

AMANDA BAILEY

EXECUTIVE SUMMARY

Experienced HR senior leader able to implement strategic, operational, and culture changes that improve HR's organizational value. Oversee single- and multi-site locations to create HR alignment to advance strategic goals of the organization. Lead people operations driven by employee engagement, integrity and ethics, respect, and dignity in support of the organization's mission and values. Consistently evaluate HR trends to inform HR operations that sets a tone of continuous improvement for organizational effectiveness.

- HR/Organization Development
- Leadership Development
- Employee/Labor Relations
- Board Presentations
- Human Capital Champion
- Talent Acquisition
- Collective Bargaining Negotiations
- Project Management
- Budget Management
- Compensation/Benefits Strategy
- Talent Mapping

EXPERIENCE

Vice President for Human Resources

**Boston University, Boston, MA
2021-Present**

Vice President of Human Resources

**Brown University, Providence, RI
2018-2021**

Global 256-year research post-secondary Ivy League institution

Key Accomplishments:

- Reorganized division of University Human Resources within first year to establish an employee and labor relations and recruitment & staffing operations teams with 9% FTE reduction
- Produced a five-year strategic operational plan with division goals (talent management and operational excellence) within six months and led creation of over 200+ department workflow processes
- Oversaw the University's first executive/senior leadership development program
- Led processes and communications to reduce in-person campus operations and created return-to-work processes that informed the University's Campus Safety policy; participated in the University's pilot testing program steering committee for AY20; created business case recommendations for voluntary furlough and workforce planning strategies
- Established a framework as the first division to revise HR policies for the University's Policy Initiative
- Centralized administration for student employment, employee accommodations, employee leaves, and academic HR within two years
- Created alignment with HR Business Partners and UHR team for HR operations across the community
- Established a brand identity for the division within 6 months of hire to create a culture of HR community and partnership across the University community

Acting Chief of Staff & Assoc VP of Human Resources

**Morehouse College, Atlanta, GA
2015 –2018**

Nation's only post-secondary institution dedicated to male students primarily of African American descent.

Key Accomplishments:

- Established talent management; talent development; compensation; HR data functions within 6 months
- Created a data-driven environment to measure key HR metrics for President and Cabinet members

- Increased hiring by 71% within first 90 days
- Led logistics & planning of 150th Commencement steering committee of 40+ employees within 45 days
- Modified healthcare plans to generate \$2.6M in cost avoidance and \$1.7M in savings over 3 years

Other Responsibilities:

- Supervise (15) professionals in Human Resources, Strategic Communications, Office of the President, and Physical Plant Modernization
- Business Partner to President and Executive/Cabinet leaders & 110 department leaders
- Acquired talent for hard-to-fill leadership positions in Internal Audit, Institutional Advancement, Information Technology, Strategic Communications, Business & Finance, and Student Development within 12 months
- Key leader of 10-year accreditation review and Institutional Effectiveness Steering Committee member

Chief Human Resources Officer

**Broward County Schools, Fort Lauderdale, FL
2013 – 2015**

Nation's sixth largest urban school district with over 40K employees & 236,000 students

Key Accomplishments:

- Key leader to support \$800M capital bond campaign that succeeded with 78% public vote margin (first since 1982)
- Negotiated benefits plans to create \$16.9M in actualized savings and established first mandatory wellness program for all employees within first year
- Led implementation of online interview tool for all hiring leaders and established a recruitment plan to source teachers nationwide
- Reduced out-of-pocket dependent care costs by 50% in second year
- Negotiated performance pay for 16,000 teachers resulting in \$65M by negotiating 25-year salary ranges

Other Responsibilities:

- Supervised (6) Human Resources Directors & led a division of (156) employees and managed \$13M budget
- Led Executive Sessions with the Superintendent and 9-Member Board on weekly basis
- Prepared Board presentations for public Board presentations on a weekly basis
- Served as Business Partner to Superintendent and (10) Cabinet members on people matters

Director of Compensation/Employee and Labor Relations

2012 – 2013

Key Accomplishments:

- Established positive labor relations management after four consecutive years of impasse declarations
- Restructured Employee Relations team to Employee & Labor Relations functions
- Establish the state's first performance-based compensation plan for schools for teachers and school administrators
- Project Leader for \$30M national grant for teacher compensation and successfully executed on all deliverables

