PRESS RELEASE
FOR IMMEDIATE RELEASE

Dr. Christopher Lee

Richmond, VA June 19, 2008

The Titan Group Announces HR Strategist of the Year

The Titan Group LLC and the Richmond Human Resource Management Association (RHRMA) are excited to announce **Dr. Christopher D. Lee, Assistant Vice Chancellor for Human Resource Services, Virginia Community College System**, as the winner of the 2008 Human Resource Strategist of the Year Award. He was awarded a $2,500 educational grant. The award recognizes outstanding Human Resources practitioners for strategic accomplishments within their organization.

Finalists for the award included:

- E. Scott Blackwell, Senior Vice President, Workforce Resources, LandAmerica Financial Group, Inc.
- Gregory Moyer, Chief People Officer, Snagajob.com

The selection committee was comprised of individuals representing the Society for Human Resources Management, as well as large and small employers from for-profit, non-profit and public sectors. Judges included Genevieve Roberts, Managing Principal, The Titan Group; John Kates, Assistant Vice President/Regional Employment Consultant, BB & T; Linda Whitley-Taylor, Executive Vice President, Associate Services, Amerigroup Corporation; Carolyn Burton, Vice President Human Resources, Greater Richmond ARC; Coy Renick, President, The Renick Group; and Kerry Smith, RHRMA President.

Karen Petersen, Exec. Vice Chancellor, Virginia Community College System, accepted the award on Dr. Lee's behalf.

Following is a summary of the strategic practices submitted by Dr. Lee at the Virginia Community College System for the award:

A strategic initiative, called the HR Agenda, was designed to harness and focus the energies of the entire HR community within the Virginia Community College System (VCCS) in order to 1) Support the attainment of Dateline 2009 – the System's strategic initiative, 2) Improve the management and employment of the System's Human Resources, 3) Improve the performance outcomes of individuals and their colleges, 4) Develop the collective ability of the HR community – 23 college HR departments – to better support their respective college's mission, goals and initiatives.

The results of the strategic initiative are projected to occur over a 3-4 year horizon. First year efforts have been to focus on improving the recruitment and retention processes. To this end VCCS has improved the administrative leave program, established a background check policy, acquired the services of an ad agency, acquired an applicant tracking system, implemented and expanded a diversity initiative, and trained campus chief HR officers in building more robust selection processes.

VCCS has also started the process of reviewing their performance management system for teaching faculty, started a review of the part-time adjunct faculty pool as a means of improving instruction and diversifying the full-time teaching cohort, and started a training program designed to help academic department heads better utilize

recent changes in policies and procedures to more effectively manage their teaching faculty.

The Virginia Community College System's strategic plan requires an increase in student enrollments and graduation rates, improvement of services to the business community, reduction of student attrition, and maintenance of low tuition costs. In order to meet these goals with essentially the same size faculty and staff, the VCCS Human Resources Departments are required to help each employee perform at a higher level.

According to John Sygielski, President of Lord Fairfax Community College, Dr. Christopher Lee "has provided outstanding leadership and implemented a wide variety of strategic initiatives that already have and will benefit the VCCS and its 23 community college human resource departments."

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