



Stony Brook University

Vice President for Human Resources

Stony Brook, New York



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Stony Brook University seeks a strategic, collaborative, visionary, and transformational leader to serve as the next Vice President for Human Resources (VPHR). Reporting to the Senior Vice President for Finance and Administration and serving as a member of the President's cabinet, the VPHR will oversee central campus HR functions and centers of excellence including talent acquisition/recruitment, total rewards, training, organizational development, employee engagement, employee and labor relations, HR Business Partners, HealthierU and EAP. The VPHR will continue ongoing transformational efforts to ensure that Stony Brook Human Resources aligns strategic HR practices with university goals to provide modern, efficient, and responsive human resources services to the entire community. Stony Brook University has demonstrated a strong commitment to HR and continues to make significant investment in its development. The new VPHR will be well positioned and supported to evolve and fully implement this HR transformation effort.

This is an exciting time to join Stony Brook University, a public research university known for its vibrant campus life, academic excellence, healthcare, access to the arts, and strong research environment. As a key partner to the incoming new President, the VPHR will build a best-in-class human resources operation at a university recognized as one of the nation's important centers of learning and scholarship.

About Stony Brook University

Stony Brook University is a flagship of the [State University of New York \(SUNY\)](#) system. It is a leading public university, an internationally recognized research and medical institution, and a member of the prestigious Association of American Universities (AAU). It is known as one of the nation's premier centers for academic excellence and is a leader in generating social mobility. Home to over 26,000 students and 16,000 faculty and staff, Stony Brook is located less than 60 miles east of Manhattan on Long Island's beautiful North Shore.

Situated on 1,454 wooded acres, the campus encompasses [12 schools and colleges](#); a [Research and Development Park](#); a host of [centers and institutes](#) that range in focus from education, arts, and culture to STEM, business, and medicine; and world-class athletics facilities, including a 12,300-seat stadium and a 4,000-seat arena. The University also includes Stony Brook Medicine, Long Island's premier academic medical center, encompassing five health sciences schools, four hospitals, 200 community-based healthcare settings, and a growing number of clinical affiliations. Stony Brook University has an additional teaching and research campus in Southampton, New York, which is home to graduate arts programs, health sciences professional programs, and the Marine Sciences Center. Since 1998, Stony Brook, in partnership with Battelle, has managed the Brookhaven National Laboratory, one of only 17 Department of Energy National Labs, with many faculty holding joint appointments.

In 2023, Stony Brook was named the anchor institution for The New York Climate Exchange, a historic partnership to build an international climate solutions center on Governors Island in New York City.

Stony Brook University Mission

- To provide comprehensive undergraduate, graduate, and professional education of the highest quality;
- To carry out research and intellectual endeavors of the highest international standards that advance knowledge and have immediate or long-range practical significance;
- To provide leadership for economic growth, technology, and culture for neighboring communities and the wider geographic region;
- To provide state-of-the-art innovative health care, while serving as a resource to a regional health care network and to the traditionally underserved;
- To fulfill these objectives while celebrating diversity and positioning the University in the global community.



Leadership

Incoming President Andrea Goldsmith

Andrea Goldsmith has been named the 7th president of Stony Brook University following a unanimous vote by the SUNY board in New York. She will begin her appointment as president on August 1st, 2025. Dr. Goldsmith will also oversee Stony Brook Medicine. Dr. Goldsmith is the current Dean of the School of Engineering and Applied Science at Princeton University. Prior to Princeton she was the Stephen Harris Professor of Engineering and Professor of Electrical Engineering at Stanford University where she's now Harris Professor Emerita.

Dr. Goldsmith is a member of the National Academy of Engineering, the Royal Academy of Engineering, the Royal Swedish Academy of Engineering Sciences, and the American Academy of Arts and Sciences. She has received several awards for her work, including induction into the Wireless History Foundation Hall of Fame and the National Inventors Hall of Fame, the Marconi Prize, the IEEE Dresselhaus Medal, the IEEE Education Medal, the ACM Sigmobility Outstanding Contribution Award, the WICE Mentoring Award, and the Silicon Valley/San Jose Business Journal's Women of Influence Award. She is author of the book *Wireless Communications* and co-author of *MIMO Wireless Communications*, *Principles of Cognitive Radio*, and *Machine Learning and Wireless Communications*, all published by Cambridge University Press, as well as an inventor on 38 patents. She received a BS in engineering math as well as MS and PhD degrees in electrical engineering from U.C. Berkeley.

