SEARCH PROFILE:

CHIEF HUMAN RESOURCES OFFICER
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Central Connecticut State University (CCSU) seeks a dynamic, distinguished executive to serve as its next Chief Human Resources Officer (CHRO) to guide the university through transformation and change. This is a unique opportunity for a visionary leader to join a vibrant, learning-centered community dedicated to teaching and scholarship, while also deeply committed to fostering a culture of inclusion.

The CHRO is the principal steward of the human capital of the university, providing institutional leadership and service to sustain Central as an employer of choice and to help enable the achievement of the institution’s academic and service missions. Reporting to President Zulma R. Toro, the first woman and the first Hispanic to hold the position, the CHRO will serve as a key officer for the institution and member of the president’s executive committee.

With a recent university strategic plan and President Toro’s deep commitment to enhancing the climate, safety and culture of Central, the CHRO will be charged with driving comprehensive transformational change within the human resources (HR) function to support the university.

This includes expanding the HR team’s strategic competencies and focus, ensuring delivery of high-level proactive support; overseeing sophisticated business processes, policies and practices; fostering a culture of talent development; and nurturing an inclusive campus climate.
LEADERSHIP

Dr. Zulma R. Toro, Ph.D., began her service as the President of Central Connecticut State University in 2017. During her tenure, President Toro has succeeded in creating an administration characterized by greater transparency and accountability. Her personal commitment to equity and inclusion is deep and unwavering. By listening to all voices and working with Central’s community, she has sponsored a series of initiatives, planning documents, and action plans that are moving equity and inclusion issues forward. As a champion for diversity, equity, and inclusion (DEI), as well as educational opportunities, President Toro is a mission-driven and student-centered administrator committed to institutional success and ensuring the progression of inclusive excellence across the University.

During her presidency, President Toro has had a multitude of significant accomplishments in the following major areas: Community Engagement: enriching the cultural and intellectual vitality in the communities Central serves, and as a transformation partner of K-12 school systems; Development of a Campus Culture that is Welcoming and Safe for Everyone; Enabler of Social Mobility by Providing Access to Higher Education; Closing the Health Disparity Gap; Innovative Partner and a Facilitator of Success for Small and Medium Companies; Enlisted top tier experts as members of the President’s Advisory Board to develop and implement the CCSU 2030 Strategic Plan – Changing Lives, Building Communities, Central to Connecticut.

Additionally, President Toro successfully partnered with Connecticut Commissioner of Education Dr. Miguel Cardona (now U.S. Secretary of Education), to create the “NextGen” program, which addresses the state’s shortage of K-12 teachers while affording students experiential learning opportunities early in their course of study at CCSU.

THE UNIVERSITY

Founded in 1849 as New Britain Normal School, Central was the first public institution of higher education in Connecticut and the sixth normal school in the nation. It was first located in what was to be New Britain’s new Town Hall, which was still under construction, and which was modified and expanded to meet the needs of the school. Over the decades, the school’s needs surpassed its physical space, so in 1883 it moved to a new facility, jointly funded by the town and the State of Connecticut, overlooking Walnut Hill Park. In 1922, the school moved to its current location. In 1933, it was renamed the Teachers College of Connecticut and authorized to grant baccalaureate degrees. In 1959, it became Central Connecticut State College, and in 1983, the college became Central Connecticut State University, a comprehensive regional university authorized to grant baccalaureate and graduate degrees. Since then, Central’s campus has grown dramatically, and its curriculum includes baccalaureate, master’s, and doctoral degrees. However, it is still an integral part of New Britain and the greater Hartford area and is a crown jewel of Connecticut public higher education.
Central is part of the 17-member Connecticut State Colleges and Universities (CSCU) system governed by the Connecticut Board of Regents for Higher Education. The system includes four regional comprehensive universities, 12 community colleges, and Charter Oak State College (an online adult education, degree-completion institution). As one of four CSCU universities, Central maintains strong relations with its system peers.

