

Human Resources Annual Report

Fiscal Year 2026



Message from the Vice President

Welcome to the 2026 Human Resources Annual Report. Continuing our journey of iterative HR transformation, this report provides a high-level overview of the 2026 fiscal year with easy-to-digest infographics. Grounded by our shared mission and driven by our vision for the future of Santa Clara HR, your human resources team has made significant progress in support of our campus community. With an unwavering commitment to increasing our competitiveness in today's labor market, the team has advanced key initiatives related to compensation, benefits, recruitment, and engagement, while fostering an environment that helps our employees and students thrive. The HR enhancements and investments made thus far have provided us with a strong foundation to support the strategic priorities included in both Impact 2030, and our HR Strategic Plan.

While much has been done, there remains much more on the horizon. We look forward to further engaging employees at all levels regarding this process of continuous improvement and HR transformation. I encourage you to actively participate in upcoming opportunities to have your voice heard via surveys, focus groups, pilot programs, our governance structures, and/or by providing feedback directly via hrservicedesk@scu.edu. Santa Clara can only realize our shared mission through the extraordinary contributions of our staff, faculty and student employees. It's truly an honor to be of service to our employees, as Santa Clara continues to rise.



Onward and Upward - Go Broncos!

A handwritten signature in black ink, appearing to read 'Zenobia Lane-Prince'.

Zenobia Lane-Prince
Vice President, Human Resources

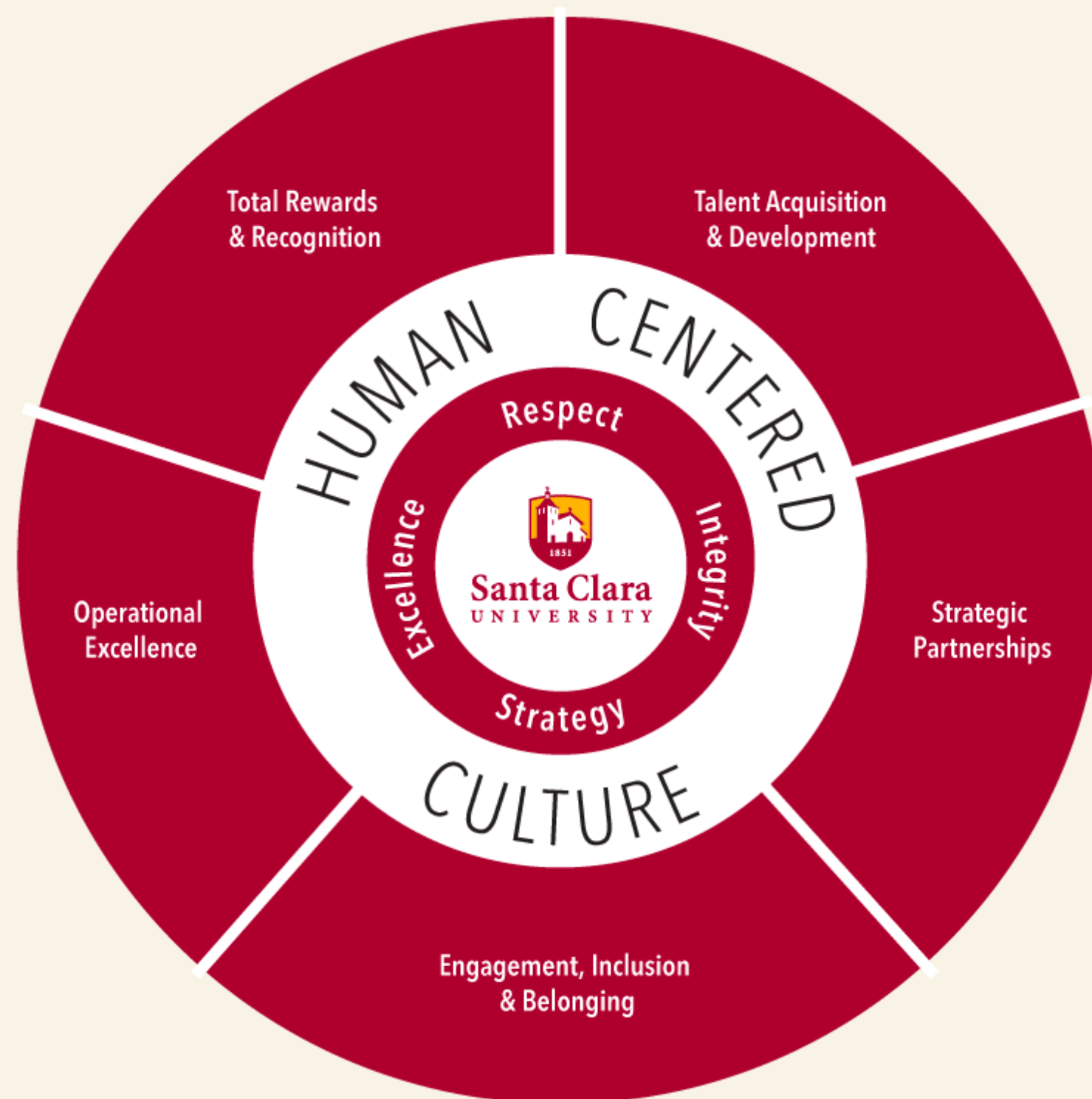
Our **Mission.**

To create a dynamic and inclusive work environment that welcomes and values the diversity of our staff, faculty and student employees.

Our **Vision.**

We provide competitive and comprehensive total rewards and wellness programs. We offer a range of exciting developmental opportunities and create policies and programs that support the University's mission and enable people to be their best and do their best work.

Our Strategic Priorities



Our **Values.**

Through a human-centered approach, the human resources team aims to provide an inclusive and empowering environment, which prioritizes the well-being, diverse needs, development, and potential of all employees.

Respect: Every interaction, with internal and external clients, prospective clients, and partners will be rooted in treating others with compassion, dignity, and respect.

Integrity: In all engagements, with every person, vendor, or provider, we will interact with others based on a foundation of honesty and credibility. Guided by our conscience, we will support our mission and deliver on our commitments.

Strategy: Our connection to SCU's strategic plan and the evolving needs of our clients will define our HR priorities. We will endeavor to apply the most strategic solution possible, while constantly searching for best practices to implement and improve upon.

Excellence: Our behaviors and performance will be driven by innovation and creativity. Every interaction and deliverable will be an expression of competence, quality, distinction, and exceptional service.

HR At A Glance



Generations in the Workplace

1935-2007

From Gen Silent to Gen Z



The Hunt for Talent

79

Average Days to Fill a Position



Average Tenure

9

Faculty

7

Staff



Check Please!