Jed Shivers, Senior Vice President for Finance and Administration

Jed M. Shivers was named Stony Brook University's senior vice president for finance and administration effective July 18, 2022.

Shivers is responsible for managing Stony Brook's financial, administrative, and facilities operations, and will help guide the financial direction for the University as it advances its institutional mission of education, research, and service. His portfolio includes Budget, Financial Planning and Analysis; Human Resources; Information Technology; Enterprise Risk Management; Parking and Transportation; and Facilities and Services.

Shivers was previously vice president for finance and operations at the University of North Dakota (UND) and also served as associate dean for finance and administration at Albert Einstein College of Medicine in the Bronx for 11 years. Shivers was previously at the University of California San Francisco School of Medicine and Medical Center, Yale University School of Medicine, the University of Miami Health System, and Stanford University School of Medicine. Shivers received his bachelor of science from Johns Hopkins University in psychology and natural science, and an MBA from the University of Connecticut with a specialization in healthcare management.

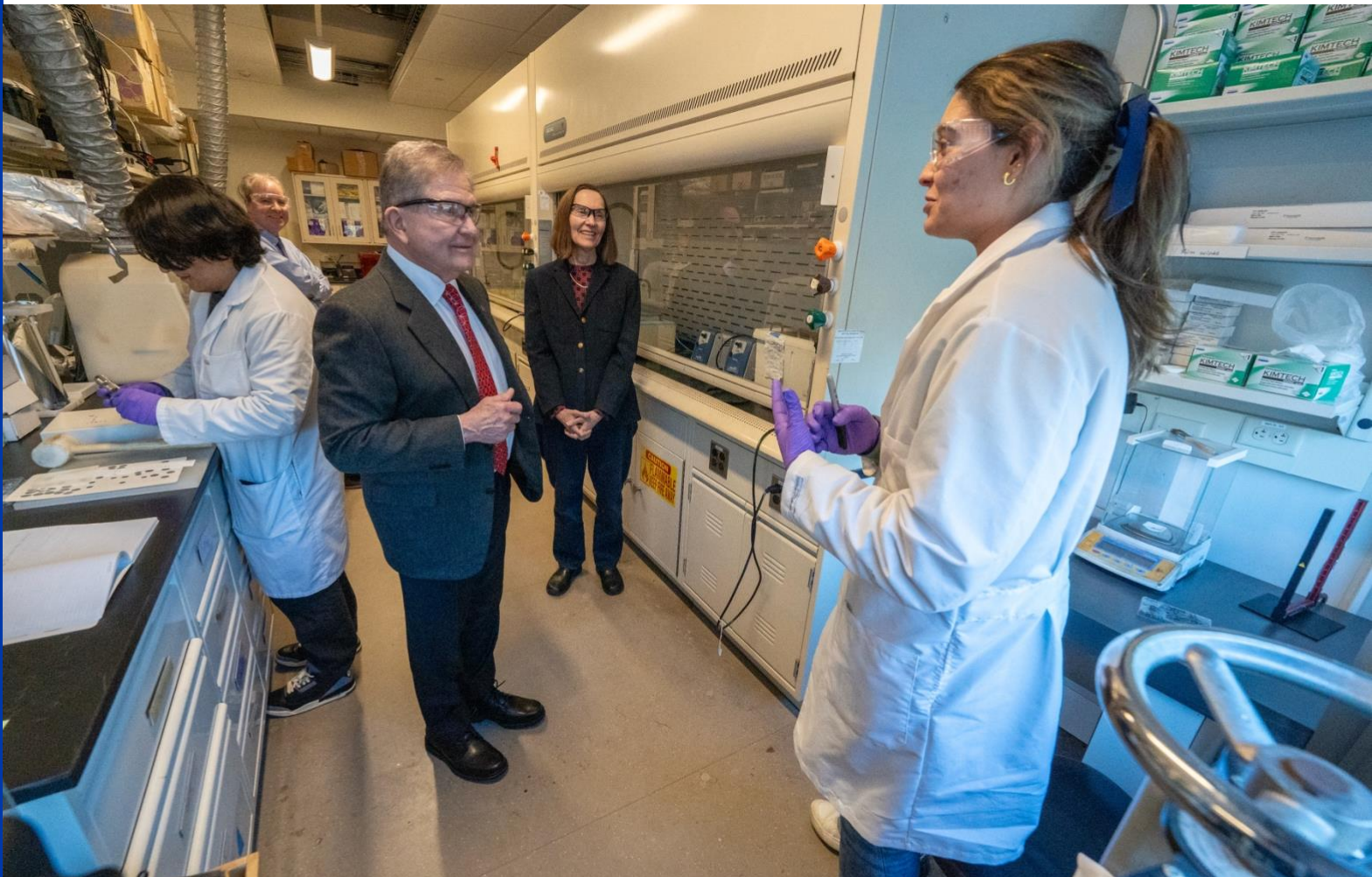
Academics at Stony Brook

The more than 17,500 undergraduate students at Stony Brook engage in active learning in more than 200 majors, minors, and combined degree programs across nine of Stony Brook's twelve schools and colleges. Graduate students engage in rigorous study and research at the master's and doctoral levels through 48 programs in the Graduate School with additional health

professions and clinical study offered in the Schools of Medicine, Health Professions, Dental Medicine, and Social Welfare. Stony Brook is also deeply committed to supporting New York communities and more than 1600 students engage in service-learning activities that enhance their learning both within academic courses and in public service activities outside the classroom.

Research

With research and development expenditures of \$325 million Stony Brook University boasts an internationally renowned research program and dozens of [centers and institutes](#) across all disciplines. The [SUNY Research Foundation](#) (RF), which is the largest comprehensive university-connected research foundation in the country, provides administrative services that support State University of New York (SUNY) faculty who are engaging in critical research across a wide range of disciplines and works with the academic and business leadership of SUNY campuses to