



Pacific Northwest
University of Health Sciences

PNWU CHRO

Leadership Profile



THE OPPORTUNITY

Pacific Northwest University of Health Sciences (PNWU), a private health sciences university founded in 2005, in Yakima, Washington, seeks a mission-centric, skilled, collaborative human resources executive who will serve as the University's next Chief Human Resources Officer (CHRO). The CHRO serves as a senior advisor to the Chief Executive Officer (CEO), as well as an advisor to the executive team, on all human capital related matters. They help to ensure that the University has the talent, processes/systems, and commitment necessary to grow and meet its mission. They will possess significant HR experience, technical skills, and knowledge combined with effective communication skills. Managing a small staff of up to three HR professionals and providing management and guidance to ensure that HR contributes to decisions on the overall strategy and direction of PNWU, the CHRO will create a collaborative, strategic, and forward-looking HR function. A bachelor's degree is required.



About PNWU

PNWU is a grassroots, non-profit health sciences university established in 2005 by a group of visionary community leaders in Washington's fertile Yakima Valley aimed at increasing access to health care in medically underserved areas of the Pacific Northwest. The University's inaugural program was the first new medical school to open in the Pacific Northwest in sixty years. The University currently offers the degrees of Doctor of Osteopathic Medicine, Doctor of Physical Therapy, Master of Science in Occupational Therapy, and Master of Arts in Medical Science, enrolling over 550 students annually with plans to develop other programs and/or colleges moving forward. In fall of 2025 PNWU will welcome the first cohort of students in the Doctor of Dental Science program. Interprofessional educational partnerships with other universities add another 100 students to the population. The campus includes 300 employees with academic programming spread over a five-state region. For more information about the University, visit pnwu.edu.

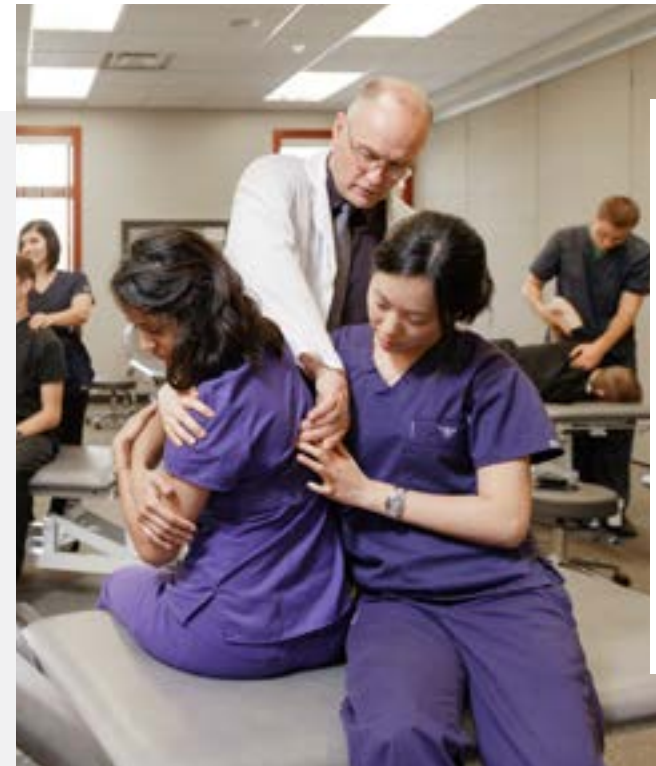
Located in Yakima, WA, a city of approximately 95,000, situated in the south-central part of the state near the eastern slopes of the Cascade Mountains in a major agricultural and outdoor recreation region, PNWU is approximately 140 miles from Seattle, 170 miles from Portland, and 200 miles from Spokane. The Yakima Valley is a wonderful place to live, work and play. For more information, visit visityakima.com.

Mission

PNWU educates and trains health care professionals emphasizing service among rural and medically underserved communities throughout the Northwest.

Vision

Revolutionizing community health.



Mission Fulfillment Goals

Student matriculation reflects rural, Northwest, and medically underserved communities we serve.

Students achieve academic success. Graduates achieve postgraduate success culminating in service to rural, Northwest, and medically underserved communities.

INSTITUTIONAL VALUES



1. Mission Driven

Committed to create, sustain, and improve quality educational programs specifically for rural and medically underserved communities.

