



Chief Human Resources Officer

[Oregon State University](#) (OSU), a premier land grant and R1 research institution, seeks a visionary and collaborative Chief Human Resources Officer (CHRO) to lead its comprehensive human resources (HR) enterprise. The CHRO will join OSU at a pivotal moment as the university advances a multi-year transformation through the [Administrative Modernization Program](#) (AMP), a major institutional initiative that includes the implementation of Workday, scheduled to go live in July 2026. This is a rare opportunity for an HR leader to help shape the future of OSU's workforce strategy, modernize HR service delivery, and play a central role in preparing the university for its next era of operational excellence and organizational resilience.

Reporting to the [Vice President for Finance and Administration/Chief Financial Officer](#), with a dotted-line relationship to the [Provost and Executive Vice President](#), the CHRO serves as the university's senior HR executive and a key strategic partner to academic and administrative leadership.

The CHRO will shape and execute a people-centered HR strategy that advances OSU's mission and fuels the university's strategic plan, [Prosperity Widely Shared](#), including research growth, student success, faculty excellence, and statewide economic and community impact. The CHRO will elevate organizational capacity through effective leadership development, engagement, and workforce resilience. The role requires exceptional judgment, political acumen, and the ability to manage sensitive issues with professionalism and care while guiding HR operations toward excellence, innovation and long-term institutional success. This leader will foster a culture of collaboration, excellence, inclusivity, and accountability, ensuring that HR services are delivered with integrity, transparency, and equity across the university.

Position Summary

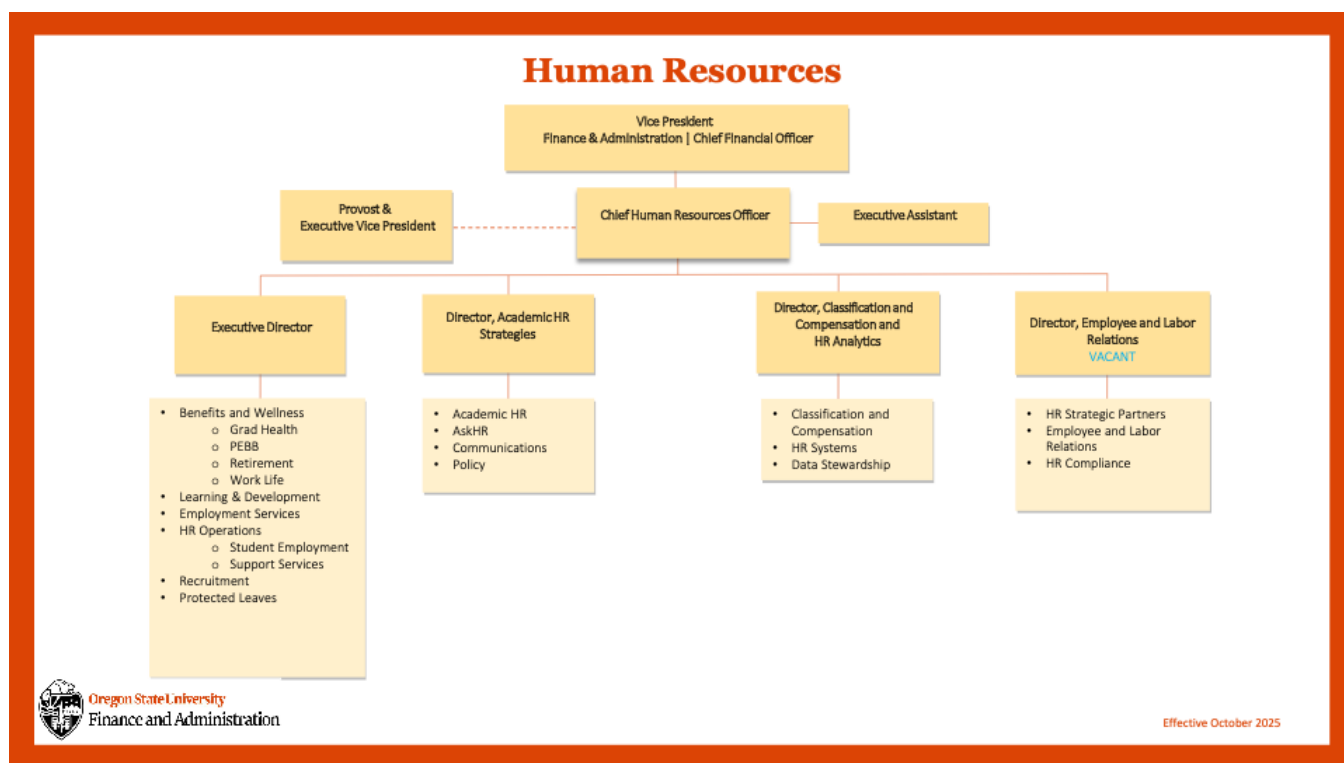
The Chief Human Resources Officer (CHRO) is a strategic, mission-driven, and transformative HR executive responsible for leading OSU's comprehensive human resources enterprise. The CHRO sets the vision for a modern, data-informed, and people-centered HR function that delivers excellence in service, builds organizational capacity, and strengthens the employee experience across all OSU campuses and statewide locations. The CHRO is the principal architect of OSU's people strategy, ensuring that HR services and programs are delivered with integrity, equity, transparency, and accountability. This leader upholds HR practices that reflect OSU's values, its land grant mission, and its commitment to inclusive excellence.