facilitate research and discovery by administering sponsored projects and delivering intellectual property and technology transfer services that speed critical discoveries to the marketplace. Stony Brook's branch of the Research Foundation includes a mix of faculty, staff, graduate students and post docs, some of whom are supported through central University Human Resources and some who are supported by Stony Brook Medicine Human Resources.



Students at Stony Brook

Students at Stony Brook have an endless array of opportunities for co-curricular learning, creative endeavors, athletics, and hobbies outside of the classroom. With more than 400 clubs and organizations for nearly every possible interest area, intramural sports teams, more than 30 Greek organizations, plus a radio station, students learn and grow through hands-on activities of all kinds. Students engaged in creative arts flourish in classrooms, studios, and multiple performance halls in addition to student organizations. The broad range of performance spaces, galleries, and cultural centers offer a full calendar of arts and cultural events for the Stony Brook community. Student athletes compete in Division I athletics in 7 men's teams and 9 women's teams. Stony Brook provides housing to more than 10,000 student residents including undergraduates, graduates and families in 28 residence halls and 23 apartment style facilities, and more than three quarters of Stony Brook freshman live on campus. Resident assistants account for most student employees on campus, whose employment is handled through the University's career center.

Inclusive Culture / Equitable Community

Stony Brook University stands out as a premier research institution in the United States, with a strong track record of supporting students from a variety of backgrounds who achieve remarkable success. We take pride in being one of the few universities in the U.S. where graduation rates for students receiving Pell Grants exceed those of their peers. Additionally, Stony Brook celebrates its high percentage of first-generation college students and the upward social and economic mobility of its graduates.

The University's achievements in fostering an inclusive environment are reflected in numerous accolades. In 2024, Stony Brook was honored with the Higher Education Excellence in Inclusion (HEED) Award, recognizing U.S. colleges and universities that demonstrate an exceptional commitment to creating an inclusive and equitable campus culture, awarded by INSIGHT Into Diversity. In 2020, U.S. News & World Report ranked Stony Brook #51 among national universities for its commitment to campus representation and support.