113,693

Payroll Checks Processed



We're Hiring

5,158

Applications Received



You're Hired

137

Requisitions Filled



Moving on Up

78

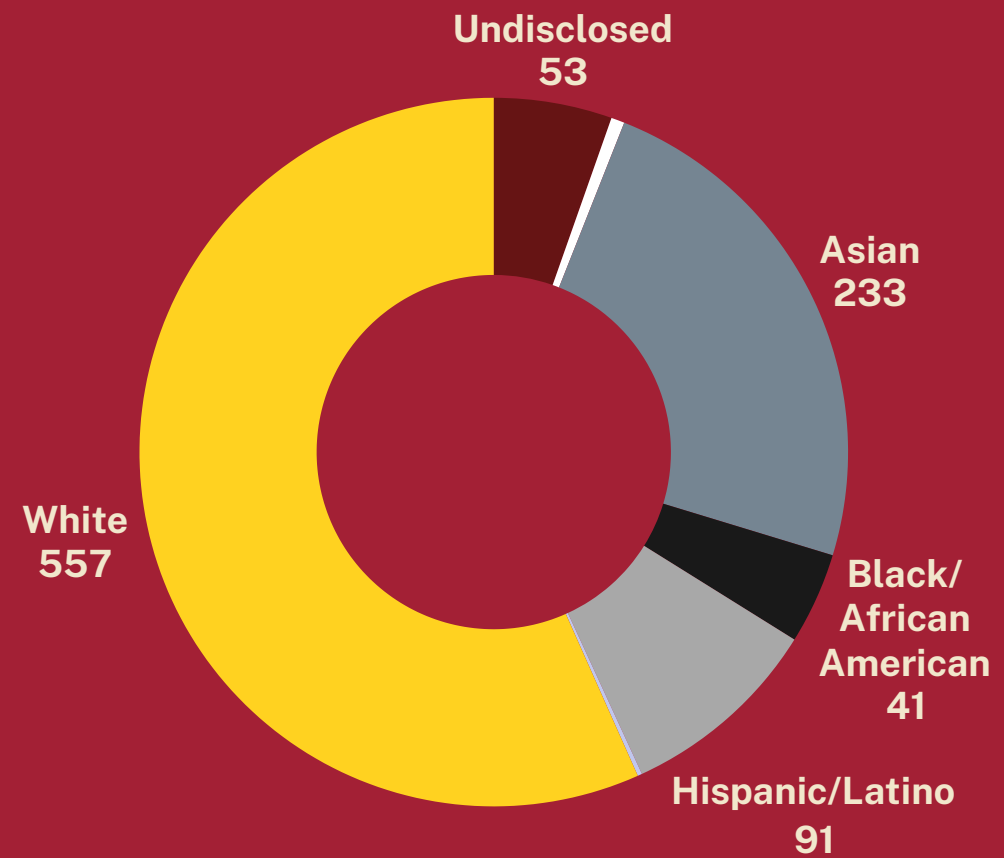