As head of the [Office of University Human Resources](#) (UHR), the CHRO sets and executes the strategic direction for a comprehensive human resources enterprise that supports OSU's mission as a premier land grant and R1 research institution. With more than 100 professionals responsible for delivering the full spectrum of HR services to a workforce of over 17,000 employees, UHR

encompasses benefits and wellness, academic human resources, classification and compensation, employee and labor relations, HR strategic partners, learning and development, HR compliance, recruitment and talent acquisition, and student employment. The CHRO is also responsible for ensuring collaborative and transparent interactions with OSU's [four employee unions](#), which represent approximately 3,500 employees. The CHRO exercises significant autonomy in establishing direction, setting priorities, and allocating resources across a decentralized institution.

The position carries university-wide responsibility for shaping and implementing HR strategy, policy, and practice. The CHRO's decisions have a substantial impact on institutional operations, legal and regulatory compliance, labor relations, and the overall employee experience. The CHRO partners closely with academic leaders, including the Senior Vice Provost for Academic Affairs, deans, and academic leaders on faculty and academic human resources matters and works with department heads to enable effective workforce operations. Key partners also include the Office of General Counsel, the Office of Equal Opportunity and Access, Government Relations, and shared governance bodies. The CHRO also represents OSU in state, regional, and national HR networks and plays a leadership role in assessing, anticipating and responding to evolving HR legislation and workforce trends.

This role demands a strategic and collaborative HR leader with deep expertise in large, complex institutions – ideally public research universities – who brings the ability to manage the unique requirements of academic human resources, promotion and tenure, workforce planning in research-intensive environments, and the integration of HR strategy with academic priorities.



Opportunities and Priorities

As OSU embarks on its next chapter, the new CHRO will have the opportunity to advance the work of UHR in alignment with the institutional goals and actions outlined in OSU's strategic plan, *Prosperity Widely Shared*, and to play a key role in supporting OSU's vision to be a driving force for prosperity that is equitable, scalable and sustainable. The CHRO will focus on several key priority areas:

Strategic Leadership

- Design and implement a bold, enterprise-wide HR strategy that attracts, retains and develops a diverse and high-performing workforce which strengthens OSU's academic, research, and outreach missions, and advances its strategic plan
- Serve as a trusted advisor to senior leaders, including the President's Executive Cabinet, Provost's Council, deans, and vice presidents on workforce strategy, organizational effectiveness, talent development, and change leadership
- Guide OSU's transition to Workday, shaping how new systems and tools support workforce operations, decision making and employee experience
- Partner with academic leadership to ensure HR policies, systems, and practices fully support academic priorities, including promotion and tenure processes, faculty development, and the research enterprise
- Develop and empower director-level leaders across UHR, cultivating a high-trust, collaborative leadership environment grounded in integrity, empathy, and accountability
- Lead the university's approach to collective bargaining and labor relations, building durable, constructive relationships with employee groups and unions while ensuring alignment with the institutional values, goals, and fiscal sustainability