Stony Brook University is also recognized as a global leader in promoting equity in the workplace. We are proud to be one of only ten universities worldwide serving as a UN Women HeForShe 10x10x10 IMPACT Champion. In partnership with ten global companies



and ten nations, we have made significant commitments to advance equity and support initiatives that drive progress within our sectors. Our recent Impact Report showcases our initiatives that empower all individuals in science and engineering fields.

Stony Brook is nationally recognized for academic excellence and promoting student social mobility with a proud history of undergraduate student success. The University's distinguished faculty have earned esteemed awards such as the Nobel Prize, Pulitzer Prize, Indianapolis Prize for animal conservation, Abel Prize, and the Breakthrough Prize in Mathematics.

The Opportunity

As Long Island's largest single-site employer, the University has 16,000 full- and part-time employees, including more than 2,900 faculty. With a mission to empower the workforce through collaboration, connection, and innovation to deliver an exceptional employee experience, Human Resources at Stony Brook is charged with executing its vision to be a progressive leader in fostering a destination workplace and culture of excellence, impact, and belonging across the region, nationally, and globally. The VPHR will supervise, empower, support, and professionally develop 47 staff throughout the human resources enterprise. With 5 direct reports, the VPHR supervises a budget of over \$6 million.

Through HR team empowerment, strategic vision, collaboration, technology implementation, and continued organizational redesign, the VPHR will continue the exciting cultural and organizational transformation that is well underway through the [HR Now](#) initiative. This bold transformation project was designed to reimagine the state of Human Resources at Stony Brook with the goal of ensuring SBU is an employer of choice, enhancing the employee experience, and positioning the University for continued future success through improved HR structures, systems, and practices. This campus-wide and multifaceted project identified a series of key projects across the HR enterprise, with associated roadmaps for implementation. Much of this work has been completed while other initiatives are still underway. The [Implementation Dashboard](#) provides detailed information to ensure transparency and ongoing community engagement in this critical work. One of many exciting advancements in this work is a significant expansion of Central HR services and capabilities, and the evolution of the HR Business Partner service delivery model, which features 12-14 embedded HR Business Partners to better meet the human resources needs across the institution.

The VPHR will refine and implement an inspirational vision and strategy to ensure the human resources division is empowered, responsive, efficient, and forward thinking in all that they do. The VPHR will continue to build and nurture strong relationships across campus with key stakeholders to engender trust and open lines of communication to support the human resources needs of the University. The next VPHR will be a highly collaborative, communicative, progressive and seasoned leader who will, in concert with team members, cultivate and foster a culture of trust, respect, and excellence within the human resources team. The VPHR will be a strategist and an effective communicator with a demonstrated track record of success in HR transformation work.

Key Accountabilities and Responsibilities

Develop and Empower the HR Team

The human resources team has undergone significant change in organizational structure and leadership, and the next vice president will have the opportunity to continue to build a strong and collaborative culture within the team. The next VPHR will have the chance to continue assessing the organizational structure and roles and hire talent to expand capabilities and bring new perspectives. Through strong leadership, unmatched integrity, the provision of internal and external professional development and training opportunities, strategic workforce planning within the human resources enterprise, and efficient team organization, the vice president will develop and empower a best-in-class human resources team.

Data-Informed Strategic Workforce Planning

The workforce at Stony Brook University is large and diverse in role and function. The VPHR will be highly data savvy and will expand and leverage analytics, workforce trends, and key performance metrics to forecast hiring needs and optimize talent acquisition strategies. Integrating institutional data and data market insights from Long Island and beyond, the VPHR will work to ensure that Stony Brook's workforce is agile, diverse, and ready to meet future challenges.

Labor and Employee Relations

Labor relations is a critical component of human resources work at Stony Brook, with 5,800 employees represented by collective bargaining agreements in a highly complex labor relations environment. This work requires effective collaboration, open communication, and a knowledge of effective and ethical negotiation practices. The VPHR will partner with SUNY to support the negotiations with the University's 10 bargaining units and 12 agreements that cover faculty, professional staff, classified civil service staff, graduate students, law enforcement professionals, and a local union of research assistants. The Vice President for Human Resources will lead and support the Labor and Employee Relations unit to ensure full and thoughtful adherence to negotiated contracts, and support for employees navigating challenges or conflict in the workplace. In addition, the VPHR will play a critical role in growing and sustaining strong partnerships and working relationships with HR and Labor and Employee Relations leaders at the SUNY system level.