Internal Staff Promotions



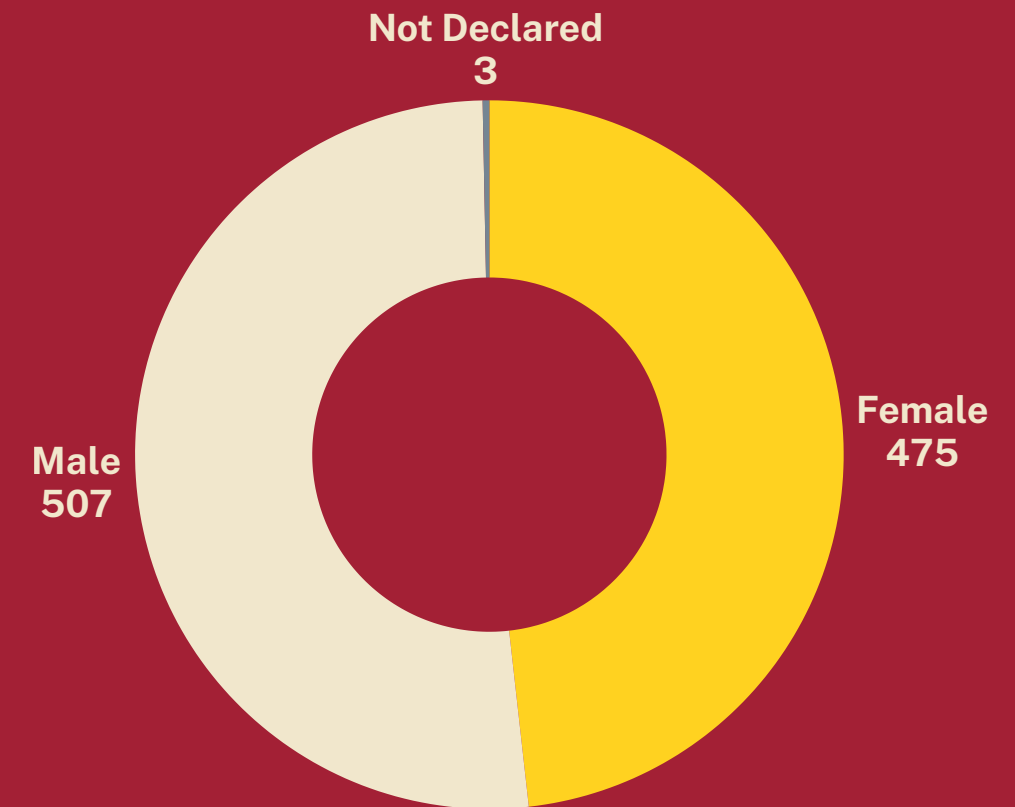


Employee Demographics

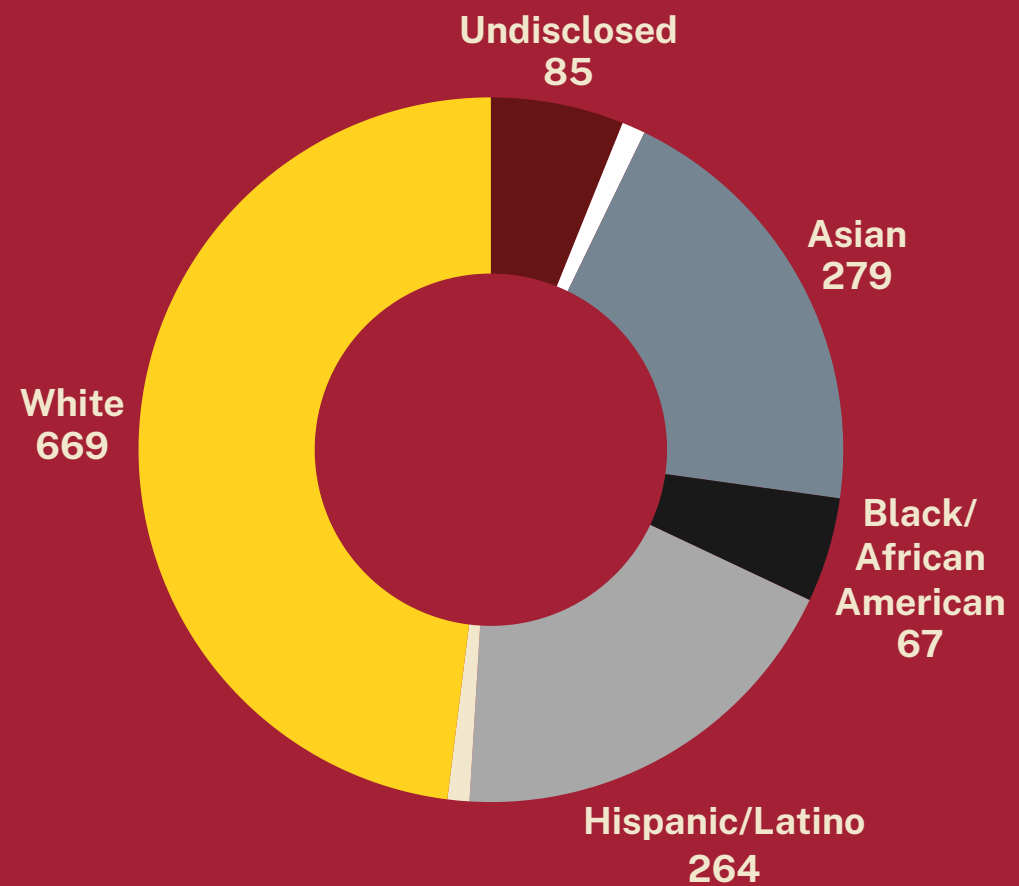
Faculty



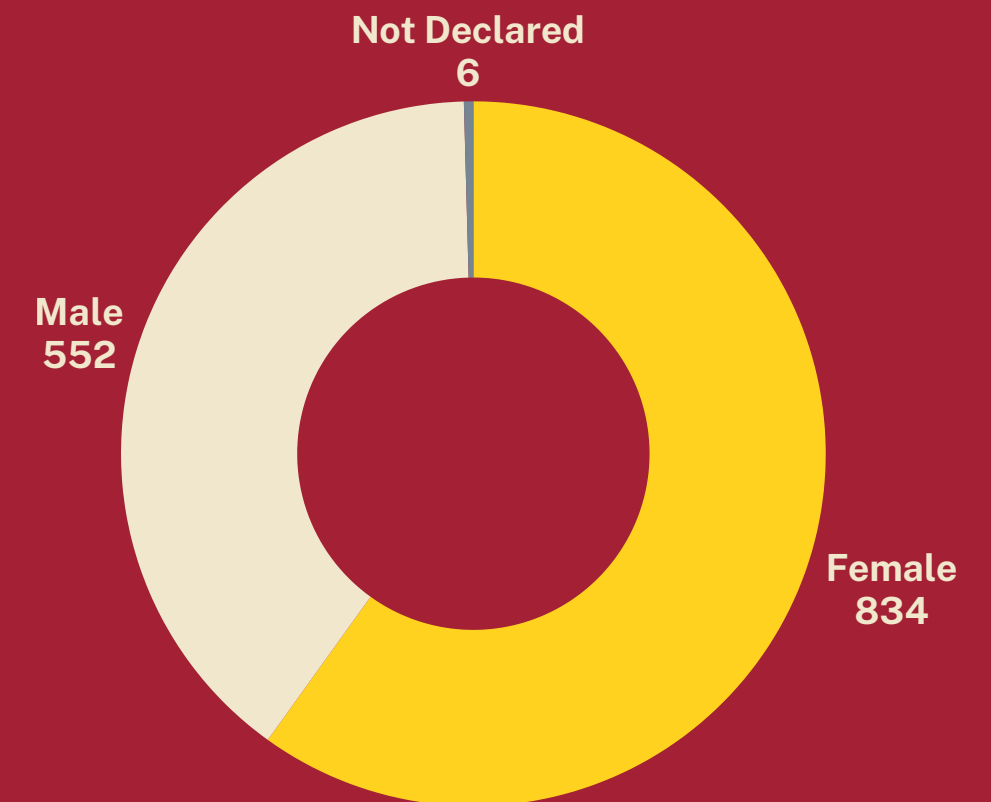