2. Collaborative

Working together with thoughtful actions, efforts, and concerns to meet each opportunity, issue, or challenge presented.

3. Compassionate

Every individual is respected and treated with consideration, kindness, and understanding.

4. Genuine

Real people providing real solutions which have direct impact on community health, resources, and outcomes.

5. Student-Focused

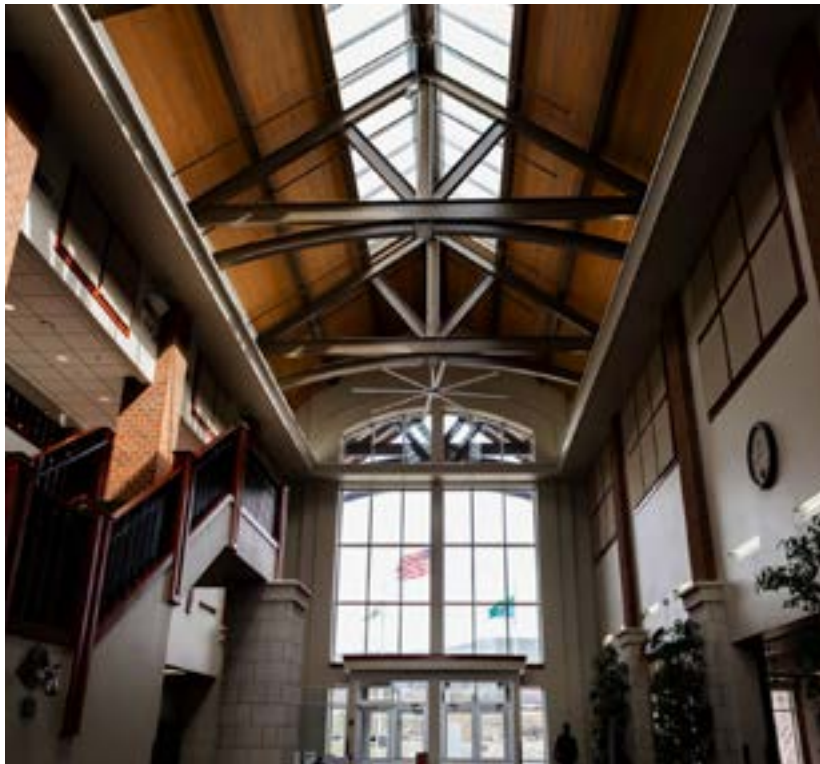
Unwavering support for every student empowers all to realize their full potential.

6. Healthy

At PNWU, students will learn what it means to be part of a healthy community, and how they thrive by being part of it.

THE POSITION

Opportunities and Expectations for Leadership



Foster a Culture of Trust, Collaboration, and Transparency

With strong interpersonal skills and fully aligned with PNWU's mission, the CHRO will set the tone for collaborative working relationships among all staff and faculty, while building strong and productive relationships with stakeholders across the University. Effective, transparent, and frequent communications and a service mindset will be at the core of the CHRO's leadership style and approach.

Change Management

Having established a culture of trust, collaboration, and transparency, the CHRO will work to implement a transformation from a mostly transaction function to the role of a partner. They will bring positive change that supports the mission of PNWU, aligns with its values, and ensures the University is poised for operational excellence.

Team Building

An opportunity to build the HR team will be an early priority for the CHRO. They will assess what is on the ground and what has been accomplished to formulate a strategic plan for HR and hire accordingly, keeping the CEO and other members of the leadership team informed of these plans.

Career Pathing

The CHRO will embed career pathing and professional development into the PNWU HR structure and implement it through units and departments utilizing training, performance management, and career development activities.

Streamlining Processes

The successful CHRO will streamline HR processes, facilitate easy access to HR offerings and data, set clear direction and uniform approaches across the campus, and ensure that HR policies and practices are consistent in all departments and programs and for all employees.

KEY RESPONSIBILITIES:

- Provide leadership and counsel to the executive team on talent/workforce planning, change management, and other initiatives that support the growth and development of the University in existing and new programs.
- Maintain a high-performance, highly engaged culture that is reinforced by HR practices and programs aligned to the University's mission.
- Lead the University in compensation and benefits strategy and programs, including those at the executive level, which will encourage desired behaviors aligned with the University's priorities and direction.
- Develop and implement innovative programs to identify, assess, recruit, develop, onboard, and retain key talent at all levels.
- Stay current on evolving regulatory influences that impact management, policies, processes, and practices. Ensure the University is in compliance with all applicable laws and regulations.
- Lead an effective HR team that can scale with strategic growth plans vital to the University's success.
- Perform other related duties as assigned and based on institutional needs.