The president of each university serves as the institution’s chief executive officer and is accountable to the CSCU Board through a direct reporting relationship to CSCU System President Terrence Cheng, for the management of the university within Board policy.

The 21-member Board of Regents (15 voting members) is the governing authority of the CSCU system; its responsibilities include setting statewide tuition and student fee policies; establishing financial aid policies; reviewing, licensing, and accrediting academic programs; and, in collaboration with institutional stakeholders, conducting searches for and selecting campus presidents and the CSCU President. The Board also holds broad responsibilities for the development and coordination of statewide higher education policy.

CENTRAL CONNECTICUT STATE UNIVERSITY TODAY

The largest of Connecticut’s regional comprehensive universities, Central enrolls approximately 9,500 students. Roughly 30 percent are enrolled part-time, and 38 percent are students from minoritized groups, the largest being Hispanic. Ninety-five percent of the students are from Connecticut. Central can accommodate approximately 2,500 students in the residence halls. In Fall 2022, 26 percent of all undergraduates lived on campus. The percentage of first-time, full-time students who are first generation students in higher education has been increasing. In that same semester, 49 percent were first generation students.

Consequently, Central provides the diversity of educational opportunities generally found only at larger institutions with the close student-faculty relations found at the best private colleges.

Central also has more than 400 full-time and part-time administrative staff, all of whom are true partners in the educational enterprise at Central. A strong network of collective bargaining units represents nearly every constituent group of Central’s faculty and staff. A collective commitment to shared governance unites faculty and staff and is a hallmark of the University.

A longstanding strength of Central is its faculty. Partnered with approximately 400 full-time faculty are almost as many part-time colleagues, many of whom are practitioners in their fields and who add a breadth and depth of experience to the classroom. Central faculty members are actively engaged in research, scholarship, and other creative activities as well as the supervision of undergraduate and graduate research. At the same time, a sustained primary commitment to personalized teaching and learning permeates the campus. Many faculty members oversee internships, undergraduate research, graduate and undergraduate theses, special projects, and independent studies, and conduct faculty-led, short-term study/travel courses. Most also serve as academic advisors. A 14:1 student-faculty ratio allows for substantial individual attention.
Central’s schools – the Carol A. Ammon College of Liberal Arts and Social Sciences; the School of Business, the School of Education and Professional Studies; the School of Engineering, Science, and Technology; offer 140 academic programs in over 80 fields of study. All undergraduates share a common general education curriculum.

Because of this, education in the liberal arts and sciences permeates and defines Central’s academic programs. The University also offers graduate degrees in more than 40 academic fields of study, including doctoral degrees in educational leadership and nurse anesthesia practice.

Central offers a broad array of online courses at the undergraduate and graduate level. Accredited by the New England Commission of Higher Education, the University completed its decennial reaffirmation process in the fall of 2018.

Carol A. Ammon College of Liberal Arts and Social Sciences, named in honor of Central alumna Carol A. Ammon, Class of 1973, offers undergraduate and graduate degrees in the fine arts, humanities, social sciences, and behavioral sciences. Its faculty bear the major responsibility for teaching the general education curriculum.

School of Business offers undergraduate majors in accounting, finance, management and organization, management information systems, marketing, and business studies, as well as an MBA, a master’s in accounting, and stackable Official Certificate Programs at the graduate level. It is AACSB accredited, meeting the highest quality standards for business programs worldwide.

School of Education and Professional Studies offers a broad range of undergraduate majors and graduate degrees in elementary, secondary education and all-level education in art, music, physical education, and technology and engineering; educational leadership and educational technology; nursing; social work; athletic training; exercise science; and marriage and family and school counseling, including college student development. It also offers several sixth-year certificates and doctoral degrees in educational leadership.