Faculty



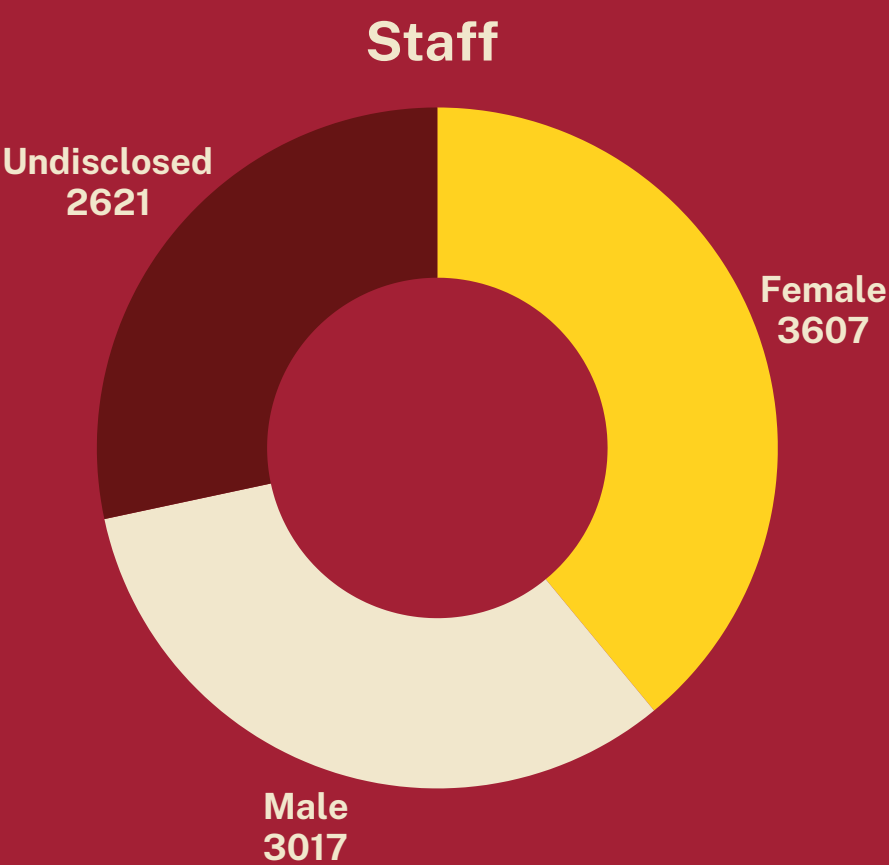
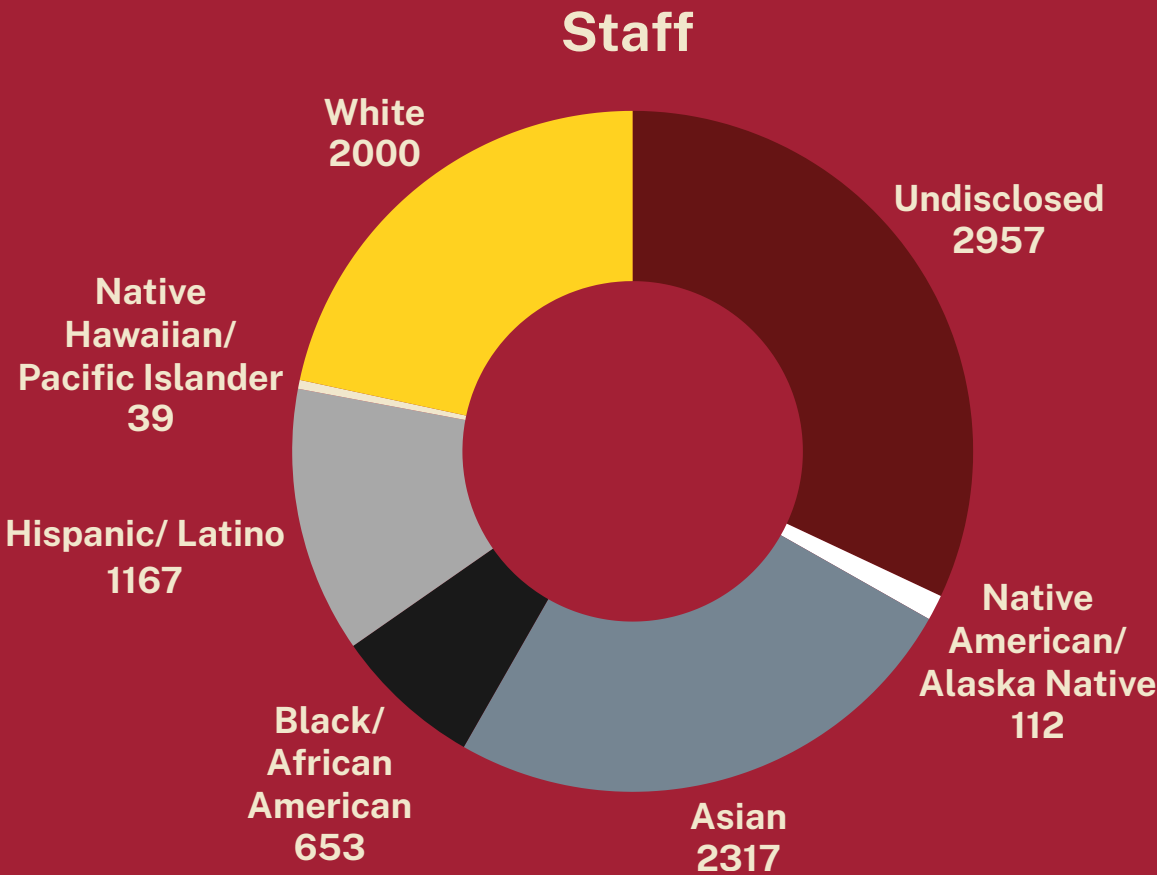
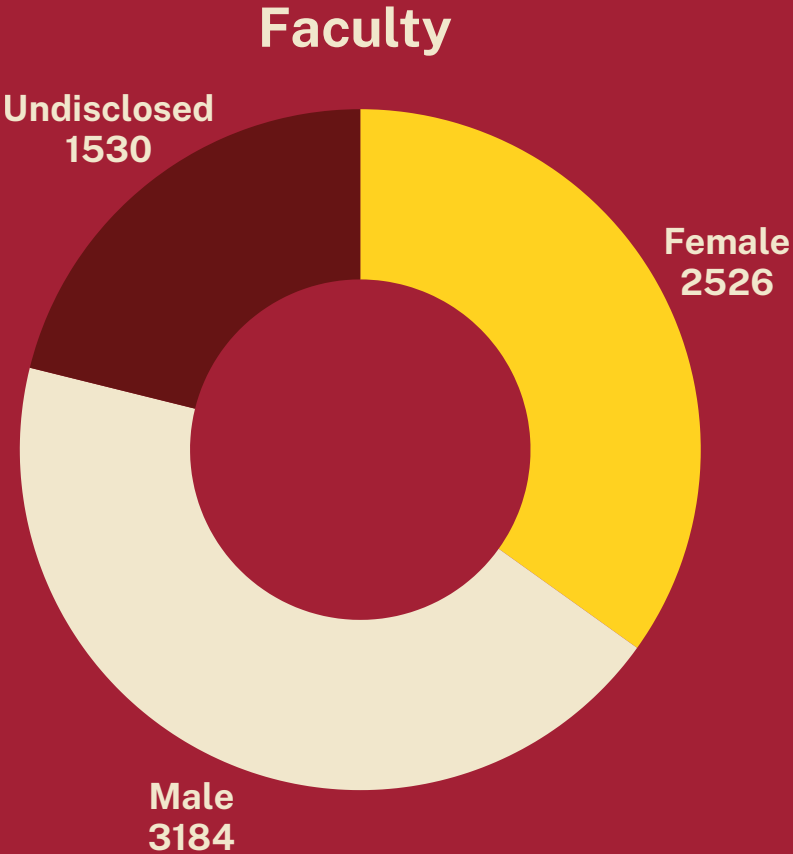
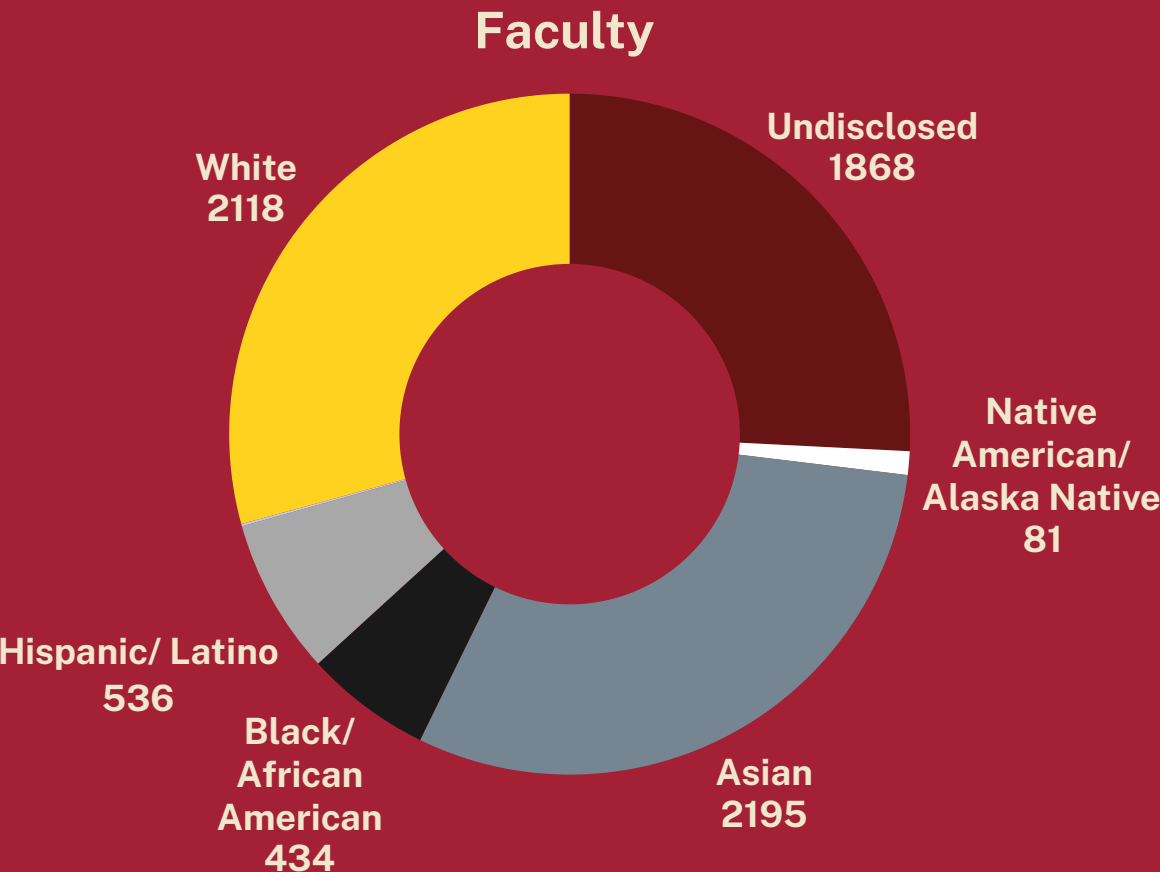
Staff



