

SlipperyRockSM University



Chief Human Resources Officer Position Prospectus

Chief Human Resources Officer

Slippery Rock University, a four-year, comprehensive university and leading member of the Pennsylvania State System of Higher Education, seeks a dynamic and experienced Human Resources professional to serve as its next Chief Human Resources Officer (CHRO).

Reporting to the University President and serving on the President's Cabinet, the CHRO is responsible for strategic leadership and management of employees in Human Resources, Compliance, and Payroll.

The CHRO develops, implements, and evaluates policies and administrative operations to ensure the effective and efficient operation of all human resource aspects of the University. This includes talent acquisition and development, the Human Resources Information System (HRIS), professional and leadership development, legal and regulatory compliance, and compensation and performance management.

The CHRO is the administrator responsible for labor relations, employee engagement and relations, benefits, immigration issues, student employment, student payroll, employee payroll, and compliance.

Seven HR professionals report to the CHRO:

- 1) Executive Director of Campus Climate, Culture, and Compliance
- 2) Director of Professional Development and Human Resources Investigator
- 3) Benefits and Transaction Manager
- 4) Employment Manager
- 5) Payroll and Student Employment Manager
- 6) Labor Relations Specialist and Title IX Investigator
- 7) Administrative Assistant





ABOUT SLIPPERY ROCK UNIVERSITY

Slippery Rock University (SRU) is a mid-sized public institution serving approximately 8,000 students across diverse academic programs. SRU is committed to innovation in teaching, research, and student success.

History

SRU opened its doors March 26, 1889, as Slippery Rock State Normal School. Its first president was James Morrow, grandfather of Anne Morrow Lindbergh, and the enrollment for the first session was 168 students. Limited to a singular mission in teacher education, the normal school over the years fulfilled its mandate well, graduating thousands of students to staff the public schools in Pennsylvania and throughout the nation.

In 1926, the institution was purchased by the Commonwealth, became a four-year college for teachers, and continued the tradition of teacher training. While the curricular preparations were in elementary education and in a number of secondary education subjects, the area of academic focus which was assigned at that time by the Pennsylvania Department of Education was in health and physical education. It was this concentration that the institution soon achieved a national reputation for excellence.

The institution was renamed Slippery Rock State College in 1960 and for the first time, could award undergraduate and graduate degrees in the liberal arts and in the professions. Expanded curricular offerings and an increased number of degree programs created an appreciable rise in enrollment. From 1960 to 1971, enrollment rose from 1,314 to 6,020 students, before eclipsing 7,000 in 1988, 8,000 in 2005 and reaching today's level that exceeds 8,300. In 1983, the institution adopted its current name, Slippery Rock University.



VISION, MISSION, AND VALUES

Vision

Slippery Rock University will excel as an accessible, inclusive, and engaging community, centered on student learning, positively shaping the future of the region, through the lives of its graduates.

Mission

Slippery Rock University offers accessible and affordable, broad-based education, through scholarly and creative endeavors, and empowering community-engagement. Educating learners at both the undergraduate and graduate levels, Slippery Rock University fosters an environment of belonging, while ensuring the economic mobility of our graduates. The university is committed to enhancing the quality of life of our learners and our region.

Core Values

Slippery Rock University pursues its vision and accomplishes its mission through the following set of shared values:

- **Community and Belonging** - We champion diversity, support divergent ways of thinking, and offer an inclusive experience so that our students, faculty, staff, and alumni consider SRU their 'extended family'.
- **Student-Centered** - We develop strong connections with our learners and support the development of the whole person.
- **Engagement** - We explore and create multiple ways of learning, including community, global, and workplace engagement.
- **Transformation** - We offer an intentional collection of curricular and co-curricular programs and experiences designed to foster student learning and growth.
- **Civic-Mindedness** - We encourage students, faculty, and staff to be civically aware and socially responsible.
- **Collaboration** - We promote and expect collegiality, resourcefulness, civil discourse, and solution-driven thinking.
- **Focus on the Future** - We embrace the university's role in contributing to the prosperity of the region and the upward mobility of our graduates.
- **Stewardship** - We make all decisions in the light of our obligation to be responsible stewards of public funds.