School of Engineering, Science, and Technology offers undergraduate and graduate degrees and certificates in engineering (civil, electrical, mechanical), life and physical sciences (biochemistry, biology, biomolecular, chemistry, earth and space, physics), technology (computer science, cybersecurity, electronics, graphics, networking, robotics and mechatronics, software engineering), construction management, data science, manufacturing, mathematics, and supply chain/logistics management. The school also offers a doctoral degree in nurse anesthesia practice.

School of Graduate Studies serves as the organizational hub for the many graduate programs located in the other four schools. An Associate Vice President for Academic Affairs works collaboratively with the Provost, four school deans, department chairs, and faculty to develop, promote, and administer the University’s expanding range of graduate offerings and accelerated bachelor’s-to-master’s pathways.
Central is a campus community focused on students and their educational development. The low student/faculty ratio allows for close interaction with faculty and individual attention to students. The average class size is 25; no classes are taught by graduate students. The faculty serve as teachers, mentors, advisers, and research partners with students.

Central's students have a variety of opportunities to do individual research with the guidance of a faculty member, both during the year and over the summer. The University has an annual research day at which students of all disciplines can present their research or creative activity. The University awards travel support for the best work in each academic area so that students can present their work at the national meeting of the National Council for Undergraduate Research.

Central also has a robust commitment to community service. The Center for Community Engagement and Social Research brings together the important work of community engagement and applied research. Integrating teaching, research, and service through community engagement is essential. The Center provides opportunities for students to engage in multiple experiential learning opportunities; for faculty to develop scholarship with a community focus; and for our community to work with Central to address their most pressing needs. In 2016, the Community Engagement Committee of the Faculty Senate was awarded the first CT Campus Compact Campus Leadership Award in recognition of its efforts to foster more community engagement activity by Central faculty and students. Central is also recognized by the Carnegie Foundation for the Advancement of Teaching as a Community Engagement Institution.

Reflecting demographic changes in Connecticut, Central has an increasingly diverse campus. The largest student body from minoritized groups are Hispanic/Latino (17 percent), Black/African American (12 percent), and Asian (5 percent). Hispanic/Latino students and Black/African American students now make up 35 percent of the incoming freshmen class; this represents a five percent increase in five years. Of the 830 faculty, 433 are full-time employees and twenty-one per cent are people of color. In comparison, 26 percent of the 574 staff are people of color. Amongst employees, the largest minority group is Hispanic/Latino, and they represent 11-12 percent of the population. Central offers a variety of academic and co-curricular programs that support diverse students and offer opportunities to explore the many cultures and issues that are important to our increasingly multicultural society.

Adding to campus diversity are the University’s international programs and activities supported by the George R. Muirhead Center for International Education (CIE). Founded in 1987 as a state-wide center for excellence in international education, the CIE has established a number of community and university partnerships around the globe. It also offers both short-term, faculty-led programs as well as semester- and year-long programs. The CIE is also home to the Intensive English Language Program. Central enrolls international students in both degree- and non-degree programs. Central offers its students a full range of clubs and activities, including musical groups; academic, honorary, and special interest clubs and societies; dance and theatre groups; student government; various student-run media; campus ministry; and social fraternities and sororities. As Central has become more residential, the level of student activity has increased, making the campus more vibrant. At the same time, a large portion of Central’s students are commuters, many of them balancing their academic work with family obligations and full-time employment.

Central values its commuter students, recognizes their special needs and makes every effort to integrate them into campus life. The Central Connecticut Blue Devils, an NCAA Division I athletics program that competes in the Northeast Conference, offers intercollegiate competition in seven men’s sports and nine women’s sports. Central students are offered a variety of recreation, fitness, and wellness options, including 25+ intramural activities and club sports, five fitness centers across campus, and a variety of wellness and fitness classes. The past seven years have been a period of significant achievement for the Blue Devils.
Central is in a highly competitive admissions environment. Connecticut has a declining number of high-school graduates and promises free community college tuition. In the past few years, Central, like other public institutions in Connecticut, has seen a decline in enrollment. From its recent high point in 2011, undergraduate enrollment has declined from 10,092 to its current level of 7,665; total enrollment over the same period declined from 12,521 to 9,468. In response to the enrollment decline, Central has devoted its attention to increasing retention and graduation rates. Since 2012, first-year retention rates have fluctuated from a high of 80 percent to a low of 72 percent; most recently, 76.5 percent of the Fall 2021 cohort were retained into their second year. The 6-year graduation rate has remained relatively stable with 53.5 percent of the 2016 cohort graduating. The University awards $16 million in institutional financial aid. During the past ten years, institutional aid has increased both in the amount given and the number of students who receive it.