Talent Acquisition

The VPHR will oversee and ensure an efficient, highly responsive, and thoughtful talent acquisition operation. Leveraging the ongoing rollout of the HR business partner service delivery model, the talent acquisition unit will provide highly responsive and creative talent acquisition support and resources that enable efficient and fully compliant hiring practices and assist Stony Brook to find and retain top talent in all areas. Stony Brook is transitioning from a traditional recruiting model to a true talent acquisition model, and recent investments will nearly double the size of talent acquisition and facilitate proactive, strategic recruiting support. The new VPHR will play a key role in building out this team and launching new services and practices in this critical area.



Total Rewards

The VPHR will ensure that Stony Brook's Total Rewards program is competitive in the marketplace and provides excellent benefits and resources for all employees and works in partnership with labor and employee relations to ensure full compliance with negotiated contracts. The University is investing in professionalizing and modernizing compensation services, support and practices, and the VPHR will help to drive and implement additional enhancements in this area. This role will also lead an effort to expand and elevate benefits and total rewards support for faculty and staff.

Well-being Resources

Through oversight of the Employee Assistance Program (EAP), the Healthier U employee wellness program, and other resources, the VPHR will ensure that Stony Brook's offerings for health and wellness meet the needs of today's employees and play a key role in the retention of Stony Brook's exceptional faculty and staff.

Opportunities and Challenges

Community Engagement, Trust Building, and Transparency

A highly functioning human resources enterprise is visible, transparent, collaborative, and communicative. The new VPHR will have the opportunity to build deep and trusting relationships across the institution, enabling open lines of communication and feedback, building trust, understanding community priorities and pain points, sharing the core functions and legal responsibilities of human resources, and measuring success.

Best in Class HR Strategies and Practices for Employee Engagement and Satisfaction

Prospective and new employees develop their first impression of Stony Brook through talent management and onboarding processes. The VPHR will lead the talented HR staff in the development/enhancement of leading-edge recruitment, onboarding, and engagement practices that provide a clear, consistent, comprehensive, and welcoming introduction to SBU for all new employees. The VPHR will also oversee comprehensive employee services and programs that create and foster a productive, diverse, and inclusive environment with an emphasis on effective talent management and ongoing professional development for employees at all career levels. Further, the VPHR will also continue developing and providing thoughtful development and training programs, evaluation processes, and tools and resources for employee satisfaction, productivity, and wellness. A newly formed culture and engagement function and team will also support these efforts, and the VPHR will help to mature this function. SBU is also launching its first ever staff and faculty engagement survey this spring, and the new VPHR will play a key role in establishing a baseline for employee engagement and developing strategies and approaches for action planning and driving culture and engagement initiatives.

Cultural Transformation

The next VPHR will have the opportunity to engage all members of the human resources team, individually and collectively, to develop strong professional relationships, understand staff member's professional goals, communicate expectations, and build trust within and beyond the human resources enterprise. The VPHR will lead with integrity, transparency, and fairness and will expect and support excellence across the team.

ERP Implementation

Stony Brook is undertaking the implementation of Oracle ERP for human resources and finance, with the HR module implementation underway. This implementation will kickstart a major modernization of processes and effectuate countless efficiencies for human resources and for the broader community by reducing manual transactions, enabling ease of access to information, and facilitating faster processes. The VPHR's leadership will be instrumental in ensuring the success of the ongoing implementation and optimizing HR functions across the institution. With a tech-savvy and collaborative approach, the VPHR will work closely with the change management team to facilitate a smooth, well-planned rollout. This includes clear and transparent communication throughout the process, along with providing comprehensive training and support to the community to fully realize the benefits of the new system.

Comprehensive Protocols for Hiring Across Employment Types

Stony Brook faculty, staff, graduate students, and post-docs are employed and receive benefits through various systems based on their roles, some of which differ between summer and academic year employment statuses. The VPHR will work closely with key campus stakeholders to understand these differences and develop clear processes and systems for hiring across each status type. The aim will be to ensure clarity for employees, consistency within HR practices, and greater efficiency in completing hires.