LEADERSHIP OPPORTUNITIES

Bring Innovative Human Resources Best Practices to the University

The next CHRO will have the opportunity to serve as a thought leader who introduces innovative HR practices, emerging workforce trends, and forward-looking talent strategies to support the university's mission and goals. By staying abreast of developments in areas such as employee engagement, leadership development, support for and engagement with diverse work environments and employees, performance management, organizational effectiveness, and workforce well-being, this leader can help position Slippery Rock University as an employer of choice. The CHRO will play a key role in fostering a culture of continuous improvement by thoughtfully adapting proven practices from higher education and other sectors to meet the evolving needs of the university community.

Develop a Comprehensive and Strategic Talent Acquisition Program

Slippery Rock University presents an opportunity for a visionary CHRO to elevate talent acquisition from a transactional process to a comprehensive workforce strategy. Working collaboratively with academic and administrative leaders, the CHRO can strengthen recruitment practices, enhance employer branding, expand outreach to diverse talent pools, and develop proactive succession and workforce planning initiatives. By creating a more strategic approach to attracting, hiring, onboarding, and retaining exceptional faculty and staff, the CHRO can help ensure SRU remains competitive in a rapidly evolving higher education labor market.

Modernize and Digitize Human Resources Operations

The next Chief Human Resources Officer will have the opportunity to lead the continued modernization of the Human Resources function by leveraging technology, data, and process improvement to enhance efficiency, service delivery and decision-making. This leader can evaluate and streamline HR systems, workflows, and administrative processes, while identifying opportunities to automate routine functions and improve the employee experience. By advancing digital solutions and strengthening the use of workforce analytics, the CHRO can position HR as a more responsive, strategic, and data-informed partner to the university community.

Work with the PASSHE System Office and other PASSHE campuses

The next CHRO will engage with, support and enhance the existing networks of HR professionals across PASSHE. In addition, the CHRO will work closely with the individuals in the System office who support compliance, labor relations and systems enhancement across the System's campuses.

Support and Enhance the HR Team

The HR team members are dedicated to the success of SRU and work together as a coherent team. The next CHRO has the opportunity to mentor and enhance the expertise of this dedicated group of professionals and foster their growth in their roles to meet even more effectively the needs of SRU. With the full array of skill sets one would expect, the team stands ready to learn additional approaches, new ways of working, and take on a variety of new challenges in the years ahead.

Minimum Qualifications

- Bachelor's degree.
- A commitment to promoting diversity, equity, inclusion, and belonging.

Preferred Qualifications

- Senior Professional in Human Resources (SPHR) credentials and experience working in Human Resources in higher education.
- Five years of progressive Human Resources and Labor Relations experience, including working in a unionized environment Successful history in labor and employee relations; investigations; conflict resolution, including mediation; mentoring; strategic planning; budgeting; and talent acquisition and retention.
- Master's degree in Human Resources Management, Business Administration or a related field, or a JD.

With more than 150 undergraduate majors and minors, more than 40 graduate programs, certificates and online degree completion programs, SRU offers a variety of areas of study designed to help students find their passion and achieve their dreams. Students have the opportunity to research with world-renowned faculty in state-of-the-art facilities.

There are five colleges within Slippery Rock University:

- Haverlack College of Business
- College of Education
- College of Engineering and Science
- College of Health Professions
- College of Liberal Arts

SRU's general education program, Rock Integrated Studies, sets SRU students up for success in their academic concentrations by teaching them to integrate knowledge and skills across broad disciplinary categories and relate their coursework to the world around them.

SRU's Living-Learning Communities help students connect and contribute to something bigger than themselves, all while residing in our contemporary residence halls. The SRU Honors College is an interdisciplinary community of highly motivated and talented students seeking to support each other and expand their education within and outside the classroom.

