

Assistant Vice President for Employee and Labor Relations



Our HR Story — It's a Great Time to join Stony Brook Human Resources!

We all know that the way we work is changing... and Stony Brook HR is changing too! Our team is expanding — we are growing our already talented workforce and looking for change drivers to join us on this journey. From achieving process simplicity to building a roadmap for future success, we are laser focused on reinforcing an engaging place to work, a strong delivery of HR services and strong partnerships across our beautiful campus. If you want to be a part of deciding what work will look like in the future and how HR can best evolve to meet the changing needs of the workplace — if you share our belief that the field of HR must grow and that we can elevate the employee experience, together — then join us and together we can build that better tomorrow, today!

Stony Brook University has received the prestigious designation as a flagship university in the State University of New York (SUNY) system, reflecting the pre-eminent role the University plays, nationally and internationally, as a model of research and academic excellence. We have been recognized by Forbes as one of America's Best-in-State Employers and as an institution that provides exemplary employment opportunities on Long Island and in New York State. Stony Brook University is also ranked on the 2022 America's Best Employers for Diversity Forbes list. And, we have been ranked the #1 public university in New York State.

Required Qualifications (As evidenced by an attached resume):

Bachelor's degree (foreign equivalent or higher). Ten (10) years of progressive employee and labor relations experience. Experience working in a complex unionized environment. Excellent negotiation and mediation skills. Exceptional interpersonal and relationship building abilities at all levels of the organization, including at the most senior levels. Some experience in change management and employee communications. Strong written and oral communication skills.

Preferred Qualifications:

JD or other advanced degree (foreign equivalent or higher). Experience working in the public sector collective bargaining environment.

Brief Description of Duties:

Serving the West Campus, Schools of the Health Sciences (HSC) and the Renaissance School of Medicine (RSOM), the Assistant Vice President for Employee and Labor Relations will be a creative problem-solver with the ability to identify and implement solutions that support a positive work environment and a highly engaged workforce. The incumbent will work strategically to develop and drive strategies for aligning labor relations priorities to institutional and workforce needs. Working in a complex decentralized environment, the AVP will be adept at successfully navigating conflict, diplomacy, and effectively balancing competing demands and agendas among multiple stakeholders. The HR leader will have deep analytical skills and the ability to interpret complex rules, regulations, policies, and collective bargaining agreements. This individual will be organizationally and politically adept in dealing with all levels of the University, SUNY, Research Foundation (RF) and labor unions. The AVP will need to have the ability to build a high degree of confidence and trust at the State and SUNY level and to be an influencer to advance the University's vision, priorities, and objectives. The Assistant Vice President for Employee and Labor Relations is expected to build and support strong collaborative partnerships to ensure labor relations strategies are aligned with workforce strategies and priorities.

- Provides visionary leadership and builds and leads a strategic employee and labor relations function that supports the strategic vision of the university. Devises strategies and approaches for proactively resolving issues to improve employee and labor relations.
- Oversees all aspects of labor and employee relations for West Campus (State, RF, faculty, staff, etc.). Provides leadership for performance management strategies and programs for all West Campus/HSC/RSOM employees.
- Partners with training and development to support employee and labor relations training and education for senior leaders, faculty, and staff. Provides the necessary support to enable an engaged and productive work environment.
- Leads process for identifying university bargaining needs and priorities, develops strategy, and pursues agenda at the SUNY/State level.
- Leads joint labor management initiatives and oversees labor management meetings.
- Builds positive and productive relationships with unions and drives collaborative partnerships and efforts to address workforce and institutional needs and priorities.
- Motivates, inspires, and drives a culture of creative problem-solving and innovation among the employee and labor relations team.

- Proactively monitors trends and leads the development of a range of HR solutions and interventions that support positive employee and labor relations and broader workforce strategies. Establishes metrics and goals for labor and employee relations.
- Sets appropriate balance of risk relative to labor and employee relations in alignment with university goals and culture.
- Leads change management and employee communication strategies that support broader HR and workforce strategies, programs, and initiatives.
- Partners closely with embedded HR professionals to provide guidance and counsel on employee and labor relations matters.
- Collaborates with Hospital HR and Long Island State Veterans Home HR to establish standardized and consistent labor and employee relations practices, policies and standards.
- Serves as a collaborative partner with General Counsel and other key partners to support a positive and productive work culture and effectively manage institutional risks.
- Oversees the development and implementation of strategic workforce planning efforts and succession planning framework in partnership with the Assistant Vice President for People, Culture & Engagement.
- Other duties or projects as assigned as appropriate to rank and departmental mission.

Special Notes:

This position will remain posted until filled, with an initial review of all applicants to occur two weeks from the original posting date. For full consideration, applications must be received before the initial review date. If within the initial review no candidate is selected to fill the position posted, additional applications will be considered. The posting will close once a finalist is identified.

This is a Management Confidential position. This is a full-time appointment. FLSA Exempt position, not eligible for the overtime provisions of the FLSA. Minimum salary threshold must be met to maintain FLSA exemption.

Essential Position: This has been designated as an essential position based on the duties of the job and the functions performed. Positions that are designated as such may be required to report to work/remain at work even if classes are canceled, and the campus is working on limited operations in an emergency.

THE FOLLOWING PARAGRAPH ONLY APPLIES TO POSITIONS THAT MAY COME IN CONTACT WITH PATIENTS OR PATIENT CARE EMPLOYEES: In response to the New York State Department of Health (DOH) regulation requiring Hospital and Nursing Home personnel to be fully vaccinated against COVID-19, candidates selected for

patient care positions or positions that may come in contact with patients or patient care employees, if not already vaccinated, must be fully vaccinated or obtain the first dose of the vaccine within three (3) calendar days of acceptance of conditional job offer and must obtain any subsequent doses in accordance with the DOH vaccine protocol. Candidates who are partially vaccinated, but not yet fully vaccinated, must complete their vaccination series within three (3) calendar days of job offer or in accordance with vaccine manufacture protocol, whichever comes later. The regulation also allows for limited exemptions with reasonable accommodations, consistent with applicable law.

Resume/CV and cover letter should be included with the online application.

Stony Brook University is committed to excellence in diversity and the creation of an inclusive learning, and working environment. All qualified applicants will receive consideration for employment without regard to race, color, national origin, religion, sex, pregnancy, familial status, sexual orientation, gender identity or expression, age, disability, genetic information, veteran status and all other protected classes under federal or state laws.

If you need a disability-related accommodation, please call the university Office of Equity and Access (OEA) at (631) 632-6280 or visit [OEA](#).

In accordance with the Title II Crime Awareness and Security Act a copy of our crime statistics can be viewed [here](#).

Visit our [WHY WORK HERE](#) page to learn about the total rewards we offer.

[Assistant Vice President for Employee and Labor Relations](#) Job Number: 2204126