California State University, Fresno
Associate Vice President for Human Resources
Vacancy #12717

California State University, Fresno requests applications and nominations for the position of Associate Vice President, Human Resources.

Overview:
Under the general direction of the Vice President for Administration, the Associate Vice President for Human Resources (AVP/HR) provides senior leadership and line management for the University's Human Resources (HR) operations, which includes 15 staff and 10 managers. The AVP/HR has broad responsibilities for HR policy development, administration, interpretation and implementation. The AVP/HR maintains a collaborative partnership with the AVP for Faculty Affairs for many HR activities. The AVP/HR advises the President, Provost and Vice Presidents on all HR matters including recruitment, compensation, performance management, employee and labor relations, and a wide variety of regulatory program compliance. The AVP/HR oversees the provision of HR services in support of the Athletic Corporation.

Areas of responsibility include Workforce Analysis and Planning, Employment, Employee Relations, Talent Acquisition, Classification, Employee Training and Development, Compensation, Personnel Record-keeping, Performance Management, Employee Benefits, Employee Assistance Program, and Payroll Services. The incumbent also serves as the campus ADA, DHR (Discrimination, Harassment, and Retaliation) Administrator, and EEO officer.

Basic Qualifications
- A bachelor’s degree from a regionally accredited college or university, in a related field such as Human Resource Management, Labor Relations or similar field
- A minimum of ten years of progressively responsible experience in human resources management, labor relations, equal opportunity administration with at least five years in higher education, government or private industry
- A demonstrated record of success in creating a collaborative environment that values operational effectiveness, superior customer services and cultural alignment with institutional strategies and aspirations.

The complete position description, including all minimum and preferred qualifications, as well as additional information is available through the following link:
https://storbeckpimentel.com/pd/FresnoState/AVPHR.pdf
About the University
California State University, Fresno, one of the 23 campuses of the California State University System. The University’s mission is to offer high-quality educational opportunities to qualified students at the bachelor’s and master’s levels, and in certain applied disciplines, at the doctoral level. The current student enrollment is approximately 23,000, including a large percentage of students with diverse and culturally rich backgrounds. The University serves the San Joaquin Valley while maintaining deep involvement with the state, nation, and world. California State University, Fresno promotes student learning and community engagement through faculty scholarship and service learning opportunities in collaboration with community organizations, educational institutions, industry, business and government,. The University was one of the first U.S. Colleges and Universities to be selected by The Carnegie Foundation for the Advancement of Teaching for its Community Engagement Classification.

Filing Deadline:
Applications received by October 15, 2015 will be reviewed for minimum qualifications and given full consideration by the hiring manager and/or search committee. Qualified applicants received after that date will be forwarded upon request to the hiring manager and/or search committee.

Other Requirements:
A background check (including a criminal records check) must be completed satisfactorily before any candidate can be offered a position with the CSU. Failure to satisfactorily complete the background check may affect the application status of applicants or continued employment of current CSU employees who apply for the position.

California State University, Fresno annual security report includes statistics for the previous three years concerning reported crimes that occurred on campus, in certain off-campus buildings or property owned or controlled by Fresno State, and on public property within, or immediately adjacent to or accessible from the campus. The report also includes institutional policies concerning campus security, alcohol/drug use, crime prevention, reporting of crimes, sexual assault, and other matters. You can obtain a copy of this report by contacting the Campus Police Department or by accessing the following web site: http://www.fresnostate.edu/adminserv/police/clery/index.html

The person holding this position is considered a "mandated reporter" under the California Child Abuse and Neglect Reporting Act and is required to comply with the requirements set forth in CSU Executive Order 1083 as a condition of employment. You can obtain a copy of this Executive order by accessing the following web site: http://www.calstate.edu/EO-1083.html

This position may be a "designated position" in the California State University's Conflict of Interest Code. The successful candidate accepting this position may be required to file Conflict of Interest forms subject to the regulations of the Fair Political Practices Commission.
**Application Procedures:**
Individuals interested in being considered for this position should submit an on-line application and attach the following supporting documents: 1) resume, 2) letter of interest which includes a narrative detailing how the candidate fulfills each of the required and preferred items listed under Qualifications, and 3) names, email addresses and telephone numbers of three references who can provide current assessments of the candidate's qualifications for the position.

Direct inquiries, nominations, and applications to the following:

Sharon Tanabe, Partner or Emy Peña, Principal  
Storbeck/Pimentel & Associates  
6512 Painter Avenue  
Whittier, CA 90601  
*Electronic submissions* are preferred. Please email us at *stsearch@storbeckpimentel.com*  
CODE: Fresno AVPHR  
*For a confidential inquiry or nomination contact either Ms. Tanabe or Ms. Peña at 562-360-1612*