Staff



Applicant Demographics



Our Thriving Workplace

75

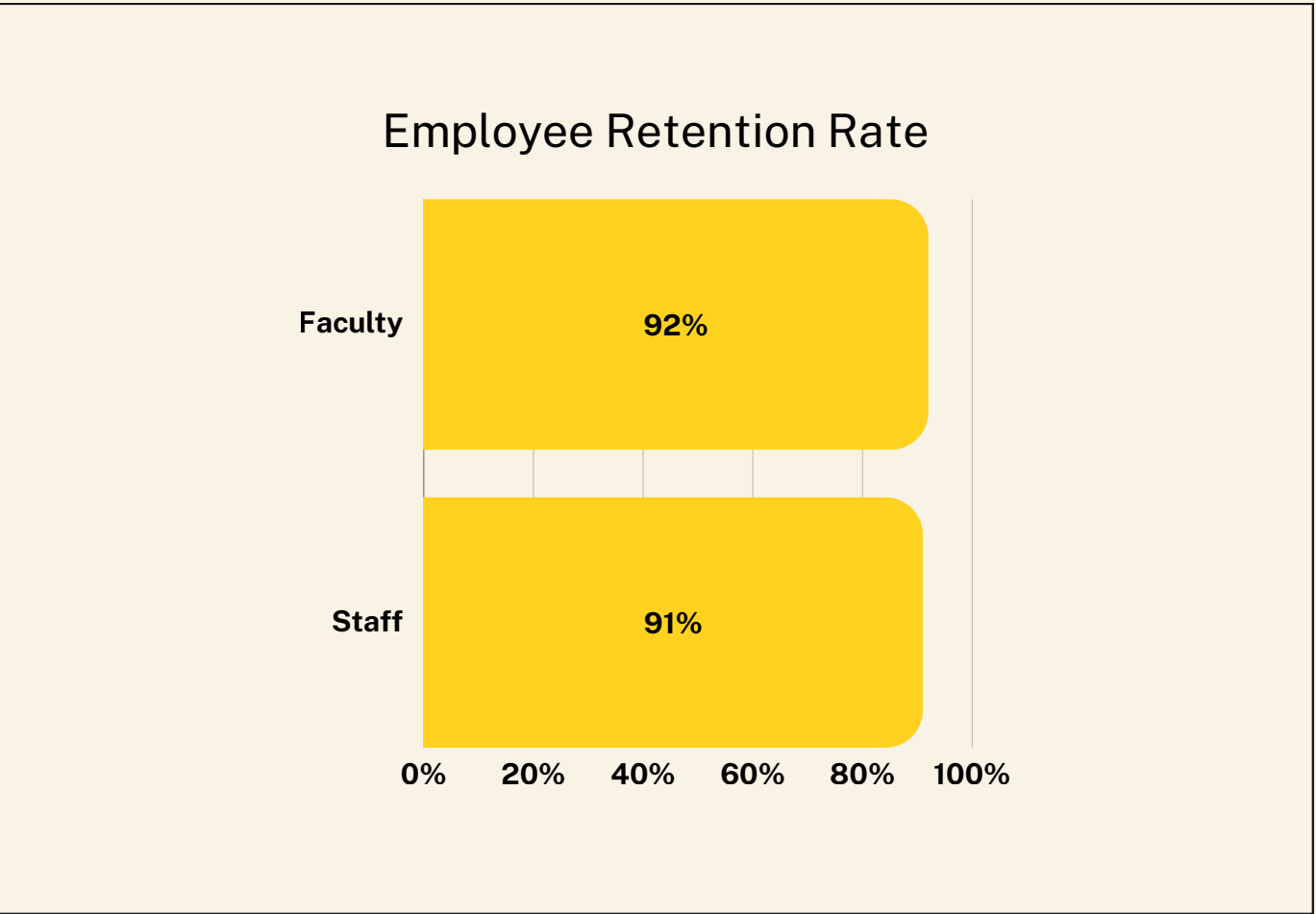
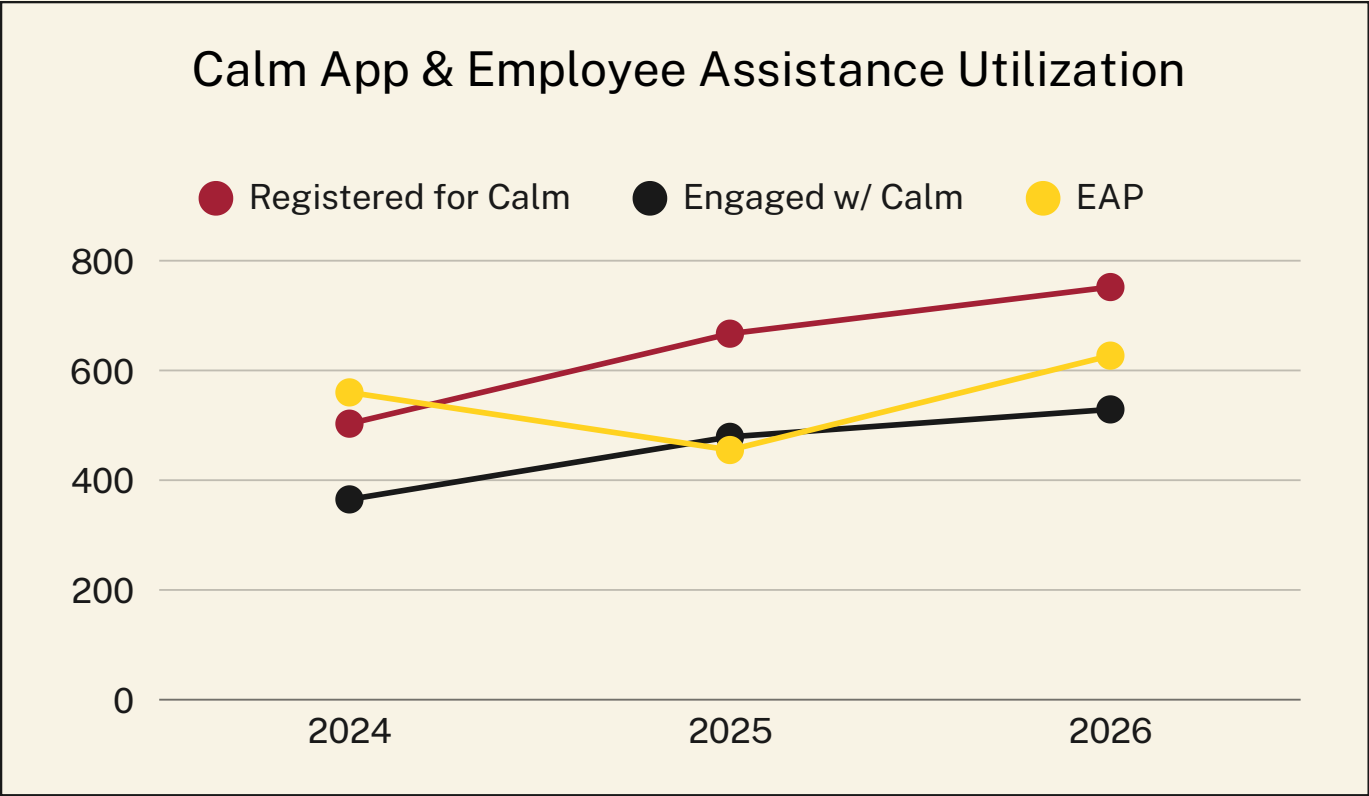
Milestone Anniversaries

