

Vaillancourt Named UA Vice President of Human Resources

University Communications
April 2008

Allison M. Vaillancourt, currently associate vice president for human resources at The University of Arizona, has been appointed by President Robert N. Shelton as vice president for human resources.

Her appointment is subject to approval by the Arizona Board of Regents at its meeting next week.

“To achieve our objectives the University must put people first, recruiting and retaining the best teachers, scholars, administrators and staff,” said Shelton. “Allison Vaillancourt is an exceptionally gifted and experienced executive, and I’m sure she will enjoy great success helping the University invest in its people.”

Vaillancourt will lead the effort to integrate and consolidate all human resources functions and activities in order to engage the diverse and outstanding talent the University will require to become one of America’s 10 best public research universities. She will report directly to the executive vice president and provost.

In this position Vaillancourt will develop innovative process improvements to enhance faculty recruitment, retention, progression and compensation. Her responsibilities will include oversight of compensation and benefits programs, faculty and staff recruiting and hiring support, employment policies, employee wellness and productivity programs and professional development.

“I’ve worked on several campuses and am continually amazed at the talent, entrepreneurial spirit and commitment of people here at the UA,” Vaillancourt said. “People are absolutely our competitive advantage and the creation of this position sends a signal that leadership is committed to building a community that supports the success of all who work and learn here.”

Prior to joining the UA in 1996, Vaillancourt served as assistant to the president for the University of Colorado system, coordinating internal and external relations. She has also managed cancer-related research projects for the University of Wisconsin and served as an executive for the Wisconsin Division of the American Cancer Society.

In addition to her current position at the UA, Vaillancourt holds an adjunct instructional appointment within the Eller College of Management, and is a co-principal investigator on a National Science Foundation ADVANCE grant designed to increase the number of women in science, technology, engineering and math.

Vaillancourt also consults and presents nationally on issues related to leadership, strategic planning, metrics, human resources, organizational culture and communication. She began her term as national president for the College and University Professional Association for Human Resources in July 2007 and has held local and national leadership positions for the Society for Human Resource Management and other professional organizations.

Vaillancourt earned her bachelor’s degree in political science and a master’s degree in public policy and administration from the University of Wisconsin-Madison. She received her doctorate in public administration from the University of Colorado’s Graduate School of Public Affairs and holds certification as a senior professional in human resources from the Human Resources Certification Institute.

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