Central's 165-acre main campus, with over 70 buildings, sits on the northern edge of New Britain, with easy access to major highways and Interstate 84. Central continues to implement its campus master plan and make improvements across its campus and within its facilities. The University is entering the final phase of the State of Connecticut's CSUS 2020 capital improvement program, the largest such program ever undertaken in its 170+ year history. The University continues to support its core mission and student needs while retaining and enhancing an aesthetically pleasing environment.

In 2019, the University opened the 70,000 square foot, $25 million C.J. Huang Recreation Center and the $63 million renovation and expansion of Willard-DiLoreto Hall. The University recently completed a $22 million renovation and expansion to Barnard Hall, and the construction of the 93,000 square foot, $65 million Applied Innovation Hub. The new 600-space Willard-DiLoreto Parking Garage opened last year. The University recently debuted its XR Lab, the first of its kind in the State of Connecticut, which is used across multiple academic disciplines specializing in the use of virtual and augmented applications. Construction of a $16 million expansion of Burritt Library is scheduled to begin soon. In total, these projects represent an impressive investment by the State of Connecticut in Central's future and a major transformation of the campus. The University continues to plan for and make significant upgrades and improvements to its buildings and infrastructure.
While COVID has created unexpected and historic challenges for higher education, Central’s commitment to fiscal responsibility, resource allocation, and the finalization of its new strategic plan leaves it well positioned for the future. Its current operating budget is approximately $240 million and as of the June 30, 2022, Audited Financial Statements, the University had unrestricted reserves of approximately $58.8 million. It has ended the past several years with operating budget surpluses. Funding from the State provides approximately 43 percent of its revenue; gross tuition and mandatory fees provide 40 percent. The CCSU Foundation assets are approximately $94 million as of February 2023, the largest of Connecticut’s regional comprehensive universities. In-state tuition and mandatory fees for 2022-23 total $12,106; room and board are $12,464.

The institutional advancement effort at Central is well established with an engaged Foundation Board. The top fundraising priority for the University has been the growth of the endowment, which has more than tripled since 2008 and annual gifts received have exceeded $5.0 million with each year featuring an increased giving target goal. Its success has enabled the Foundation to increase its scholarship support to students to over $2.8 million.

Central has 92,000+ living alumni, 78 percent of whom live in Connecticut. The Alumni Association Board is active and has effective leadership, and the affection for Central by its alumni is palpable. The alumni have a three percent participation rate in university fundraising.
NEW BRITAIN

Located nine miles southwest of Hartford, New Britain is a town of some 70,000. Part of the Greater Hartford area of 1.2 million residents, New Britain is centrally located in the state and is within easy reach of much of Connecticut and several of the metropolitan areas in the region.

New Britain’s population is characterized by a high degree of racial and ethnic diversity. Known as “Little Poland,” 17 percent of its population are of Polish background. New Britain is also 3 percent Asian, 13 percent Black/African American, 41 percent Hispanic, and 42 percent White, non-Hispanic. Hartford, a city of some 120,000, is 3 percent Asian, 37 percent Black/African American, 45 percent Hispanic/Latino, and 15 percent White, non-Hispanic.

New Britain is the home of the New Britain Symphony, founded by Central faculty members and first conducted by Central’s Dr. Etzel Willhoit. It is also home to the New Britain Museum of American Art, the Connecticut Virtuosi Chamber Orchestra, the Connecticut Theatre Company and the Hole in the Wall theatre. Charter Oak State College, the online branch of the CSCU system, is also located in New Britain.

