

# SEARCH PROFILE:

VICE PRESIDENT FOR HUMAN RESOURCES



**OWENS**  
COMMUNITY COLLEGE

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## THE OPPORTUNITY

Owens Community College (OCC), with locations near Toledo and Findlay, Ohio, seeks an experienced human resources professional and collaborative leader to serve as the College's next Vice President for Human Resources.

The Vice President for Human Resources is responsible for strategy, policy and programs that support the mission and strategic plan of Owens Community College. The Vice President reports directly to the President of the College, [Dr. Dione Somerville](#), and is a member of the College's mission-driven senior leadership team which is highly focused on aligning department goals with the College's strategic plan.

The Vice President will be selected by the President and is expected to take office in Spring/Summer of 2024, with a spring start date preferred.

With a history and tradition of supporting the needs of students and the region, Owens has maintained a strong reputation across the region and beyond. More than 1,380 full- and part-time employees contribute to Owens' success. A competitive benefits package and challenging work environment allows Owens to attract highly talented people to support the College's mission.





## ABOUT OWENS COMMUNITY COLLEGE

Owens Community College is a public community college located in Northwest Ohio with campuses in Perrysburg in suburban Toledo, as well as in Findlay. Owens was founded in 1965 and chartered in 1967. The Findlay campus opened in 1983. Owens Community College is named after [Michael J. Owens](#), the Toledo-based inventor of automated glass bottle-making technology. Owens's service district includes [Lucas](#), [Wood](#), [Hancock](#), and parts of [Ottawa](#) and Sandusky counties. The Toledo-area Campus, covering more than 260 acres, is located just five minutes from downtown Toledo. The Findlay-area Campus opened in 1983 in downtown Findlay but expanded and relocated to the northeast side of Findlay in 2005. A small college setting with many big college benefits, this beautiful, 60-acre campus setting is where students, faculty and staff get to know each other on a first-name basis each semester.

Owens offers over 70 academic programs and certificates to more than 6,200 students who are preparing for a career, retraining for a new career, seeking professional development or obtaining credits to transfer to a four-year college or university - some while still in high school. As the premier two-year college in northwest Ohio, Owens Community College seeks to be the first choice for students seeking career credentials and university transfer, and is a recognized partner for businesses, educational institutions, and community organizations. Students study across areas of Science, Technology, Engineering, and

Math; Nursing and Health Professions; Business, Hospitality, and Public Safety; and the Liberal Arts. The top enrolling major is the Pre-Nursing concentration, with the Registered Nurse program as the second top enrolling major. Additional facts and data regarding the 2023-2024 school year can be found at: [Fact Sheet](#).

Owens Community College has been accredited by the [Higher Learning Commission](#) (HLC) since 1976. Owens awards more than 100 associate degrees and certificates in areas of business, information, public service, health, and STEM fields.

The curriculum is designed to assist students in their experiences and understanding of living in a diverse culture in both theoretical and practical ways. Learning objectives are devoted to getting the students to think about the multitude of issues (personal, professional, sociological, psychological) of cultural awareness and sensitivity. In practice, students are afforded with a variety of opportunities to move beyond thinking and to the living of life, including community service, travel opportunities, and in interaction with people from all backgrounds in northwest Ohio.

As an institution of higher education, Owens Community College centers its mission and work on the State of Ohio's intent for its establishment with a region-specific emphasis to meet the diverse needs of the area. Acts of community service by the institution's students and employees illustrate how the mission

# ABOUT OWENS COMMUNITY COLLEGE (CONT.)

## MISSION, VISION, VALUES, AND EQUITY

### MISSION

Owens Community College is the conduit to changing lives for the better in northwest Ohio. Through affordable, accessible, high-quality education and training, and connecting with business and industry through relevant programs, we create pathways to a better quality of life and progress for the Region.

### VISION

Owens Community College will be the connector between people, industry and dynamic growth in the Region. By creating solutions to the education, training and workforce needs of the Region, we will be an indispensable partner and a first choice to students, employers and the northwest Ohio community.

### OUR VALUES

#### INCLUSIVE

Every student, employee, and member of the community is treated with respect and has a home here. We serve our communities and we remove the barriers so that high quality education and training are accessible to everyone. Our team will work daily to nurture empathy and meet the needs of all types of learners, employees and visitors.

#### TRANSFORMATIONAL

We change lives: those we touch and those we may never even meet. Beyond our students and our employees, transformation reaches to their families, employers, neighborhoods and broader community. The meaningful interaction, the critical learning, the care and understanding that is inherent in our relationships transforms lives and positively impacts the entire region.

#### INTENTIONAL

We are connected to the community and deliberate with our choices to expand, grow and change such that our institution is positioned and ready to succeed. We live for today, with an eye toward the future.

