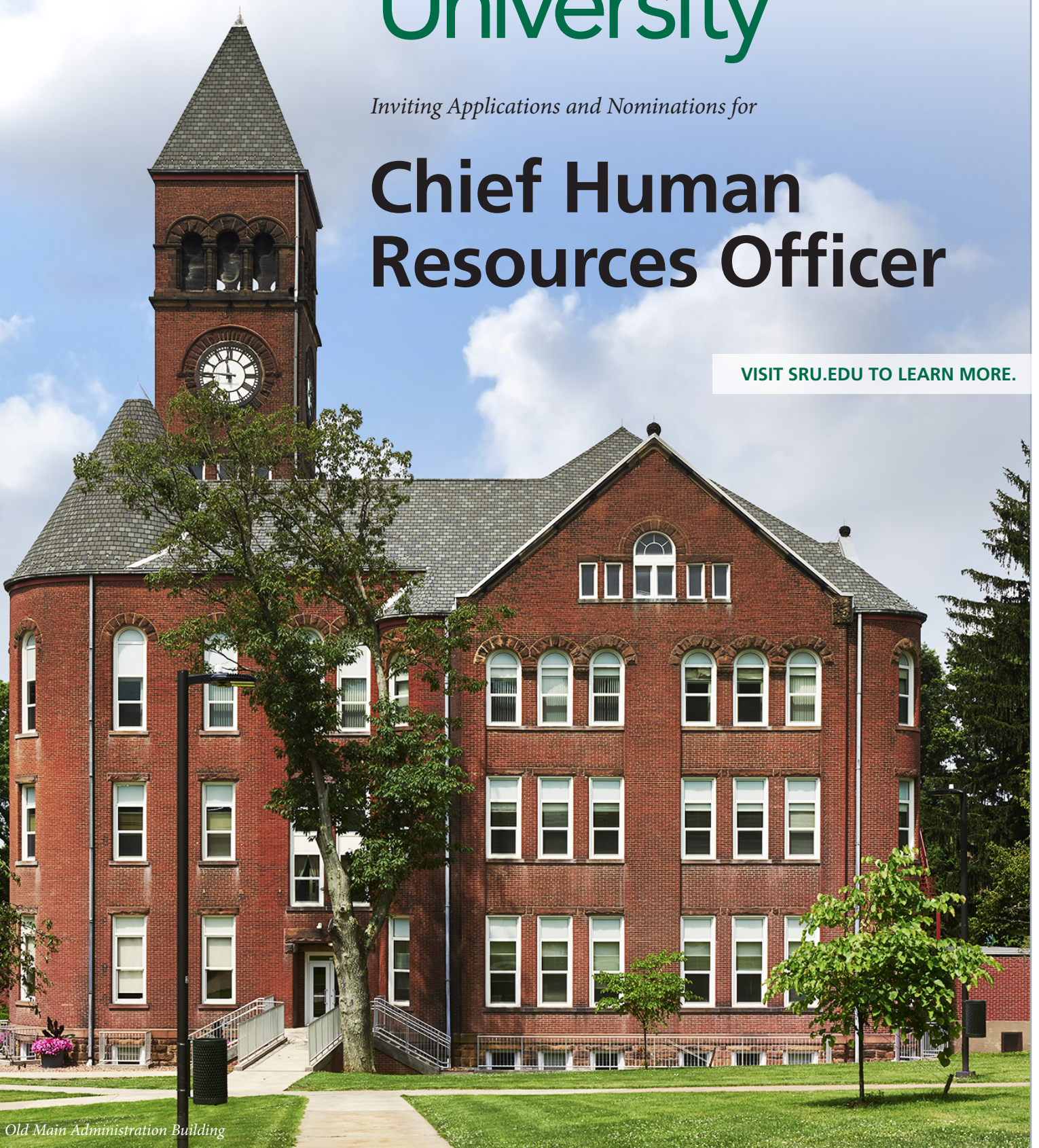


Slippery Rock UniversitySM

Inviting Applications and Nominations for

Chief Human Resources Officer

VISIT SRU.EDU TO LEARN MORE.