Other Responsibilities:

- Chief Negotiator for 98% unionized workforce with six Collective Bargaining Agreements governing 9 employee groups with 3 non-represented employee groups
- Supervised team (9) full-time professionals and administrative staff
- Oversee grievance decisions and participate in employee arbitration hearings as necessary
- Conduct employee relations training to all administrators annually (*Managing Employee Performance Successfully; Documentation and the Termination Process; Handling Conflict; The Role of the Supervisor in a Union Environment*)

Regional Human Resources Business Partner

**Edison Learning, New York, NY
2010 – 2012**

Largest national and international corporate education management company

Key Accomplishments:

- Exceed satisfaction results for region within first year from 71% to 90%

- Restructured Talent Acquisition in IL/MN market to source talent in critical shortage teacher vacancies
- Increased compliance from 55% to over 91% in IL within 12 months

Other Responsibilities:

- Supervised Talent Acquisition, Employee Relations, Training & Development, and Onboarding activities for employees across 11 locations in IL, OH, MN, and IA.
- Conducted employee investigations to assess risk and recommend appropriate actions. Exceeded satisfaction survey results across Region within first year to 90th percentile.

Senior Regional Human Resources Manager

**Westwood College, Chicago, IL
2007 – 2010**

Private post-secondary institution with 30 campus locations and 5000 employees nationwide

Key Accomplishments:

- Established professional development through *Lunch 'n Learn* sessions across all campuses quarterly
- Established first hiring fair for all IL campuses and GA campuses
- Designed professional development agenda and activities for campus-wide leadership development

Other Responsibilities:

- Traveled up to 75% daily to oversee Human Resources operations within assigned region (1 week/month in GA)
- Business Partner for largest region – (7) college campus in Georgia and Illinois of 250⁺ employees
- Business Partner to Regional VP-Ops; AVP-Sales; Legal Counsel/CCO; (35) Campus Leaders
- Conducted HR investigations and lead compliance investigations with Compliance Officer across region
- Developed business partnerships to implement strategic initiatives across region in Talent Acquisition; Organizational Development; Leadership Development; Performance Management; Employee Relations; and Staffing compliance

Employee Relations Specialist

**Broward County Public Schools, Ft Lauderdale, FL
2005 – 2007**

Key Accomplishments:

- 2006-2007 Chief Negotiator for 16,000 non-instructional employees
- 2006-2007 Co-Chief Negotiator for 8,000 non-instructional support employees
- Designed Manager Training on Contract Interpretation & Progressive Discipline; Delivered training to all supervisors semi annually
- Established quarter labor-management committees and chaired meetings for (4) sectors of represented employees (Teachers; Paraprofessionals; Clerical, and Professionals)

Other Responsibilities:

- Served as Labor/Employee Relations consultant to Senior Management; Legal Counsel; Assoc. Superintendent Human Resources and District Superintendent (Grievances, Arbitrations, Executive Sessions with the Board; Negotiations Prep, Data Analysis)
- Management representative at arbitration hearings (i.e., assisted in position papers, witness preparation, depositions, and provide testimony)
- Management delegate to Union officials regarding disciplinary action, layoff, demotions, promotions, salary adjustments, and similar issues / Supervised (7) clerical staff in Director's absence

EDUCATION

**M.S., Labor Relations & Human Resource Management
University of Rhode Island**

**B.A., English/Education
Florida Atlantic University**

Certified Labor Relations Professional (CLRP) (FPELRA), No Expiration Date

Certificate (The Conference Board): How Psychological Safety Boosts the Success of DEI Initiatives (No Expiration Date)

