Leader of the Year
- 2011 SHRM/HR Houston Award for Organizational Excellence for TEAMS program
- 2016 Human Resources Strategic Leader Award from Pursuit of Excellence

**Career highlights:**

Programs and Initiatives:

- Created *The Four C's of a Diamond Employee* model – character, culture, commitment, and capability; the P.I.E. (Plan, Identify and Evaluate) Chart. These tools have successfully been incorporated into hiring and employee relations' practices at Rice, UTD and other employers.
- Created the Talent Management TREE model to lead the university's efforts in succession planning. TREE is a holistic approach to talent management devised of four key "branches" - Total Rewards, Recruitment & Retention, Excellence in Performance, and Engagement in the campus community – to focus efforts on developing and retaining top talent.
- Restructured Human Resources department at UT Dallas to support growing campus needs. Applying the TREE model and Four C's model concept to strategically align the HR department to meet campus needs. Established HR mission to enable the success of others by creating a culture of diversity and inclusion supporting UT Dallas as an employer of choice, and where talent management encompasses leadership development creating a culture of success for all employees.
- Established value added commitments for which UTD HR is held accountable; created internal HR professional standards and competencies for which the HR team must meet and maintain.
- Created, designed, developed and managed the TEAMS program at Rice University (Trainig Enables A Manager's Success) - a year-long leadership development program for first-line supervisors and mid-level managers with a dual focus in developing managerial and leadership skills.

- Directed campus wide employee engagement survey activities which have resulted in Rice University achieving six consecutive years on the *Houston Business Journal's* Best Places to Work in Houston list (2006-2011), *The Chronicle for Higher Education* list of Best Colleges to Work for in 2009 and 2010, and the Sloan Foundation Award for Workplace Flexibility in 2008.
- Rice University Distinguished Employee Award - December 2001