Nurturing and Growth of Training and Organizational Development

With significant investment and support from the University, the Training and Organizational Development team has been revitalized and is continuing to grow and evolve. The Vice President of Human Resources will champion the recently rebranded (Wolfpack Learning) unit's commitment to continuous learning and development. The VPHR will nurture and expand the team, ensuring that faculty and staff are equipped with the cutting-edge tools and resources to excel, innovate, and advance in their careers.



Candidate Profile

Strong candidates for VPHR will bring a deep understanding and demonstrated working knowledge of the full human resources enterprise and a nuanced understanding of its interconnectivity for success. The VPHR will be both a transformational leader and one who leads by example, a leader who seeks positive outcomes and celebrates excellence. They will have a track record of highly collaborative change management and thoughtful culture shift, bringing out the best in each team member and building collective strength. The VPHR is a leader who will identify emerging trends and provide insightful advice and leadership on workforce issues that impact the quality of education and research. The successful candidate will be highly data driven, tech-savvy, and ideally will have experience in ERP implementation best practices. Preferred qualifications include: A master's degree in human resources or related field or other advanced degree from an accredited university, SPHR or SHRM-SCP certification; and experience in labor relations.

HR Expertise

- ◆ A record of progressively responsible leadership roles in human resources, and leadership experience in higher education is preferred
- ◆ Proven record of success in driving HR strategy, managing organizational change, talent recruitment, development, total rewards, employee and labor relations, and retention
- ◆ Demonstrated experience in handling highly sensitive and confidential situations with a strong commitment to, and record of, exemplary professional and personal integrity
- ◆ Comfort managing compliance requirements and policy development within a state system

Collaboration and Communication

- ◆ Exceptional oral and written communication skills, including the ability to listen, build relationships, communicate ideas and plans effectively, and demonstrate high emotional intelligence
- ◆ A track record of engaging key constituents and collaborating effectively across a large and complex organization to optimize efficiency and service delivery
- ◆ A collegial, collaborative, consultative, transparent, and responsive professional approach to engaging with key stakeholders across Stony Brook

Change Management

- ◆ Demonstrated ability to lead change in and across a large, complex, and dynamic organization
- ◆ Ability to create and translate vision, strategic direction, and long-term goals into specific projects and initiatives with clear timelines and measurable goals
- ◆ A track record of modernizing systems and policies, including collaboratively implementing new systems, practice, and technologies
- ◆ Skill in executing data-informed decision making and analysis to drive strategic workforce planning and institutional needs

Leadership and Vision

- ◆ A visionary, innovative, and transparent approach to leadership that inspires others and generates respect and trust
- ◆ A transparent, compassionate, and accessible leadership and communication style and superior leadership and interpersonal skills and abilities, particularly in the areas of emotional intelligence, conflict resolution, and change management
- ◆ A demonstrated ability and desire to engage with, mentor, and develop employees and support the development of cohesive, collaborative teams
- ◆ A dedication to growing and fostering a vibrant, diverse, and inclusive community

Compensation & Benefits

The compensation range for this position is \$350,000- \$425,000 with a generous benefits package designed to support physical, mental, and financial wellness.

Contact

Amy Sugin, Beth Schaefer, and Laurie Casteen of Koya Partners/DSG, the executive search firm that specializes in mission-driven search, have been exclusively retained for this search. To express interest in this role please submit a compelling cover letter and resume by [filling out our Talent Profile](#). All inquiries and discussions will be considered strictly confidential.

Koya Partners is committed to providing reasonable accommodation to individuals living with disabilities. If you are a qualified individual living with a disability and need assistance expressing interest online, please email NonprofitSearchOps@divsearch.com. If you are selected for an interview, you will receive additional information regarding how to request accommodation for the interview process.

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Equal Opportunity at Stony Brook

Stony Brook University and Stony Brook Research are federal government contractors subject to laws regarding affirmative action and equal employment opportunity. These include: Executive Order 11246, Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA), and Section 503 of the Rehabilitation Act. In our effort to comply with the above regulations, Stony Brook University and Stony Brook Research provide affirmative action and equal opportunity to all its employees and applicants. All aspects of employment decisions are made without regard to: race, color, religion, sex, sexual orientation, gender identity, national origin, disability, and protected veterans.