36

Excellence Award Recipients

2,170

Milestone Years of Service Celebrated





Operational Excellence

An iterative process improvement journey

Supporting people leaders via the Manager Hub.

The Manager Hub in Workday was launched to further streamline people-leadership reports, internal workforce analytics, and operational management needs. It offers real-time visibility for pending requests, compensation, useful report/leadership guides, and performance tracking.

Strengthening resources for Student Employment.

The Student Employment page now provides resources for both our student workers and their managers. Resources include a comprehensive Student Employment Manual, and quick reference guides for recruitment, onboarding, costing allocations, and timely approval of hours worked.

Talent Management



Strategic Recruitment

The updated recruitment process provides streamlined guidance for hiring managers, strengthens proactive and customized workforce planning consultation, broadens our outreach to diverse and highly qualified applicants, and fosters greater collaboration between hiring managers and HR.



Careers Elevate Here

Launched an enhanced careers website to strengthen our employer brand and improve the recruitment experience for prospective candidates. The updated platform provides a more accessible, user-friendly interface, showcasing the University's mission, Bronco Life, employment opportunities, and available benefits.



Total Rewards Year 2

In October 2025, additional market-based compensation adjustments were implemented for eligible staff position. Over 650 positions were reviewed during this process, and \$1.5M was invested in SCU's ongoing commitment to competitive compensation.



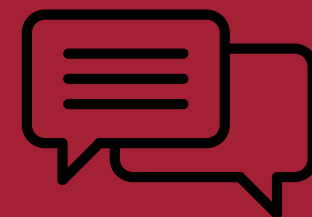
Performance Management



In an effort to better align our annual staff performance assessment processes with the performance deliverables for each fiscal year, annual evaluations due dates have been adjusted to the last week of June. This adjustment allows leaders to more effectively link performance discussions with strategic and operational outcomes.



The Performance Calibration toolkit has been introduced for all executive leaders. These tools were introduced to strengthen rater reliability, objectivity, and consistency of performance ratings. This voluntary process engenders a unified and consistent performance culture, while providing more comprehensive feedback for employees.



Executive leaders also now have the ability to establish cascading goals for all staff within their division. This new feature was introduced to better align individual performance goals with departmental strategic priorities. By establishing shared strategic focus, employees can easily realize the broader impact of their individual contributions.

Learning & Development

Empowering our workforce through structured, future-focused development programs and continuous skill acquisition.



Onboarding & Ignite

Ignite: Leadership Rooted in Ignatian Traditions was launched to strengthen the onboarding of people-leaders. Approximately 40 supervisors participated in the first 2 cohorts. The curriculum introduces key principles of trust-building, communication, listening, presupposition, and leading with care through a people-centered, mission-aligned approach.



Book Talk & TCTL

In February 2026, the Career Center and Human Resources co-sponsored 90 faculty and staff in an author conversation and lunch with Melissa Buie, Keeley Hurley, and SCU's own Noel Kreidler on their new book *FacePlant: Free Yourself from Failure's Funk*. In May 2026, we graduated 19 participants from *The Challenge to Lead* program.