Often known as “Hardware City,” New Britain is the home of Stanley Black & Decker. The largest employer in New Britain is the Hospital of Central Connecticut. Other major employers are the State of Connecticut, the City of New Britain, the Hospital for Special Care, and Tilcon Connecticut. In 2015, New Britain acquired the Bees, an unaffiliated professional minor league baseball team in the Atlantic League until 2020 and now an American collegiate summer baseball team in the Futures Collegiate Baseball League.

In addition to its proximity to Hartford, New Britain is 40 minutes from Springfield, Massachusetts, two hours from Boston, and two hours from New York City. It is also part of the Hartford-Springfield “Knowledge Corridor” and therefore within easy driving distance of a host of private and public institutions of higher education and many cultural opportunities. The CTfastrak bus rapid transit system, begun in March 2015, offers frequent connections between New Britain and Hartford and points as far west as Waterbury.

The larger region provides excellent opportunities for Central to partner with major corporations and organizations. It currently has close ties with: Travelers, Pratt & Whitney, CohnReznick, GKN Aerospace, Stanley Black and Decker, The Hartford, UTC Aerospace Systems, Otis Elevator Company, Sikorsky, General Dynamics, Electric Boat, Parker Hannifin, and the Kaman Corporation.

The Hartford region also provides equity and inclusion challenges beyond the University. In addition to the large percent of people of color in the region, 30 percent of the population of Hartford and 22 percent of the population in New Britain live below the poverty line.
EQUITY, INCLUSION AND DIVERSITY

Since her arrival at Central in 2017, President Toro has demonstrated a strong commitment to diversity, equity, and inclusion. Central is committed to ensuring that every member of our community, regardless of how they identify or the group they associate with, feels safe and secure, and to communicating a policy of “zero tolerance” for acts of violence, bias, and discrimination. Central is bold and progressive in its approach, addressing discordant actions in innovative ways while holding ourselves responsible for achieving a diverse, equitable, and inclusive environment where we are all accountable. Our collective efforts strive to ensure a richly diverse campus with a healthier, more vibrant climate that is safe, inclusive, and welcoming.

Central’s Office for Equity & Inclusion (OEI) cultivates a campus environment that is equitable, inclusive, and respectful to enable students, faculty, and staff to realize their full potential. OEI works with faculty, staff, and students to develop and maintain a community of inclusion. It acts in a transparent manner guided by respect and professional standards, providing training and support on diversity, Title IX, and sexual harassment prevention. OEI is committed to tenets of due process, fairness, quality service, and discretion.

The Equity, Justice, and Inclusion Committee of the Faculty Senate advises and makes recommendations to promote policies, curricular enhancements, and campus events designed to foster respect for all. It promotes a diverse faculty and student body, while advocating for hiring and promotion practices that foster inclusion. Central recently approved an undergraduate degree requirement that all undergraduate students complete at least one course in the area of Equity, Justice, and Inclusion.

STRATEGIC PLAN

The process of strategic planning was initiated in December 2018 and came to conclusion in April of 2020 with the approval of a ten-year plan: Strategic Plan 2030: Changing Lives, Building Community, Central to Connecticut. The spirit of the plan is to make Central “innovative, bold, inclusive, and engaged.” Goal 2, “Increasing access to higher education and ensuring student success,” commits Central to expanding its outreach to underrepresented populations and those from marginalized social and economic groups. Beginning with more effective marketing to these populations, Central intends to support these students through graduation and into promising career opportunities. This will include more effective admissions work, improving advising, increasing student persistence, ensuring full engagement with the campus community, and helping students achieve beyond their expectations. Goal 3, “Fostering an inclusive and safe campus community that values and encourages individuals to participate in the free and respectful exchange of ideas,” commits Central to creating an inclusive, respectful, just, and safe campus culture. In so doing, Central aspires to become a national model of a university committed to social justice and a community in which it is practiced effectively by all.
THE CHIEF HUMAN RESOURCES OFFICER

