VICE PRESIDENT FOR HUMAN RESOURCES, DIVERSITY AND INCLUSION (HRDI)

JOB SUMMARY
California State University, Fullerton is one of the largest campuses in the California State University System and aims to be a model public comprehensive university, nationally recognized for exceptional programs that prepare its diverse student body for academic and professional success. To implement its strategic plan, the University is expanding and enhancing many of its programs — and as a result is undergoing growth and organizational change. Central to the University’s continued success is the recruitment, development, retention, and advancement of highly-qualified and diverse faculty and staff. The University seeks a forward-thinking and dynamic leader for the position of Vice President for Human Resources, Diversity and Inclusion. This position provides vision and strategic leadership for the planning and implementation of innovative, integrated human resource programs for a campus community of nearly 39,000 students and 4,000 faculty and staff.

The successful candidate will have an understanding of higher education and have demonstrated significant achievements in large, complex, decentralized organizations with a wide array of diverse stakeholders, including represented employees.

RESPONSIBILITIES
The Vice President reports directly to the President and is responsible for the development of University-wide human resource strategies that are effectively implemented through the assigned functions of: Risk Management; Environmental Health and Safety; Workers’ Compensation; Disability Accommodations; Talent Acquisition and Management; Diversity, Inclusion and Equity; Compensation and Classification; Professional and Organizational Development; Employment Services; Payroll; Benefits; Retirement; Faculty and Staff Labor and Employee Relations; and Compliance. The Vice President for HRDI is responsible for providing programs and systems that reflect the University’s commitment to personal and team excellence in support of student achievement, and developing programs that serve to recruit, retain, and support a diverse and highly qualified workforce.

REQUIRED QUALIFICATIONS
• A bachelor’s degree from an accredited institution of higher education
• A broad knowledge of human resource functions as well as extensive management experience acquired through increasingly responsible positions over a period of not less than 10 years in a college/university of comparable size and complexity; state or federal government agency; or the private sector
• Demonstrated experience in working effectively as a member of a senior leadership team
• Understanding of academic/faculty, staff, and student employment in a shared governance environment
• Experience with collective bargaining agreements and labor-management relations
• Demonstrated experience with and/or understanding of payroll systems and administration.
• Demonstrated experience with the application of the principles of inclusion, equity, civility, and access in an organization setting
• The ability to successfully formulate and implement forward-thinking strategies
• A strong commitment to service and personal accountability.
• Proven experience as a program builder and as an effective champion for organizational change
• A demonstrated record of building strong, collaborative relationships across organizational lines
• A demonstrated history of building a strong, cohesive team that excels in customer service and support and developing and inspiring diverse professional staff
• Exceptional interpersonal and communication skills, with the ability to engage stakeholders at all levels of an organization
• Strong writing and presentation skills, with the ability to create effective communications for broad public distribution
• Outstanding analytic skills and demonstrated ability to apply data to program and operational design to strategically drive organizational change
• Experience with federal and state regulatory compliance.
• Demonstrated success in a service-focused environment and commitment to customer engagement
PREFERRED QUALIFICATIONS

- A graduate degree from an accredited institution of higher education in Human Resource Management, Labor Relations, or a similar or related degree, such as a Juris Doctorate or MBA and/or SPHR and/or SPHR-CA certification from the Society of Human Resources Management
- Experience working with faculty personnel processes (Retention, Tenure, Promotion)
- A demonstrated record of being an effective communicator who can successfully support and advance issues that impact faculty, staff, administrators, students and the University in general
- Demonstrated experience in working effectively with a unionized workforce and skill in developing effective performance management systems
- Familiarity with the California State University System

APPLICATION PROCESS:

A complete application will include a cover letter addressing the qualifications above, curriculum vitae, and the names, e-mail addresses, and phone numbers of five references. References will not be contacted without explicit permission from the candidate. Applications can be submitted in confidence at apps.fullerton.edu/MPPRecruitmentApplicant.

The position will remain open until filled, but only applications received by February 11, 2016 are assured full consideration. Confidential discussions about this opportunity may be arranged by emailing executivesearch@fullerton.edu.

California State University, Fullerton celebrates all forms of diversity and is deeply committed to fostering an inclusive environment within which students, staff, administrators and faculty thrive. Individuals interested in advancing the University's strategic diversity goals are strongly encouraged to apply. Reasonable accommodations will be provided for qualified applicants with disabilities who self-disclose.

Cal State Fullerton, a leading institution of the 23-campus California State University system, enrolls more than 38,000 students and offers 109 degree programs. An intellectual and cultural center for Orange County, Cal State Fullerton is a primary driver of workforce and economic development throughout the region and a national model for supporting student success through innovative, high-impact educational and co-curricular experiences, including faculty-student collaborative research. The University embraces its rich diversity, recognizing that it both enhances the educational experience for students and uniquely prepares them to excel as emergent leaders in the global marketplace and in their communities. Cal State Fullerton is recognized as a top public university in the West, in particular for its work in supporting underrepresented students in earning a college degree. For more about Cal State Fullerton, visit fullerton.edu.