Senior Associate Vice President for Human Resources

Northern Illinois University (NIU) is conducting a national search for a Senior Associate Vice President for Human Resources who will serve as a dynamic, client-oriented human resources leader, committed to strategic partnerships, employee engagement, leadership development and administrative and organizational simplicity.

NIU STATEMENT OF VISION AND MISSION

The vision of Northern Illinois University is to be a premier student-centered, research-focused public university, contributing to the advancement of knowledge for the benefit of the people of the region, the state, the nation, and the world.

With this vision, the mission of the University is to promote excellence and engagement in teaching and learning, research and scholarship, creativity and artistry, and outreach and service.

NIU’s fall 2015 enrollment of 20,130 students includes 15,027 undergraduates and 5,103 graduate students. The university has 41 academic departments distributed across seven colleges: Business, Education, Engineering and Engineering Technology, Health and Human Sciences, Law, Liberal Arts and Sciences, and Visual and Performing Arts.

NIU is classified by the Carnegie Foundation as a research university/high research activity as well as an institution of community engagement. The Association for Public and Land-Grant Universities recently awarded NIU its “place” award for leadership in innovative practices contributing to economic prosperity in a given region.

The Position

The Senior Associate Vice President for Human Resources position reports directly to the Executive Vice President and Provost. The SAVP for HR will provide executive level leadership and management for all Human Resources functions of the University that includes: recruitment, hiring, orientation, onboarding, performance management, retention, salary administration, payroll, benefits administration, labor relations and a variety of compliance functions.

Working closely with the Executive Vice President and Provost and other University leadership, the SAVP will develop and implement a comprehensive vision for Human Resources with a focus on bringing more efficient and effective service to the campus community.

The SAVP will be expected to:

- Provide direction for the Human Resources department and for the University toward the comprehensive goal of improving the full employee life cycle, with a focus on more efficient and effective service to the campus community

- Serve as a transformational change agent to initiate and collaborate on the process redesign of human resources-related activities in order to support streamlining, transition to electronic platforms and documentation of those activities
• Promote and support a productive organizational culture through building a strategic approach to leadership development across the university, with an immediate focus on building conflict management skills for both managers and employees

• Evaluate the human resources structure and plan for continual improvement, as well as provide individuals with professional and personal growth opportunities

• Enhance and/or develop, implement and enforce human resources policies and procedures by way of systems that will improve the overall operation and effectiveness of the University.

• Lead the reorganization of Human Resource Services units to better meet and serve the University campus

• Work collaboratively across a variety of external agencies (e.g., Central Management Services, State Universities Civil Service System, State Universities Retirement System, Illinois Educational Labor Relations Board, and Illinois Labor Relations Board)

• Provide consultative support, counsel and communication to all levels within the institution while aligning human resource strategies to support the University’s needs

**Required Qualifications and Experience:**

• Master’s degree in Human Resource Management, Organizational Development, Labor Relations, Higher Education or related field required. Juris Doctorate or Doctoral Degree preferred.

• Ten years or equivalent of progressively responsible professional experience in leadership, operational and strategic human resource roles

**Preferred Qualifications and Experience:**

The Senior Associate Vice President for Humans Resources should have:

• Proven experience in developing, managing, and leading staff in a complex organizational environment

• Exceptional oral and written communication skills, as well as proven experience in interacting effectively with large and diverse groups

• Excellent relationship-building skills and ability to work collaboratively as part of an effective administrative team to negotiate, reach goals, solve problems, and make decisions

• Proven success in implementing improved business processes while ensuring compliance with applicable state and federal statutes, regulations and policies

• Experience with collective bargaining processes, labor relations, and benefit plan administration including insurance and supplemental tax-deferred retirement programs

• A proven ability to facilitate Human Resources services that promote customer service while maintaining compliance

• Demonstrated commitment to skilled management and well-trained managers as the most important components of sustainable institutional improvement
- Prior Human Resources experience in a public research university at a campus level
- Knowledge of and experience with PeopleSoft Enterprise Applications, or similar Educational Administrative Systems.
- Experience working in public higher education and/or collaborating with state agencies on issues related to employment and labor relations
- Demonstrated extensive experience related to contemporary issues of diversity, equity and inclusion, Affirmative Action, and Equal Employment Opportunity particularly in higher education or similarly complex organizational structures

The Senior Associate Vice President for Human Resources position at NIU offers the right person an exciting opportunity. NIU is committed to positive change; accordingly, the SAVP for HR will have the opportunity to work with a change-oriented President and Provost, collegial deans, an energized university community, local community and alumni base focused on enhancing student career success, research, artistry, outreach and engagement.

The Search Committee invites letters of nomination, applications (letter of interest, full resume, and contact information of at least five professional references), or questions to be submitted to the search firm assisting Northern Illinois University. Review of materials will begin immediately and will continue until the appointment is made. It is preferred, however, that all nominations and applications be submitted prior to November 30, 2015. For a complete position description, please visit the Current Opportunities page at www.parkersearch.com.

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Northern Illinois University is an equal opportunity institution and does not discriminate on the basis of race, color, religion, sex, age, marital status, national origin, disability, or status as a disabled or Vietnam-era veteran. The Constitution and Bylaws of Northern Illinois University afford equal treatment regardless of political views or affiliation, and sexual orientation. NIU recognizes Dual Career issues. In compliance with the Illinois Campus Security Act, before an offer of employment is made, the university will conduct a pre-employment background investigation, which includes a criminal background check.