

Katrina R. Kovac

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Strategically-minded and driven HR professional with 8 years of progressively increasing experience in key HR roles. Motivating and collaborative leader who promotes diversity of thought, career growth, and implements proactive retention strategies. Acknowledged for innovative problem-solving, meticulous organization, and a track record of exemplary leadership and project execution. Motivated by an unyielding commitment to continuous process improvement, with a particular focus on leveraging technology for improved outcomes.

UW Medicine, University of Washington - Seattle, WA

Senior Human Resources Business Partner, Dean's Office, Oct 2023 - Present

- Forges and cultivates collaborative partnerships with senior business leaders to craft and execute sophisticated and impactful HR strategies. Advises and executes on leadership strategies, sensitive employee relations, fostering team culture, implementing recognition, retention, and diversity/inclusion initiatives, and strategic planning.
- Directs and manages the HR team supporting the full employee lifecycle for a diverse workforce of approximately 900 individuals, including executive leadership. In a fast-paced environment, drives talent management, facilitates personalized career development, and implements proactive retention strategies. Partners with the School of Medicine HR Director on initiatives at the Dean's Office for expansion across the School.
- Actively engages with managers and employees to expertly manage sensitive performance issues, effectively resolve conflicts, and perform complex employee relations. Collaborates seamlessly with cross-functional teams. Partners closely with legal and the state AG's office to ensure successful resolutions and compliance with company policy as well as state and federal regulations.
- Steers large-scale reorganizations in response to growth, meticulously conducting data-driven compensation and personnel analysis, devising strategic plans, and ensuring timely execution and communication of changes. Identifies and proactively engages in technological solutions to streamline and improve processes.

Human Resources Business Partner, Dean's Office, June 2021 - Aug 2023

- Provided first tier human resources guidance to staff, faculty, students, and leaders regarding university, state, and federal policies, procedures, and union contracts. Collaborated closely with leaders to identify areas of concern, recommend a plan of action, and lead through successful outcome while maintaining timeline.
- Supported the recruitment process from concept through onboarding. Evaluated internal alignment within the unit, the university, and the market to promote and recommend competitive salaries. Continuously improved practices to provide new resources to hiring managers and new employees.
- Applied expert knowledge of policy and process implementation to provide elegant solutions to novel situations. At the request of the School of Medicine HR Director, provided HR and Workday training to other professionals across the School of Medicine.

HR Administrative Specialist, Department of Neurological Surgery, Sept 2018 - June 2021

- Managed comprehensive human resources functions for 170+ faculty, staff, students, and visa holders. Provided high-level HR advisement on sensitive matters to department leadership. Led training and ongoing coaching for Department of Neurology HR staff.
- Developed advantageous and compliant departmental HR practices through investigation and expert application of federal, state, and university policies.

Program Coordinator, Memory and Brain Wellness Center, Feb 2016 - Sept 2018

- Acted as primary liaison between medical doctors, patients, and administration in the coordination of care for patients, their families, and the greater community.
- Developed, tested, and implemented numerous process changes and design improvements to enhance patient care and enrich team communication.

Education

2015 Bachelor's of Science in Health Science, Saint Mary's College of California