#### ADAPTIVE

We encourage creativity and collaboration to allow our team to develop forward-thinking solutions for our students and partners that ensure not only relevance and sustainability, but a flourishing, prosperous institution for the community.

#### EMPOWERING

We foster opportunities for our entire college community to help them create paths and determine “what’s next” in the way that best suits them.

### EQUITY

Owens Community College is dedicated to cultivating an equitable and inclusive college community that considers the impact of its actions on all members. Owens Community College will continue to assess the needs of students, faculty, and staff to provide an environment and resources that foster success. As a community, we will adopt practices that promote equity, nurture a culture of inclusion, promote social justice, and use that power to ensure success for all our members.

[Justice, Equity, Diversity and Inclusion website](#)

is enacted in a practical manner. OCC provides multicultural experiences in a variety of areas including academics, arts, and programs and opportunities with community groups and social service providers.

The college is strengthened by the diversity of its students, faculty and staff, including international students, students of color and LGBTQ+ students and employees. The diverse lived experiences in our college community help align planning, budgeting and decision-making across the College. A designated office coordinates campus activities and is helpful in curricular and co-curricular planning and embedding diversity into many campus activities and practices.

The ideas of social service conscientiousness are grounded in the basic operational documents of the College, including [the strategic plan](#), its curriculum and co-curricular efforts, and employee policies and procedures. These documents provide a mission-centered framework to guide the work of the College. With the college’s former strategic plan expiring in 2022, Dr. Somerville led Owens in a process that included internal and external stakeholders in developing the new plan to ensure Owens maintains its position serving students and the region. The new Strategic Plan focuses on engagement, both internally and externally, and in creating organizational strength by fostering a culture of trust and community through shared leadership, recognizing individuals’ contributions and promoting life-long learning and development.

The College interacts with its stakeholder groups with dedicated Presidential involvement in the community, specifically with regional workforce interaction. This is illustrated by the 50 advisory committees and 800 people involved in providing the campus with input regarding how to meet the needs of the region it serves.





## BOARD OF TRUSTEES

The Owens Community College Board of Trustees is a nine-member board appointed by the Governor of

Ohio for six-year terms. Members can be viewed at: [Board Members](#).

## TOLEDO, FINDLAY AND NORTHWEST OHIO

Toledo is listed among the best U.S. cities to live and retire in, according to the U.S. News and World Report. The rankings are based on the quality of life, the job market, the value of living, and people's desire to live in each area. The report notes the city's slogan, "you will do better in Toledo," as representative of Toledo residents' positive attitude.

According to *U.S. News and World Report*, "though tourists might not flock to Toledo as they do to some nearby metropolitan areas, residents know what makes the area great, including a low cost of living and a wealth of outdoor activities." The rankings are based on housing affordability, happiness, desirability, retiree taxes, health care quality, and the job market.

Known as the "Glass City" for its roots in the glass-making industry, Toledo is just a short drive from other major Great Lakes metro areas like [Detroit](#) and [Cleveland](#). But that doesn't mean residents are quick to get out of town. Toledo is home to an array of attractions, from museums to sports venues to kid-friendly activities, which keep those who live here entertained. Prominent attractions include the Toledo Museum of Art, Metroparks Toledo and the Toledo Zoo & Aquarium.

A mix of family-friendly activities and outdoor recreation draws people to this Ohio metro area. Downtown Toledo is bustling during the workweek and when events happen at places like the Huntington Center, which hosts concerts and sporting events throughout the year, and by its professional baseball, the well-known and beloved Toledo Mud Hens, and the Toledo Walleye hockey team. At other times, downtown can seem sparse. The exception to that is along the Maumee River, where people congregate to take in the views or spend time fishing, and the summer Farmers' Market.

Toledo is heavily integrated with its suburbs, like Sylvania, Perrysburg and Ottawa Hills, so it's quite common to take advantage of restaurants and activities in those areas. Cedar Point amusement park and Put-In-Bay, an island with myriad restaurants and activities, are big attractions that are close enough to make for an easy day trip.

The Findlay-area Campus is in one of Ohio's most progressive cities. Living in Findlay offers residents a dense suburban feel and most residents own their homes. In Findlay there are a lot of coffee shops and parks. Many families and young professionals live in Findlay and the area is a top micropolitan for economic development. The public schools in Findlay have math and reading scores that are consistently higher than the state average.





## LEADERSHIP AGENDA FOR THE NEXT VICE PRESIDENT FOR HUMAN RESOURCES

Owens Community College (OCC) is seeking a Vice President for Human Resources, elevating the position from a Directorship. This is an exciting opportunity for an innovative leader to join a vibrant community and create an integrated human resources program. As a member of the President's leadership team, the Vice President will work collaboratively with the other vice presidents to align institutional priorities with human resources work areas to achieve greater visibility and promote employee engagement across the College.