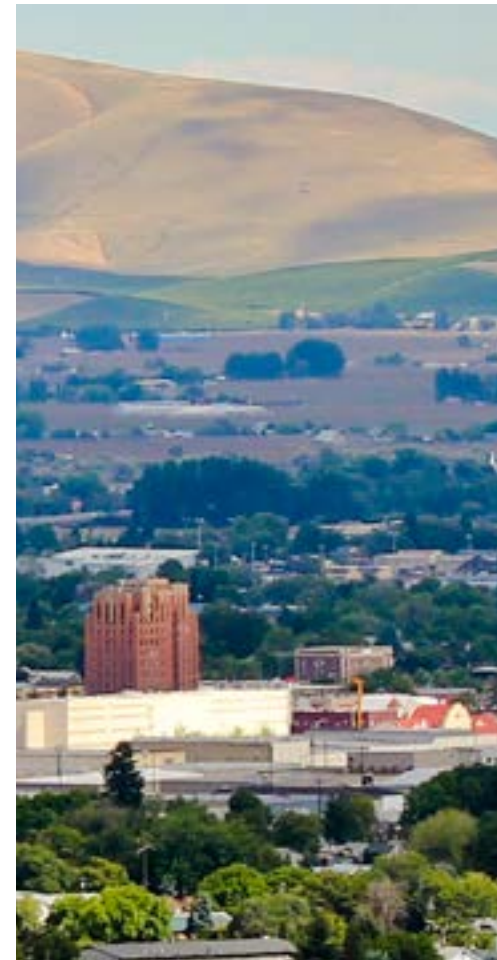


PROFESSIONAL EXPERIENCE AND ATTRIBUTES:

- Higher education experience strongly preferred; health care experience desirable.
- Master's degree or human resources certifications strongly preferred.
- Required: More than 9 years of HR experience and significant knowledge of human resources principles and practices.
- Knowledge of advising and counseling practices.
- Effective communication skills (both written and oral), including public speaking.
- Independent decision-making skills.
- Problem solving skills.
- Knowledge of administrative procedures and practices.
- Knowledge of business management and fiscal practices.
- Knowledge of project management principles, processes, and techniques.
- Ability to maintain professional composure in emergent and crisis situations.
- Openness and compassion.
- Attuned to having strong human relationships, people oriented, a collaborative problem-solving mindset.
- Ability to apply the relevant policies and laws with a healer's perspective.
- Possesses a lived multicultural experience.

- Integrity and empathy.
- Ability to build bridges among people with different goals deliverable.
- Supportive of positive mental health in the workplace.

For information about PNWU please visit the website www.pnwu.edu.



PROCEDURE FOR CANDIDACY

For full consideration, applications should be received by Friday, November 8, 2024.
The search committee will continue its work until an appointment is made.

Candidates should provide:

- A letter of interest stating how their experience and qualifications connect with the required/preferred characteristics and priorities expressed in the leadership profile.
- A curriculum vitae.
- A statement of contribution to diversity, equity, and inclusion.
- The names and contact information of five professional references. References will not be contacted without prior authorization from the applicant.

Applicants are encouraged to submit materials through the AGB Search application portal (bit.ly/3XeacJ1). Should you have questions or encounter any difficulties with the application process, please contact **PNWU-CHRO@agbsearch.com**.

Please direct nominations and inquiries to that same email address.

This search is being supported by:
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EEO Statement

PNWU is an equal opportunity employer and makes employment and student application decisions on the basis of merit. The University shall not discriminate against faculty, staff, volunteers, students, or applicants on the basis of race, ethnicity, color, religion, sex, gender, national origin, age, disability, sexual orientation or gender identity, marital status, or any other characteristic protected by law for any reason including recruitment, selection, and promotion.

As well, PNWU prohibits all forms of harassment by students, employees, guests, or volunteers whether intentional or unintentional, on campus or at other owned or contracted facilities.