Reporting directly to the president the position of Chief Human Resources Officer (CHRO) will be responsible for managing all personnel and labor relations programs and services for Central Connecticut State University to assure their sound and fair administration and contribute to the effective utilization of the University’s human resources. This will include such actions as participating in labor contract negotiation, participating in development of bargaining strategy, performing and directing application of the university’s multiple contracts including interpretation of contract language to daily workplace situations, reviewing grievances, serving as hearing officer, preparing responses to grievances for such situations as arbitration hearing and advising managers on proper handling of disciplinary actions. The CHRO will direct the university’s training and development services for staff, including overseeing the assessment of training needs, evaluating training resources and arranging for training to aid staff and managers in the effective performance of their jobs. The successful candidate will be able to work collaboratively throughout the university and form meaningful partnerships in the delivery of HR products and services with offices, departments, faculty and staff and labor unions representing the various bargaining units.
CHALLENGES/OPPORTUNITIES

This senior leadership opportunity comes at a pivotal time for the university where the need to hire a CHRO who can work alongside a dedicated team recognized for its transactional work will lead efforts to optimize the office’s structure to create an operating model that is more transformational. In that model, Central will develop innovative ways to adapt and be more responsive to the emerging needs of a diverse demographic workforce within the university.

The CHRO will be expected to create and implement agile principles and procedures to ensure both strict prioritization of HR’s existing capacity and swift reallocation of resources when needed in order to address the most pressing issues and challenges. The following are four areas of focus:

PARTNERSHIPS AND COLLABORATIVE EFFORTS
The importance of continuing to formalize and expand partnerships while working collaboratively across the university will be critical to the success of this work. There are three primary areas where partnerships should be more intentional and strengthened:

- Office of Equity and Inclusion (OEI) - working closely with OEI and allowing for OEI involvement in efforts to evaluate and improve the search processes as well as partner to establish and support effective recruiting outlets to reach diverse audiences; develop common understanding about division of responsibilities, e.g., monitoring and tracking required compliance training; partner and support each other regarding investigations.
- Bargaining Unit Partnerships - Seek to bridge relationships with all bargaining units and establish a regular meeting cycle to address existing and emerging issues of mutual concern.
- University Counsel Partnership - working closely with the Office of University Counsel will allow for more efficiency on interrelated complex matters; increased communication resulting in faster response times, avoiding duplication of effort, and promote the ability to better manage risks for the University.

CAMPUS CLIMATE
A healthy campus climate is the ideal for any institution and at Central campus climate issues and concerns are taken seriously. Following a number of taskforce and consulting reports, an “Action Plan to Change CCSU Campus Culture” was established and later a President’s Commission on Diversity, Equity, and Inclusion was formed to review and monitor our DEI practices, policies, campus climate, data, and research. The CHRO is expected to work closely with the President’s Commission on Diversity, Equity, and Inclusion and other stakeholders throughout the university to provide a strong voice on any climate issues that may surface.

Additionally, the CHRO will help mitigate and build consensus whenever possible around discourse and behaviors that may not be conducive to an inclusive campus environment.

EDUCATION & TRAINING
Given the inherent complexity of Human Resources due to the wide variety of tasks related to university business operations (e.g., employee recruitment, hiring, onboarding, benefits and conflict resolution), the need to provide effective ongoing education and training has never been so important. The CHRO is expected to help create a culture that is conducive to employee development on all levels including the support of managers, supervisors, and department chairs. Also, partnering with OEI on additional training on DEI issues beyond state mandated offerings can create meaningful opportunities for important conversations that will lead to a healthier and more productive organization.