SRU's service-learning programs help students build identity to become global citizens, while its leadership opportunities offer a co-curricular experience that inspires lifelong learning. SRU's global initiatives send students on transformative study abroad experiences that broaden perspectives and enable future connections.

Slippery Rock's commitment to student success is central to its mission. Each student is assigned a success coach and is encouraged to work with the university's career professionals throughout their time at SRU for mentorship and guidance.

Students

- 92% of first-year students live on campus
- 89% have in-state residency status
- 58% have residency within 50 miles of campus
- 14% are residents of Butler County
- 83% are traditional college age (under 25)
- 58% are female
- 12% are non-majority ethnicities

Strategic Plan

Strategic planning is ongoing at Slippery Rock University. The current plan centers on the following key elements across the university:

- Commitment to a Robust, Supportive, and Inclusive Culture
- Commitment to Academic Discovery and Growth
- Commitment to Community Impact and Collaboration
- Commitment to Financial Sustainability and Resource Stewardship



Athletics

Slippery Rock University participates in NCAA Division II, with 19 sports, including 11 women's teams and eight men's teams. The nickname for the University's athletics teams is "The Rock."

Awards and Rankings

- "Best Mid-Atlantic" by the Princeton Review.
- "America's Best Colleges" by Wall Street Journal/College Pulse.
- #2 "Most Selective Colleges and Universities in the Pittsburgh area" by Pittsburgh Business Times.
- #20 "Top Public Schools" (Regional Universities, North) by U.S. News & World Report.
- #26 "Best Colleges for Veterans" (Regional Universities, North) by U.S. News & World Report.
- #32 "Best Value Schools" (Regional Universities, North) by U.S. News & World Report.
- #55 "Regional Universities North" by U.S. News & World Report.
- #169 "Best Online Bachelor's Programs" by U.S. News & World Report.
- #74 out of 580 for "Best Master's Universities," by Washington Monthly.
- #309 out of 1,417 for the "Best Colleges" by Washington Monthly.
- "Best Bang for the Buck" school by Washington Monthly.
- #5 "Most Affordable Colleges in Pennsylvania" by Research.com.
- #5 "Best Value Colleges in Pennsylvania" by Research.com.
- #10 "Best Colleges in Pennsylvania" by Research.com.
- #29 "Best Value Colleges in the Northeast U.S." by Research.com.
- #73 "America's Best Colleges for Women" by Newsweek.
- #5 "Pennsylvania's Best Colleges for Women" by Newsweek.
- "Best for Families" (University and Continuing Education) by Pittsburgh Parent Magazine.
- #4 "Best College Dorms in Pennsylvania" by Niche.com.
- #41 "Best College Dorms in America" by Niche.com.
- #6 "Top Public Universities in Pennsylvania" by Niche.com.
- #7 "Colleges for Education in Pennsylvania" by Niche.com.
- #8 "Colleges for Communications in Pennsylvania," by Niche.com.
- #9 "Best College Campuses in Pennsylvania," by Niche.com.
- "Green College" by The Princeton Review.



President Karen Riley

Karen Riley joined Slippery Rock University as its 18th president on July 1, 2023. As the University's top executive administrator, Riley is continuing the legacy of keeping SRU as one of the leading public institutions in Pennsylvania. During Riley's presidency, she will create a new strategic plan and oversee the next era of the University. From its heritage as a college for teachers more than 130 years ago, to today offering more than 150 academic programs and credentials across five colleges, SRU will continue to evolve to support its students. Riley was previously provost and chief academic officer at Regis University in Denver, Colorado, from 2021-23. While there, she developed and launched an academic plan focused on excellence in teaching, research and student thriving. Before joining Regis University, Riley was dean of the Morgridge College of Education at the University of Denver from 2014-21. During that time, Riley increased scholarly productivity across the college, raised over \$27 million dollars, increased the number of students, faculty and staff, and launched a Center for Professional Development to provide certificates and stackable credentials.