Lead Forward

This year, we rolled out the monthly Lead Forward Micro-Learning series, delivering monthly actionable management insights and short videos on topics including high-performance culture, managing change, civility, and performance calibration.



L&D Committee

An Advisory Team was formed to provide input on the strategic direction of learning and development across SCU, and serve as a bridge between department and university-wide development initiatives. This team consists of 22 staff and faculty members.



Customized Sessions

HR facilitated sessions with Residence Life, the Dean of Students, UFO, OAE, University Relations, Law School, Marketing Communications, and the Career Center. HR also partnered with the Provost Office and OGC to launch Faculty Chair annual training. In FY26, over 80 DiSC assessments have been facilitated to support teams.



IMPACT Accelerator

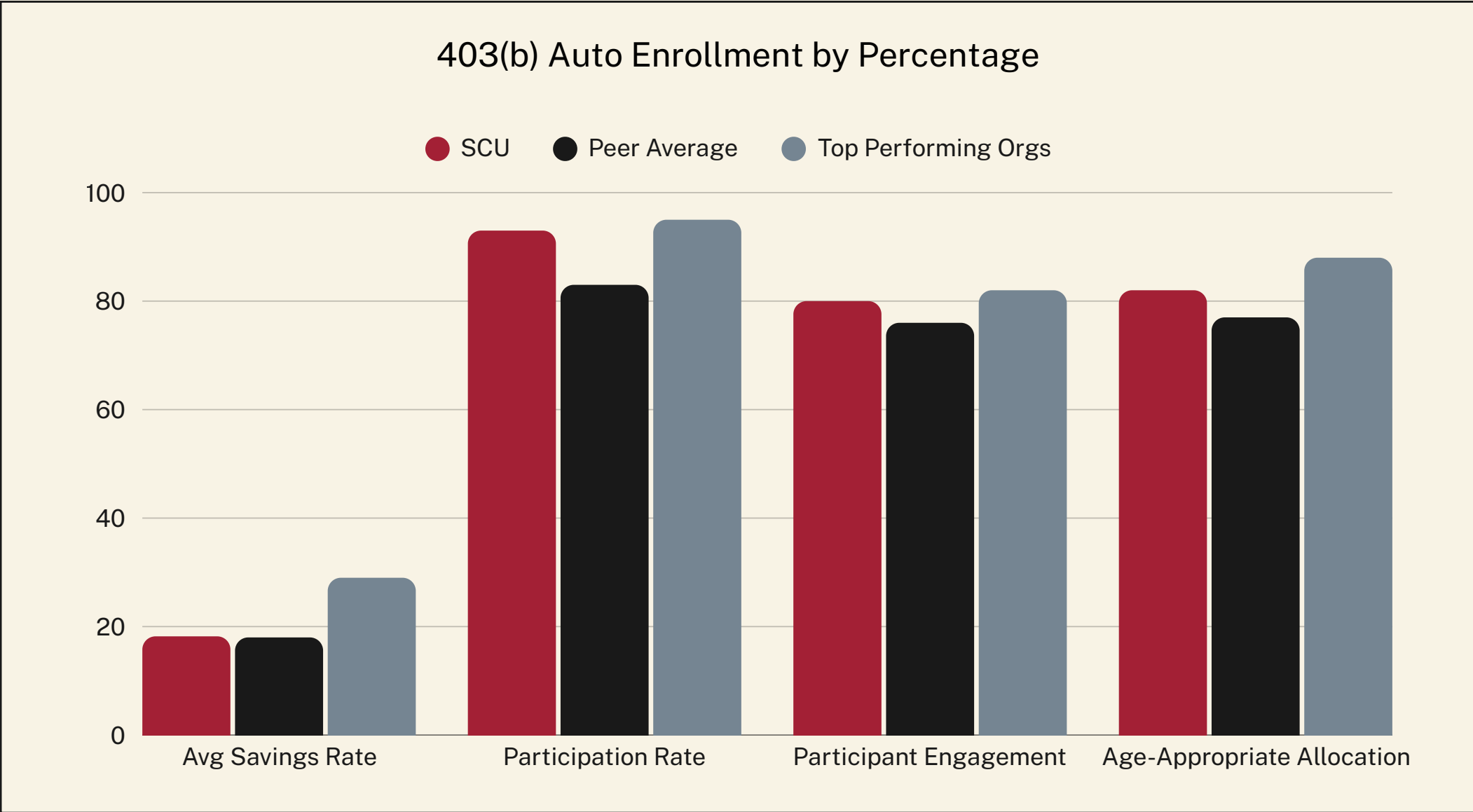
Leveraging technology to streamline administrative and academic operations

This academic year Human Resources and Information Services piloted the Impact Accelerator program - a pilot accelerated incubator for ideas, which leverage generative AI and other available technology to best support our University operations. We are thankful to have engaged over 70 employees through this pilot program, culminating in the presentation of many exciting opportunities for future technology adoption. The participants offered recommendations in the following areas of focus, which will advance with executive sponsorship:

- Academic Advising - Roadmap to Graduation
- Automated Employee Onboarding & Training
- Centralized Data Lakehouse
- Centralized Policy Repository
- Email Efficiency & Scheduling
- Finance Processing Efficiencies

Auto Enrollment & Accommodations

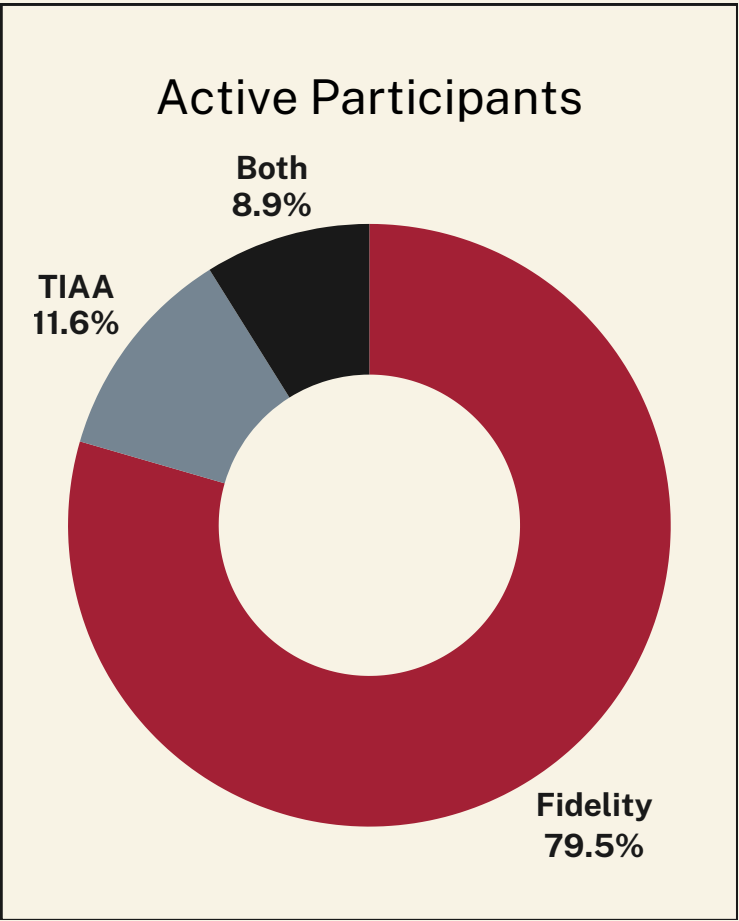
Retirement providers and financial planning best practices recommend saving approximately 15% of pre-tax income for retirement. In an effort to encourage employees to plan for their future, effective January 1, 2026, SCU implemented an automatic 403(b) enrollment at a minimum of 5%. Those contributing less than 5% were automatically escalated to the recommended 5% contribution, unless they voluntarily opted out. Together with SCU's 10% contribution, employees can save the recommended 15% toward retirement with minimum administrative effort.



