

School Name: Milwaukee Area Technical College
Position: Vice President of Human Resources



<https://www.matc.edu/>

COLLEGE OVERVIEW:

Founded in 1912, Milwaukee Area Technical College (MATC) is Wisconsin's largest technical college and is the state's largest majority-minority college; 57% of students identify themselves as a minority. MATC offers more than 200 associate degree, technical diploma, certificate and apprenticeship programs within six academic schools. Our employees play a key role in the transformation and advancement of our students.

In addition to the Downtown Milwaukee Campus, MATC students are welcomed at the Mequon Campus, Oak Creek Campus, West Allis Campus, the Health Education Center, and the Education Center at Walker's Square. Total enrollment is nearly 37,000 students. MATC employs around 1,250 full-time faculty and staff and just over 400 part-time faculty and staff. The 2016-17 fiscal year operating budget was \$178 million. Additional information may be found at the college's website, www.matc.edu.

Fast Facts - https://www.matc.edu/discover_matc/upload/2016-17_MATC_fast-facts.pdf

CAMPUS PROFILES

MATC offers day, evening and weekend classes, and many options for online learning.

Our four full-service campuses are:

- Downtown Milwaukee Campus, 700 West State Street
- Mequon Campus, 5555 West Highland Road
- Oak Creek Campus, 6665 South Howell Avenue
- West Allis Campus, 1200 South 71st Street

In addition, MATC has two education centers:

- Downtown Milwaukee Campus Health Education Center (HEC), 1311 North Sixth Street
- MATC Education Center at Walker's Square, 816 West National Avenue, Milwaukee

A pioneer in online learning, MATC offers nine associate degrees, and 11 technical diplomas and five certificates entirely online, plus hundreds of online courses. MATC courses also are taught at numerous evening centers and community-based sites.

MISSION, VISION AND CORE VALUES

Mission

As a public, two-year comprehensive technical college, MATC offers exceptional educational and training opportunities and services to our diverse metropolitan area by engaging with partners to advance the quality of life for our students and community.

Vision

MATC is the premier comprehensive technical college that provides excellence in education to enrich, empower and transform lives.

Core Values

- **Student Success:** We value and prioritize the achievement of our students' goals by promoting student learning and providing a supportive environment to foster completion.
- **Accountability:** We value and promote responsibility and transparency to achieve sustainability, continuous improvement, and the effective and efficient use of resources.
- **Collaboration:** We value and engage internal and external partners to respond to community needs.
- **Customer Focus:** We value and nurture relationships with our students and stakeholders, inviting feedback to ensure that we surpass their needs and expectations.
- **Diversity:** We value and foster an inclusive campus climate.
- **Excellence:** We value and achieve informed decisions and actions that promote high standards, and continual personal and professional development.
- **Innovation:** We value and cultivate an environment where new ideas, creative thinking and imagination can flourish.
- **Integrity:** We value and champion ethical, honest communication and conduct.

OPPORTUNITY OVERVIEW:

The Vice President of Human Resources is an important and valued member of the President's Cabinet. The VP of HR strategically leads the Human Resources Department using best policies, practices and trends in the industry. This position will develop a high performance culture that emphasizes engagement, empowerment, quality standards, goal attainment, recruiting and retaining talent as well the development and growth of a superior workforce. The VP will champion and role model the values of the college and drive a service-oriented culture by promoting the college's customer service standards. The VP will help to strategically position the college as a preferred and best-place to work employer in the district.

The VP of HR will serve as a change agent for systems and processes related to talent management, succession planning, equity and inclusion, multiculturalism, innovation, collaboration, employee recognition, compensation and benefits programs, legal compliance, data analysis and other HR systems.

Required Qualifications

Bachelor's degree in Human Resources Management or related field; a Master's degree, law degree or SPHR designation is preferred;

Ten (10) years of progressively responsible professional level experience in labor relations, employment, compensation, benefits, and human resources management, seven (7) of which must have been in an administrative management capacity;

Desired Qualifications

Preference will be given to candidates with experience in an educational institution or in the public sector; any equivalent combination of experience and training which provides the necessary knowledge, skills and abilities to include the following:

1. Extensive knowledge of the principles, practices, and techniques of human resources administration in a public educational setting.
2. Extensive knowledge of labor relations, compensation, benefits, human resources information systems, and employment functions.
3. Experience in the development and implementation of policies and procedures.
4. Experience in working with all levels of employees within a large and complex organization similar to MATC.
5. Ability to do public speaking and to communicate effectively through both oral and written means.
6. Ability to handle complex administrative situations and problems.
7. Ability to work with persons from different socio-economic, racial, and ethnic backgrounds; and has a commitment to enhancing diversity throughout organization.
8. Ability to establish and maintain effective working relationships with the MATC Board, employees, students, representatives from outside organizations and the general public.

For the full job description please [click here](#).

APPLICATION PROCESS:

Please direct inquiries and nominations to the College's search consultant:

Angela Provard, President Pauly Group, Inc.
3901 Wood Duck Drive, Suite E Springfield, IL 62711
Phone: 217-241-5400
Fax: 217-241-5401
E-mail: aprovard@paulygroup.com

Please apply online at the [MATC website](#) and attach a current resume.

Applications will be accepted until the position is filled, with materials submitted by **Wednesday, December 5, 2018** receiving priority consideration. All applications are confidential and references will not be contacted without the expressed authorization of the applicant.

MATC is an AA/EEO employer and committed to workplace diversity. Excellence through cultural diversity, we strongly encourage people of all racial/ethnic backgrounds to apply.



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