Riley began her career at the University of Denver in 2001 as a project coordinator and rose through the faculty ranks as an assistant (2004-10) and associate (2010-17) professor of child, family and school psychology. She became chair of the Educational Research Policy and Practice Department in 2011, before becoming interim dean of the College of Education in 2013.

An expert in neurodevelopmental disorders, Riley has researched approaches to addressing societal issues and improving the lives of those affected by Fragile X syndrome and Down syndrome. She spent the first decade of her career as an early childhood specialist and special education coordinator in public schools. Riley earned a bachelor's degree in psychology at Colorado State University and a master's degree in early childhood special education and a doctorate in educational psychology from the University of Denver.

Commitment to Equality and Inclusive Community

The Office for Diversity, Equity, Inclusion and Belonging works to recognize and value the range of human differences, ensuring fairness and justice in the distribution of resources and opportunities, creating a welcoming and supportive environment where all members of the community can fully participate while fostering a sense of connection and acceptance within the campus community.



About PASSHE

Pennsylvania's State System of Higher Education (PASSHE) was established on July 1, 1983.

The mission of the System is as relevant today as it was at its founding: to provide high-quality education at the lowest possible cost to students; to increase educational attainment in the Commonwealth of Pennsylvania; to prepare students at the undergraduate and graduate levels for professional and personal success in their lives; and to contribute to the economic, social, and cultural development of Pennsylvania's communities, the commonwealth, and the nation.

With 85,000 degree-seeking students and thousands more enrolled in certificate and other career-development programs, the State System is vital to Pennsylvania's economy. A 20-member Board of Governors is responsible for oversight of the State System.

SRU consistently places in the top two on the PASSHE financial dashboard, which assesses a variety of metrics across the areas of market demand, operating efficiency, and financial performance. The University also has received high ratings for stewardship of its physical assets.





SLIPPERY ROCK, PA

Slippery Rock University's campus is located in one of western Pennsylvania's most beautiful areas in Butler County. The borough of Slippery Rock is a safe and friendly community located about 50 miles north of Pittsburgh.

The college town is punctuated by street fairs, student jazz ensembles playing on sidewalks, public art pieces, and a water sculpture by renowned aluminum artist James Myford. History takes center stage thanks to a recent effort that identifies historic buildings with bronze plaques explaining the structure's historical significance.

A haven for outdoor enthusiasts, Slippery Rock borders two of Pennsylvania's premier state lands including Moraine State Park and Jennings Environmental Education Center. The community's popularity promises to become even more enticing as a "trail town" off the North Country National Scenic Trail which, when completed, will become the longest off-road hiking trail in the U.S., linking forests, mountains, and prairies across seven states.

In addition to diverse dining options, residents and visitors also take advantage of nature's bounty at the Slippery Rock Community Farmers' Market, and locally produced vegetables, eggs, meat, herbs, breads, honey, plants, soaps, and more are sold at Rock Falls Park.



APPLICATIONS, NOMINATIONS & EXPRESSIONS OF INTEREST

Applications, Nominations and Expressions of Interest
AGB Search is pleased to assist Slippery Rock University with this leadership search.

To apply for the Chief Human Resources Officer position, candidates are requested to submit the following:

- (1) resume;
- (2) a letter of interest that addresses how the candidate's experiences and qualifications connect with the required/preferred characteristics and priorities as expressed in this position prospectus; and
- (3) contact information for five references (to be contacted with candidate's permission at a later date).

For best consideration, applications should be submitted by **July 27, 2026**, to the AGB Search portal at: [Slippery Rock CHRO](#). The search will remain open until an appointment is made.

Nominations and expressions of interest in the Chief Human Resources Officer position are encouraged. Please direct them to SlipperyRockCHRO@agbsearch.com or to the AGB Search consultants listed below:

Kimberly Templeton, J.D.
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