TECHNOLOGY AND AUTOMATION
Moving day-to-day operations from a historically transactional function to a more transformational business model requires that Central integrate design and delivery with end-to-end accountability to effectively address strategic HR priorities, reduce duplication and access information quicker. In essence, it will take moving from process excellence to data excellence in order to tap into more innovative decision making by using artificial intelligence and automation to reduce workload. The CHRO is expected to have a demonstrated record of the use of technology for improving procedural outcomes and information delivery.
ESSENTIAL DUTIES

The next Chief Human Resources Officer at Central will be responsible for directing and supervising the Human Resources Department and all aspects of university human resources management, including:

- Participating in labor contract negotiations and developing bargaining strategy; interpreting and implementing collective bargaining agreements, laws and regulations affecting personnel and labor relations and their application to daily workplace situations;
- Processing grievances and advising managers and supervisors on labor relations and personnel management;
- Planning, developing, and recommending human resources policies, procedures, and objectives;
- Managing personnel records and reporting through a human resources information system (HRIS);
- Managing employment processing for all University employees including benefits administration, classification, and compensation;
- Developing training and talent development opportunities for all employees; Performing job analysis, classification and compensation;
- Conducting policy analysis and human resources studies; and working on special projects assigned by the President.
QUALIFICATIONS

The CHRO is expected to have broad and deep expertise across all areas of HR (recruitment, hiring, onboarding, payroll, benefits, technology systems, training and development, performance management, employee experience, compensation, and employee relations).

MINIMUM REQUIREMENTS:

- Bachelor’s degree in HR, Labor Relations, or related field;
- Seven years’ progressively responsible experience in human resources with complex personnel systems including five years of supervisory experience;
- Proven track record of success in implementing programs that attract and retain a high performing, diverse workforce;
- Demonstrated experience leading large scale organizational cultural change;
- High level business acumen and proven effectiveness as an advisor working directly with executives to align human capital initiatives with organizational strategy;
- Exceptional communication and interpersonal skills with the ability to develop a high degree of credibility at all levels of the organization;
- Strong analytical and problem-solving skills;
- Experience in a collective bargaining environment;
- Ability to lead, manage, and develop HR staff;
- A high degree of emotional intelligence;
- Experience with conflict resolution;
- Experience in handling labor and employee relations issues involving multiple collective bargaining units; Knowledge of labor and employment law;
- Experience in responding to claims from Federal and State agencies and interfacing with legal counsel;
- Experience in a broad range of policy setting and leadership roles;
- Demonstrated experience in maintaining a workplace that supports and respects diversity, equity, and inclusion.

PREFERRED:

- Advanced degree in Human Resources, Personnel Management, Public Administration, Business Administration, Organizational Management, Law, or in a related field.
- Experience in payroll administration.
- Experience implementing professional development opportunities to enhance organizational success in Human Resources.
- Human Resources supervisory experience in public higher education.
APPLICATION AND NOMINATION PROCESS

The university is being assisted by Academic Search, Inc. Applications should consist of a substantive cover letter addressing the qualifications and expectations listed above, curriculum vitae, and a list of five professional references with full contact information and a note indicating the nature of your working relationship with each. References will not be contacted without the explicit permission of the candidate. Applications, nominations, and expressions of interest can be submitted electronically, and in confidence, to: CentralCHRO@academicsearch.org.

Prospective applicants are encouraged to arrange a confidential discussion about the opportunity with the senior consultant for this search, Dr. Carlos N. Medina, at Carlos.Medina@academicsearch.org.

The position is open until filled, but only applications received by April 28, 2023, can be assured full consideration.

As an affirmative action employer, Central Connecticut State University actively seeks and encourages applications from women, minorities, persons with disabilities, and individuals with protected veteran status. The University provides reasonable accommodations to qualified individuals with disabilities upon request.
ABOUT ACADEMIC SEARCH

Academic Search is assisting Central Connecticut State University in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute. For more information, visit www.academicsearch.org.

Committed to IDENTIFYING AND DEVELOPING LEADERS by providing the highest level of EXECUTIVE SEARCH to our higher education partners.