Operational Oversight

- Strengthen and integrate all HR services, ensuring consistency, accessibility, and responsiveness across a decentralized enterprise that includes a main campus, a satellite campus and multiple other sites across the state
- Lead long-range workforce planning and HR budgeting to ensure that HR has the resources and structure to meet current and future institutional needs
- Advance digital transformation within HR by leveraging Workday, automation, workflow optimization, and data analytics to improve service delivery and strategic insight
- Modernize HR policies, practices, and processes to support compliance, equity and agility

Culture, Equity, and Engagement

- Champion inclusive excellence and embed equity and accessibility into all HR processes and workforce practices
- Foster a workplace culture grounded in engagement, recognition, well-being, accountability, and a shared commitment to OSU's mission
- Lead initiatives that strengthen leadership development, managerial capability,

- organizational learning and workforce resilience
- Promote transparency, trust and open communication across employee groups and institutional partners
- Ensure HR plays a visible, proactive role in shaping the culture and climate across OSU's campuses and extension locations statewide

Candidate Profile

The CHRO will bring a clear vision for HR's role in institutional success and the capacity to translate that vision into action through strong execution, operational excellence and authentic partnership. The ideal candidate is a seasoned and strategic HR executive with a track record of leadership in large, complex and decentralized environments. Candidates should demonstrate the ability to support the academic, research and outreach missions of a public land grant R1 institution, including navigating the complexities of faculty affairs, the nuances of promotion and tenure and the unique workforce dynamics of research-intensive environments. The CHRO will bring deep knowledge of labor relations, compliance and HR best practices.

This leader is a relationship-builder with exceptional communication skills and the ability to work effectively with senior leadership, faculty, staff, shared governance bodies and external partners. They demonstrate sound judgment, political and organizational acumen, and the ability to navigate sensitive issues with clarity and steadiness. The CHRO will bring a demonstrated ability to be a problem-solver and risk-taker who will bring innovation, nimbleness and strategic vision to the HR function.

The successful candidate will be a culture shaper – someone who fosters inclusive, high-performing and resilient workplace environments where individuals and teams can thrive. The CHRO will lead with integrity, empathy and purpose, embodying OSU's values and championing equity, belonging and respectful engagement across all workplaces. Above all, the ideal candidate is driven by the opportunity to shape a people-centered culture that enables OSU's mission, strengthens the employee experience and supports the university's long-term success.

This is a rare opportunity for an HR leader who excels at navigating complexity, designing systems, building culture and leading organizational transformation.

Qualifications

The new CHRO will become a member of a collaborative, supportive and highly engaged leadership team. University leadership anticipates and appreciates that each candidate will possess strengths in different measures. Nonetheless, the successful candidate will bring a majority of the following qualities to the role:

Required

- Bachelor's degree in human resources, business administration, higher education or a related field, such as labor relations, industrial psychology, leadership or organizational development. Other relevant skills, experience and competencies that provide the candidate with the skills and ability to perform the role may be considered as a substitution for the degree requirement.

- At least 10 years of progressively responsible human resources leadership experience, or other relevant skills, experiences and competencies that provide the candidate with the skills and ability to perform the role
- Demonstrated expertise in human resources leadership within large, complex organizations
- Strong knowledge of employment law, employee and labor relations and HR compliance
- Proven ability to lead organizational change, foster inclusive workplace culture and advance inclusive excellence while providing exceptional communication, negotiation and relationship-building across diverse stakeholders and governance groups
- Strategic thinker with the ability to align HR initiatives with institutional goals while ensuring effective operational execution
- Ability to operate effectively in a decentralized and collaborative academic environment
- Experience managing HRIS systems
- Data-informed decision-making skills, with experience applying workforce data analytics and HR technology to improve outcomes, workforce planning and decision-making
- Experience with compensation frameworks and establishing guidelines to support compensation and classifications
- Awareness of emerging trends in talent management, workforce development and management, and organizational effectiveness
- Ability to exercise sound judgment, discretion and diplomacy in complex or sensitive situations

Preferred

- Master's degree in human resources, public administration, higher education or a related field
- Higher education experience at an R1 institution, ideally public
- Demonstrated success in providing strategic oversight for public sector negotiations and fostering productive labor management partnerships
- Demonstrated experience with and understanding of academic human resources policies, including faculty employment, promotion and tenure processes and shared governance structures
- Experience with HR technology system implementation and/or stabilization (such as Workday, PeopleSoft)
- Familiarity with Oregon employment and labor laws, including Paid Leave Oregon and Oregon Equal Pay Act
- Senior HR certification (e.g., SHRM-SCP, SPHR)