In alignment with the new College Strategic Plan, the Human Resources Vice President will continue to enrich employee engagement through programming that attracts employees and that retains their employment. The Vice President will take the lead in developing a strategy to establish a culture of community for Owens and will be responsible for the strategic and administrative oversight of creating and implementing a comprehensive human resources program at the College. The Vice President for Human Resources is responsible for planning and implementing initiatives that support employee engagement and service excellence, and that strengthen Owens' aspiration of being an employer of choice, one that recruits and retains top talent.

The Vice President will lead a fairly new team dedicated to the highest quality of service, and will oversee the Human Resources budget and provide leadership and direction for the core functions of the office, including:

- labor and employee relations;
- benefits administration;

- recruitment and hiring;
- employee engagement;
- compensation;
- organizational design;
- training and career development;
- performance management;
- succession planning;
- compliance with Title VII, Title IX, ADA and other federal and state regulations;
- employment policies and procedures;
- programs that foster a culture that supports inclusion and a sense of belonging among all faculty and staff.

The Vice President has overall accountability for HR performance and ensuring compliance with federal, state and college employment standards and practices.

The Vice President must be an enterprise-wide thinker who works collaboratively with other senior leaders, and with faculty, staff and all stakeholders and provides consultation to managers on change management, strategic staffing and organizational plans.

The successful candidate must have a strong commitment to advancing belonging, an appreciation of all the constituents that a community college serves.



## REQUIRED QUALIFICATIONS

The new Vice President for Human Resources shall demonstrate the following **required** credentials:

- A bachelor's degree in human resources, business administration, or related field; a Master's in a related field or law degree is highly preferred.
- Experience leading successful human resource organizations.
- A track record of high-level, successful employee relations skills.
- Knowledge of and demonstrated ability to implement best practices in human resources.
- Demonstrated skills in labor relations, and the ability to work effectively in a unionized, public-sector environment and with outside counsel on these matters.
- Demonstrated ability to promote organizational culture improvements.
- Excellent interpersonal and conflict resolution skills.
- Ability to work collaboratively and effectively with colleagues.
- Innovative and strategic, with a commitment to advancing the college's mission, vision, and values.
- Collegial social presence, professional acumen, positive attitude, deep listening skills, relate to people well, team player, creative thinker and engaging public speaker.



- Excellent verbal, listening and written communication skills.
- Excellent strategic thinking skills and experience transforming strategy to implementation.
- Excellent organizational skills and attention to detail, focused on measurable results.
- Strong analytical and problem-solving skills.
- Strong supervisory and leadership skills.

## PREFERRED QUALIFICATIONS

- SHRM-CP or SHRM-SCP certification.
- Experience in higher education administration.
- Experience using enterprise systems, particularly Workday.
- Experience in public-sector organizations.
- Proficient with Microsoft Office Suite or related software.







## APPLICATION AND NOMINATION PROCESSES

Owens Community College has enlisted the support of Academic Search in this search. Those who are considering applying are encouraged to schedule a confidential conversation with the senior consultant for this search, Kate Nolde, at [kate.nolde@academicsearch.org](mailto:kate.nolde@academicsearch.org).

**Applications should consist of the following documents, to be submitted electronically in .pdf format:**

- Detailed letter of interest addressing the leadership agenda and qualifications as outlined in this profile.
- Full resume with relevant administrative responsibilities and accomplishments.
- List of five professional references, including names, phone numbers, and email addresses, noting the candidate's relationship for each reference. References will not be contacted until later in the search process and only with the candidate's permission.

Application materials, nominations, and expressions of interest should be submitted to [OwensVPHR@academicsearch.org](mailto:OwensVPHR@academicsearch.org). Nominations should include the nominee's full name, position, institution/organization, and email address.

Although applications will be reviewed until the position is filled, to ensure full consideration by the Search Committee, application materials should be received by **March 14, 2024**. A background check (including identity, degree verification, and criminal records check) must be completed satisfactorily before any candidate can be offered this position.

*Owens Community College is an Affirmative Action/ Equal Opportunity Educator and Employer committed to a multicultural environment and strongly encourages applications from women, minorities, veterans and persons with disabilities. In compliance with the ADA Amendments Act (ADAAA), if you have a disability and would like to request an accommodation in order to apply for a position with Owens Community College, please call [\(567\) 661-7527](tel:5676617527) or email [employment@owens.edu](mailto:employment@owens.edu)*

# ABOUT ACADEMIC SEARCH

Academic Search is assisting Owens Community College 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.



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