



## **Associate Vice President for Human Resources**

Governors State University (GSU) invites applications from qualified candidates for the position of Associate Vice President for Human Resources. The person in this position reports directly to the Vice President for Administration and Finance and serves as the University's Chief Human Resources Officer. As such, the position carries broad responsibility for human resources, strategy and policy development, analysis, oversight and reporting. He/she is responsible for creating and implementing the strategic vision and direction for human resources and for providing effective oversight for the daily operational management of the Department.

### **The University**

Located 40 miles south of Chicago, GSU is the only public university in Chicago's rapidly growing south suburban area. GSU provides affordable and accessible undergraduate and graduate education to culturally and economically diverse lifelong learners and serves more than 5,100 students offering 64 degree and 24 certificate programs including business, industry, healthcare, the arts and education. Two thirds of GSU's student population is female and more than 50% are students of color. "Traditional"-aged students (age 18-24) make up only 30.6% of the student body. 28% percent of those full-time GSU faculty who have identified their race/ethnicity identify as minority, more than two times the national average for post-secondary institutions, while African-American faculty members are three times the national average. The university faculty, administration, and staff are committed to providing a quality education, embracing diversity and serving students with excellence. For more information about GSU, please visit <http://www.govst.edu/>.

### **The Position**

The Associate Vice President has executive and operational responsibility for the university's human resources functions and services including strategy and policy development, maintaining the human resources database, classification and compensation, salary and wage administration, staff development and training, benefits enrollment and administration, workers compensation, collective bargaining, and employee relations. The person in this position will also serve as the university's chief collective bargaining officer for non-faculty bargaining units and will serve as the primary administrative liaison and support staff to the Human Resources Committee of the Board of Trustees.

The Associate Vice President must possess excellent interpersonal and communication skills and the ability to work collaboratively and build strong and effective relationships with the university's academic and administrative leadership, various state agencies, and other stakeholders. In their role as Chief Human Resources Officer, the successful candidate will serve as a strategic business partner to these groups in navigating issues and employing best practices related to human resources policies and procedures.

### **Qualifications**

The University encourages applications from individuals who are currently serving as Chief or Associate Human Resources Officers at public and private universities and who have experience working in collective bargaining environments. In addition, the successful candidate must possess an understanding of the current trends in higher education and have a proactive, collaborative, and transparent approach to leadership that encompasses a willingness to foster a culture that includes shared decision making. Candidates must have the ability to see and hear how campus priorities can be advanced through effective human resources management policies and practices.

Minimum qualifications include:

- A Master's degree in human resources management, labor relations, business administration, or a related field;
- A minimum of ten years of progressively responsible experience in human resources, labor relations, or equal opportunity administration at least three years of which should be in institutions of higher education;
- Strong working knowledge of state and federal employment laws and regulations;
- Excellent interpersonal and communications skills, both oral and written;
- Demonstrated commitment to diversity and equal opportunity;
- Desire and ability to work cooperatively and collaboratively with peers and individuals at all levels of the GSU community; and
- Demonstrated success in utilizing technology to deliver continuously improving and customer-responsive services.

Preferred qualifications include:

- Knowledge and experience with civil service regulations and processes;
- An understanding of Human Resources Information Systems (HRIS) and their position in an Information Technology environment; the ability to partner with IT leadership to achieve goals, provide support, and establish best practices;
- Knowledge in Title IX policies, practices, and procedures; and
- Experience leading and managing change in an academic environment with different constituencies and stakeholder groups of varied employment classifications.

### **Application and Nomination Process**

The Search Committee will begin reviewing applications immediately and continue to accept applications and nominations until the position is filled. Applicants must submit: a current resume, a detailed cover letter describing relevant experience and interest in the position, and a list of three professional references. Only electronic submissions will be accepted. Nomination letters should include the name, position, address and telephone number of the nominee. All applications and nominations will be handled in confidence.

Applications and letters of nomination should be submitted to:



**Alberto Pimentel**, Managing Partner  
**Jan Asnicar**, Partner  
Storbeck/Pimentel & Associates  
6512 Painter Avenue  
Whittier, CA 90601  
Email: [apsearch@storbeckpimentel.com](mailto:apsearch@storbeckpimentel.com)  
Refer to code "**GSU-AVPHR**" in subject line

*GSU hires only United States citizens and aliens lawfully authorized to work in the U.S. GSU is an affirmative action, equal opportunity employer and encourages the nomination and candidacies of women and minorities.*