Old Main Administration Building

SLIPPERY ROCK UNIVERSITY OF PENNSYLVANIA, a four-year, public, coeducational, comprehensive university in western Pennsylvania, seeks an accomplished human resource administrator to serve as **CHIEF HUMAN RESOURCES OFFICER**. This opportunity comes as the current administrator retires after more than three decades of service to the University. This senior administrator is responsible for leading both the strategic- and operations-level planning, development, and implementation of comprehensive human resource programs, services, and initiatives that align with the University's vision, mission, and strategic goals. The Chief Human Resources Officer reports to the President and serves as a member of the President's Cabinet.



SLIPPERY ROCK UNIVERSITY OF PENNSYLVANIA

Slippery Rock University (SRU) is a member of Pennsylvania's State System of Higher Education. Committed to intellectual development, leadership, and civic responsibility, the University provides students with a comprehensive learning experience that intentionally combines academic instruction with enhanced educational and learning opportunities that will help them succeed.

Founded in 1889, SRU offers more than 150 undergraduate majors and 40 graduate degrees and certificates to more than 8,400 students. The University has five academic units: College of Business; College of Education; College of Engineering and Science; College of Health Professions; and College of Liberal Arts.

The 660-acre campus in Slippery Rock is nestled in the rolling hills of western Pennsylvania. SRU has two additional educational centers nearby. The Regional Learning Alliance, located in Cranberry Township, offers graduate degree programs, including an MBA, master's degrees in Education and Public Health, and

a doctoral degree in Special Education. The Harrisville Building, located six miles from Slippery Rock, houses the Physician Assistant Studies and Occupational Therapy programs.

SRU is continually recognized with awards, rankings, and other accolades from the top national publications, websites, and other organizations that evaluate institutions and their academic programs. Among the accolades received for 2022 include being named one of the "Best Colleges in the Northeast" by *Princeton Review*, one of the "Best National Colleges and Universities" by *Wall Street Journal/Times Higher Education* for the sixth straight year, and "Best Regional Universities" and "Top Public Schools—Regional Universities" by *U.S. News and World Report* for the 13th consecutive year.

Committed to being an inclusive and equitable institution of higher learning, SRU prides itself on being welcoming and small-town friendly. The University has more than 1,000 employees, including 400 full-time faculty. The University has been recognized six times as a "Great College to Work For" by *The Chronicle of Higher Education*.

SRU Mission

The fundamental educational mission of SRU is to transform the intellectual, social, physical, and leadership capacities of students in order to prepare them for life and career success. Complementary missions are to engage in scholarly activity and professional service.

SRU is committed to serving a diverse student body and empowering anyone regionally, nationally, and internationally who can benefit from its programs and lifelong learning opportunities. Thereby SRU addresses the educationally related economic, health, environmental, social, cultural, and recreational needs of the communities served by the University.

In pursuit of SRU's educational purpose, talented faculty and staff provide creative integrated curricula and experiences that are connected to the world in which graduates will work and live. Students are taught using powerful and engaging pedagogies in appropriate learning spaces employing state-of-the-art technology. They study in an open, caring, nurturing, and friendly environment, and live in a safe community with access to high-quality student services. SRU strives to be a best-value institution with an affordable cost and substantial student financial support.

SRU Vision

Slippery Rock University will excel as a caring community of lifelong learners connecting with the world.

SRU Core Values

Student Success • Excellence Innovation • Social Responsibility • Intellectual Freedom, Integrity, and Free Expression • Diversity, Inclusion, and Equity • Openness, Shared Governance, and Accountability.



THE OPPORTUNITY

The Chief Human Resources Officer (CHRO) is responsible for strategic leadership and management of employees in the Human Resources, Compliance, Payroll, and Leadership Development, including Title IX.

The CHRO develops, implements, and evaluates policies and administrative operations to ensure the effective and efficient operation of all human resource aspects of the University. This includes talent acquisition and development, the Human Resources Information System (HRIS), professional and leadership development, legal and regulatory compliance, and compensation and performance management. The CHRO is the administrator responsible for labor relations, employee engagement and relations, benefits, immigration issues, student employment, student payroll, employee payroll, and diversity and compliance.