Oregon State University

Founded in 1868, Oregon State University is the state's largest public research university and one of only three land, sea, space, and sun grant institutions in the United States. With campuses in Corvallis and Bend, a robust online presence through [Ecampus](#), and [Extension](#) services in every Oregon county, OSU serves more than 35,000 students from across the globe. The university is recognized for its world-class research, teaching, and outreach, and is committed to advancing equity, sustainability and economic prosperity throughout Oregon and beyond.

OSU's strategic plan, [Prosperity Widely Shared](#), reflects its commitment to inclusive excellence, student success, faculty distinction and research growth. The university is a top-tier R1 institution, with more than \$400 million in annual research expenditures and a strong reputation in fields such as forestry, marine sciences, engineering, public health and agricultural sciences.

The university is entering a transformative period marked by two major institutional initiatives:

- [The Huang Collaborative Innovation Complex \(HCIC\)](#): Opening in 2026, the state-of-the-art interdisciplinary research center will house one of the nation's most advanced supercomputers and serve as a hub for innovation in AI, robotics, clean energy, materials science and semiconductor research.
- [The Administrative Modernization Program \(AMP\)](#): A comprehensive multi-year transformation of HR, finance, procurement and grants administration that includes OSU's implementation of Workday in July 2026. AMP will modernize workforce systems, streamline administrative processes, elevate service delivery across the university and fundamentally redesign the way administration is implemented and experienced at the university.

Together, these initiatives position OSU for significant growth in research, talent development and organizational excellence, offering the next CHRO an unparalleled opportunity to shape the university's workforce strategy during a defining moment in its evolution.

Corvallis, Oregon

Nestled in the heart of the [Willamette Valley](#), [Corvallis](#) is a vibrant college town known for its natural beauty, innovation and quality of life. Home to OSU's main campus, Corvallis is consistently ranked among the best college towns in America and offers a welcoming environment grounded in curiosity, sustainability and community engagement.

Corvallis is surrounded by forests, rivers and farmland, offering abundant outdoor recreation, hiking, cycling, kayaking and access to world-class natural landscapes. Its thriving arts and cultural scene, local food movement and deep connection to OSU create a dynamic and creative community. The city's commitment to sustainability is reflected in its walkability, bike-friendly infrastructure and innovative environmental policies.

Located just 90 minutes from Portland and the Oregon Coast, Corvallis offers easy access to metropolitan amenities, international travel hubs and stunning Pacific Northwest landscapes.

To learn more about Corvallis, please visit <https://www.visitcorvallis.com/>

To Apply

Oregon State University has retained [Opus Partners](#) to support this recruitment. [Katie Dean](#), Partner, [Ann K. Adams](#), Associate Partner and [Thomas Lapierre](#), Senior Associate, are leading the search. Confidential inquiries, applications, and nominations should be submitted by email to Thomas at thomas.lapierre@opuspartners.net. To be considered by OSU's search committee, candidates must provide a resume and a letter of introduction that addresses the specific

responsibilities, expectations, and qualifications described above. Please consult Opus Partners for more information about the application process.

The expected hiring range for this position is \$280,000-\$325,000. This range takes into account the wide range of factors that are considered in making compensation decisions including but not limited to experience, skills, knowledge, abilities, education, licensure and certifications, and other business and organizational needs. Salary offers are determined based on final candidate qualifications and experience.

For more information on OSU's benefits, please visit <https://hr.oregonstate.edu/benefits>.

Oregon State University, as an institution of higher education and as a community of scholars, is committed to eliminating discrimination and providing equal opportunity in education and employment.

Oregon State University, in compliance with state and federal laws and regulations, does not discriminate on the basis of age, race, color, religion, sex, sexual orientation, gender identity or expression, national origin, disability status or protected veteran status (including disabled veterans, Armed Forces Service Medal Veterans, recently separated veterans, and active duty wartime or campaign badge veterans) in any of its policies, procedures, or practices. This nondiscrimination policy applies to admission and access to, and treatment and employment in, University programs and activities, including but not limited to academic admissions, financial aid, educational services, and employment.