60%
Pre- Auto Enrollment
Participants w/ employee
contributions



93%
Post- Auto Enrollment
Participants w/ employee
contributions



To better support employees in need of accommodations, HR launched a new digital case management platform through Maxient and provided additional ADA related education to campus employees. Replacing our previous manual process, this upgrade provides greater visibility into requests, keeps personal documentation secure, and empowers our ADA coordinators to process requests more efficiently.

Kids on Campus

Served **29 faculty & 22 staff** with a total of 56 children in our classroom

Employed **27 student employees and 3 student volunteers**, who gained valuable work and life experience in our community.

This year we partnered with The Counseling Psychology Department for a **Community-Based Learning and Engagement** summer class.

In the spring quarter, we provided an **internship opportunity** for an international ECP student.

Installed a new **Geo Dome** on the playground after a successful Day of Giving campaign

Subsidized on-campus child care provides a great benefit for employees with small children.



What's Next for us?



Workforce Planning

We are currently developing the *HR Welcome Center*, an online resource to support the transition of newly hired employees to our campus community. Additionally, we plan to advance the Stevens School of Medicine workforce planning efforts, in partnership with Sutter Health and in support of the launch of SCU's newest school.

Professional Development Resources

In fiscal year 2027, we look forward to launching several new professional development opportunities, including the *Career Navigator* to support internal advancement, *Professional Development Day* to enhance continuous learning, and voluntary campus *mentorship* opportunities for newly hired staff.



Technology Resources



With an eye towards integrating technology responsibly, the team plans to continue exploring and implementing AI tools that are most useful for our employees. Presently, employees have access to Workday Assistant, an AI-powered conversational tool to easily access Workday functions. In partnership with Information Services, we will advance the recommended solutions presented via the recent Impact Accelerator program.

Competitive Total Rewards

The third and final year of SCU's Total Rewards implementation plan is scheduled to advance in Fall 2026. Immediately following the staff compensation adjustments in Fall 2026, we plan to shift our focus towards the required annual maintenance of our reimagined staff compensation structure.





Meet the HR Team

HR Administration

Zenobia Lane

Vice President, Human Resources

Joe Nehil

Executive Assistant, Human Resources

Yolanda Murry

Human Resources Assistant

HR Operations

Agustin Ruiz

AVP, Human Resources

Maria Silva

Manager, HRIS

Mariela Rodriguez

HRIS Specialist

Anna San Diego

HRIS Data Specialist

Alexis Woo

HR Fiscal Operations Specialist

Sydney Macaraeg

HR Operations Manager

Workforce Planning

Sheila Javier

Director, Workforce Planning

Abby Molina

Compensation Specialist

Aryana Alvarez

Senior HR Partner

Delilah Montoya

Senior HR Partner

Drew Perez

Senior HR Partner

Melissa Minato

Senior HR Partner

Adrian Torres

HR Associate

Priscilla Ambriz

HR Associate

Silvonnah Saulus

HR Partner

Employee Development & Wellness

Shirley Mata

Director, Employee Development & Wellness

Alma Ruiz

Director, Kids on Campus (KOC)

Debby Merryman

Health & Wellness Program Administrator

Employee Wellness - Benefits

Jane O'Brien

Manager, Benefits

Georgina Santiago

Senior Benefits Specialist

Shana Bruno

Senior Benefits Specialist

Becki McClure

Senior Benefits Specialist

Payroll

Michelle Brucal

Payroll Manager

Larissa Collins

Payroll Associate



Thank you!

Special thanks to our HR Liaisons who support HR communications and operational needs for their respective functional areas.

Alejandra Ruiz

Assistant Director, Finance and Administration
Marketing and Communications

Alison Lucas

Assistant Dean, Operations and Planning for
College of Arts & Sciences

Amy Connell

Senior Assistant Dean of Finance, Administration,
and Technology Leavey School of Business

Charity Garcia

Director of Finance and Administrative
Operations Enrollment Management

David Cajigas

Senior Director, University Operations Services
Facilities

Frank Tessier

Chief Investment Officer Investment Office

Jaclyn Lee Alongi

Senior Associate Athletics Director, Business,
Finance, & Administration Athletics

Jason Lau

Assistant Vice Provost for Student Life, Finance &
Administration Student Life

Jennifer Grady

Business and Finance Operations Manager
Jesuit Community

Karen Leitsch

Assistant Dean, Finance and Administration
Jesuit School of Theology

Kathleen Schneider

Senior Assistant Dean College of Arts and
Sciences

Kelly Cox

Assistant Dean of Faculty Affairs, Finance &
Administration School of Engineering

Krissy Spence

Assistant Dean, Finance and Administration
School of Law

Maggie Malagon

Senior Director, Auxiliary Services Finance and
Administration

Mary Simms

Director of Operations Academic Affairs

Mike Nuttall

Assistant Vice President Mission and Ministry
Division Mission and Ministry Division

Mo Lotif

Assistant Vice President, Inclusive Excellence
Inclusive Excellence Division

Monica DeLong

Director, Finance & Operations Markkula
Center

Monica Manriquez

Executive Director/Administrative Officer for
University Relations Operations University
Relations

Ramona Sauter

Associate Vice President University Finance
Office

Rima Nemechek

Senior Assistant Dean School of Education
Counseling and Psychology

Soniya Patel

Senior Assistant Provost for Finance and
Administration Provost Office

Stacey Sauber

Senior Director Miller Center

Suzanne Yusuf

Senior Director of Finance & Administration
Information Services

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Human Resources