Five HR professionals report to the CHRO: the Assistant Vice President for Human Resources and Compliance, the Labor Relations Specialist, the Benefits Manager, the Payroll Manager, and an Administrative Assistant.

RESPONSIBILITIES AND DUTIES

- Works with the President and other senior policy executives to plan and effect strategic and appropriate change initiatives in the human resource management function.
- Is involved in planning, setting, and evaluating business strategies with the Cabinet, including workforce planning initiatives.
- Provides strategic and situational HR advice and counsel to the President and other senior policy makers, and University leaders.
- Oversees effective HR best practices in all HR functional areas, and recommends and reviews policies, procedures, and rules of university-wide significance.
- Partners with System office staff, University legal counsel, union leadership, and other campus leaders to address employee matters, grievances, and other employee/labor issues, and represents the University and/or department on both University- and System-wide committees, project teams, and other employee/labor issues.



- Serves as the primary campus point person responsible for the implementation of the collective bargaining agreements and memorandums.
- Oversees and directs or conducts investigations regarding employee/labor issues and matters; provides policy guidance and interpretation, including past practice surrounding workforce/labor concerns, and partners with senior academic leaders, System Labor Relations, and Office of General Counsel to resolve complex employee issues and disputes.
- Provides guidance and advice to the University leadership on labor relations matters (APSCUE, AFSCME, SCUPA, SPFPA, POA, OPEIU, Coaches and non represented) including employee issues, investigations, grievances, and arbitrations.
- Assists department heads and other managers in the management of their workforce; provides strategic and tactical advice to managers by interpreting, explaining, and applying the collective bargaining agreements, and conducts briefings or disseminates information as needed.
- Facilitates and oversees mediation sessions to foster a more civil and productive work environment.
- Facilitates regular local meet-and-discuss sessions for the non-instructional units.
- Liaises with union representatives at local, regional, and state levels to discuss and/or resolve issues.
- Serves as campus subject matter expert and liaison in matters such as preservation of bargaining unit work (contracting out of services) to ensure compliance with the appropriate labor agreements.
- Works with all members of the university community, both internal and external stakeholders, to lead various human resource programs, initiatives, and strategies aligned with the future direction of both the University and the System office.
- Represents the HR, Payroll, and Diversity offices and the University to internal and external communities with a high level of integrity in alignment with university vision, mission, and values.
- Provides functional leadership and supervision to the various HR areas, including talent acquisition and management, diversity recruitment and employment, classification, compensation and performance evaluation, employee benefits and related employee services, professional and leadership development, benefits, compliance related matters, employee engagement and relations, payroll and student employment/payroll, Title IX issues, etc.
- Mentors and develops staff using a supportive and collaborative approach.
- Facilitates a work environment that encourages knowledge of, respect for, and development of skills to engage with those of other cultures or backgrounds.
- Establishes and monitors staff performance and development goals, conducts regular performance appraisals, and recommends salary adjustments.
- Develops and manages annual budgets for departments in the unit and oversees monitoring of expenditures to ensure that available resources are used efficiently and effectively.
- Provides leadership in change management within the HR department and across the institution.

- Cultivates and supports a culture of continuous assessment, improvement, and innovation in all HR, Payroll, and Diversity processes and initiatives.
- Maintains ability to manage sensitive compliance and internal challenges with civility and integrity.
- Assures and maintains full compliance with all applicable employment, labor and administrative rules, and employee safety.
- Champions system and university values of access, equity, and inclusion within the HR department and across the institution.
- Collaborates with other senior leadership to reach their HR goals within established budgetary limitations and programmatic priorities.
- Guides the President and senior leadership in managing employee relations.
- Prepares and manages, in conjunction with University Legal Counsel, or OAG, all legal claims, employment claims, civil suits, and other related matters.

