Human Resource Consultants

HRCs are assigned to specific areas of the University. As they collaborate with managers, individuals and departments, they work to anticipate and identify areas for organizational and individual growth, and to develop solutions based on the group's input and needs. HRCs recognize operational facets of the departments they support, such as strategic objectives, financial matters and personnel issues, in order to deliver the most effective solutions possible.

The HRC can be a catalyst to help a department foster a new perception, reframe or redefine a problem, or make plans for the future. An individual may call an HRC to consult on many topics including communicating effectively, managing performance, developing expectations, establishing an action plan, reviewing work flow, discussing coworker concerns, planning for reorganizations or successions, evaluating work conditions, or training and development. The most basic consulting is a brief, informal conversation. The more sophisticated consultation involves a comprehensive approach and can take several months for completion.

HRCs relate conversations and advice to Baylor's core competencies, policies, mission and vision and departmental goals. They take a positive, problem-solving approach and offer sound advice to promote a professional work environment.