- Leads the AVP for Diversity and Compliance in work related to diversity recruitment initiatives, employee complaints/investigations, including Title IX issues, and university-wide employment processes.
- Oversees various employee programs and services offered to employees as well as employee compliance-related matters.

QUALIFICATIONS

Candidate must have at least a bachelor's degree in Human Resource Management, Business Administration, or a related field. Five years of progressive Human Resources and Labor Relations experience, including working in a unionized environment, is required.

Preferred

- A master's degree in a related field, a JD degree, or commensurate professional experience
- Senior Professional in Human Resources (SPHR) credentials
- Experience working in higher education





William J. Behre, Ph.D., President

Dr. William Behre has led Slippery Rock University as President since July 1, 2018. He has more than 25 years of experience in higher education as an educator, researcher, faculty leader, and administrator.

Formerly Provost of Georgian Court University, Dr. Behre served as chief academic officer of the private university in Lakewood, New Jersey, from 2014 to 2018. Under his guidance, GCU increased its student retention rates each of his last three years, expanded the number of articulation agreements with community colleges and high schools, rewrote its general education curriculum, and developed its first doctoral program, among other accomplishments.

Previously, Dr. Behre had spent more than 16 years at The College of New Jersey in Ewing, New Jersey, one of eight regional senior colleges in the New Jersey state system. While there, he held various positions, including Vice Provost; Assistant Vice President of the Division of College Advancement; Dean of the School of Education; and Chair of the Department of Special Education, Language, and Literacy. He was hired as an Assistant Professor in 1997 and rose through the faculty ranks to become a full professor in 2006.

Dr. Behre has a bachelor's degree in Economics from Vassar College; a master's degree in Education from Hunter College of the City University of New York, and a Ph.D. in Education with a focus on special education policy from the University of Michigan.

He has been awarded several research grants, has authored or co-authored numerous scholarly papers, and has served as a reviewer for a number of publications, including "Urban Education," "The Journal of Moral Education," and "The American Educational Research Journal."



Slippery Rock University is committed to a policy of affirmative action. Slippery Rock University assures an equal opportunity to all persons without regard to race, color, religion, creed, disability, ancestry, national origin, age, gender, or veteran's status in accordance with state and federal laws, including Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, and Section 504 of the Rehabilitation Act of 1973.



People fill the streets in downtown Slippy Rock for the annual Village Fest.

Slippy Rock, Pennsylvania

The SRU campus is situated in the borough of Slippy Rock in Butler County, Pennsylvania, a safe and friendly community of approximately 3,500 people. While convenient to major metropolitan centers, such as Pittsburgh, Cleveland, and Erie, Slippy Rock offers a rural surrounding area with much to see and do.

SRU employees appreciate how convenient the University is to things they value, such as affordable

housing, quality education, medical care, shopping, and recreation. The picturesque downtown offers murals, sculptures, parks, and waterfalls as well as a variety of dining, entertainment, and shopping.

Slippy Rock is less than an hour north of Pittsburgh, one hour south of Erie, and 45 minutes east of Youngstown, Ohio. Two major highways, I-79 and I-80, intersect within seven miles of the University, conveniently linking the community to the entire Commonwealth and its contiguous regions.

APPLICATION & NOMINATION PROCESS

Confidential inquiries are welcomed, and nominations are invited.

Applications

- 1) Application packet must include:
 - a) A letter of application that addresses the responsibilities and qualifications of the position
 - b) Current résumé
 - c) At least five references with full contact information including e-mails (*References will not be contacted without consent from applicant.*)
- 2) **Submit application packet (preferably as PDFs) to SRU-CHRO@myersmcrac.com.** Review of applications is underway. Applications will be accepted until the position is filled. Additional information will be requested upon receipt of application.

Nominations

Submit nominations to:

SRU-CHRO-nominate@myersmcrac.com with complete contact and e-mail information for the individual being nominated.

Emily Parker Myers, CEO, and **Jennifer Barfield**, Senior Vice President, of **Myers McRae Executive Search and Consulting**, are assisting Slippy Rock University with this search.

Schedule a conversation with Jennifer Barfield at **JenniferBarfield@myersmcrac.com**.