PROFESSIONAL ORGANIZATIONS

Board Member, American Research Universities-HR Institute (ARU-HRI) (2020-); Board Member, Evanta's (Gartner) CHRO Governing Body (2023-); Member, Evanta's (Gartner) CHRO Governing Body (2022); National Board Member, CUPA-HR (2020-2023); Co-Chair, 2020 ARUI-HRI Annual Conference; Chair, 2021 ARUI-HRI Annual Conference; Chair, CUPA-HR Research Advisory Committee (2022-23); Member, CUPA-HR Public Policy Committee (2020-23); Board Member New England HR Association (NEHRA) (2023-); Board Member, The Anne Frank Center for Mutual Respect (2018-Present); Board Member, Skills for Rhode Island's Future (2018); Member, Human Resources Leadership Forum (HRLF), 2022; Member, Boston HR Council (BHRC); Member, Society of Human Resources Professionals (2015-Present); Member, Georgia Independent Colleges' Association (2015-Present); Member, Society of Human Resources Management-Atlanta (2015-Present); Member, Colleges and Universities Personnel Association for HR (2015-Present); Member, Society Human Resources Management-Atlanta Committee for Professional Development for Members (2015-2016); Member, Council of Great City Schools' National Human Resources Operations Review Team (2013-2015); Member, Society of Human Resources Association of Broward County (2012-2017); Member, Society of Human Resources Management (1990-Present); St. Jude's Partner in Hope (2010); Volunteer, RI Food Bank (2019) and Atlanta Community Food Bank (2016); Member, Society for Higher Education Human Resources Executives (SHERE) (2023)

PRESENTATIONS

Panelist, Hybrid and Remote Workforce and the Use of Space, New Era Symposium, Deloitte University (Dec 2023)

Contributor, [2024 HR Outlook Report](#). Engage Rocket (December 2023)

Panelist, *Get Noticed: Understanding HR Trends to Recruit Top Talent*, CUPA-HR 2023 Conference (Oct 2023)

Panelist, *Retention Strategies from the Frontlines: The Impact of Talent Development*, CUPA-HR 2023 Conference (Oct 2023)

Panelist, *Future of Work Best Strategies*, CHRO Summit, CUPA-HR 2023 Annual Conference (October 2023)

Presentation, *Leveling Up Your Career Toolkit*, R.I.S.E. Women's Conference (September 2023)

Podcast, *HR Executive Insights* (YouTube), Benson Executive Search (September 2023)

Panelist, *The Power of Mentors to Well Being*, Creating a Great People Experience, NEHRA (August 2023)

Speaking Faculty, *People Analytics: The Power of Insight*, ARU-HRI CHRO Academy Program, Deloitte University (August 2023)

Podcast, *How Deep Listening is the Essential Fuel Needed for Building High Performance Teams*, The HR Impact Show (August 2023)

Panelist, *The Evolving Higher Education Workforce*, Higher Education Summit, JP Morgan Chase (June 2023)

Podcast, *Education Innovation*, EY (May 2023)

Panelist, *Mental Health & Workforce Trends*, CUPA-HR Spring Conference (April 2023)

Panelist, *HR Workforce Trends and Challenges*, CUPA-HR Spring Conference (April 2023)

Panelist, *HR Leaders Panel*, The Future Workforce, Mercer 2023 HR Summit (March 2023)

Content Designer, *People Analytics-the Power of Insight*, CHRO Academy, ARU-HRI (March 2023)

Panelist, *HR Career Journey*, CUPA-HR South New England Chapter (March 2023)

Panelist, *Contemporary Trends for Women Leaders* (International Women's Day), SUMS Group (March 2023)

Radio Show / Podcast Guest Speaker, *A Day in the Life of HR*, McNamara Financial Radio Show (March 2023)

Session Leader, *Devising an Effective Compensation Strategy for Remote Workers*, Employee Benefits & Compensation Summit (Feb 2023)

Panel Moderator, *The Power of Leading Differently*, ARU-HRI (November 2022)

Panelist, *Increase Your Impact with a People Analytics Strategy*, CUPA-HR (October 2022)

Panelist, *Gaps for Women in Leadership*, CUPA-HR (October 2022)

Panelist, *Supporting the Academic Workforce*, Chronicle of Higher Education (October 2022)

Panelist, *Future of Work* AON's 2022 Pathfinders Conference (May 2022)

Chair, CUPA-HR 2022 Awards Committee (March 2022)

Interview, Boston HR Council *Member Spotlight* (February 2022)
Presenter, *The Power of Diversity Recruitment*, Boston University-BUWG & WOCC (January 2022)
Interview, SHRM, *HR Plays a Critical Response to the Pandemic in Colleges and Universities* (January 2022)
Presenter, CUPA-HR 2021 Annual CHRO Summit: *Work Prioritization Assessment for HR and The Future of Work in Higher Ed: An Action Plan and Path Forward*
Presenter, LEAP-HR 2020 Higher Education Conference: *Developing Campus Leaders and Beyond* (December 2020)
Facilitator, ARU-HRI 2020 Annual Conference, *The Future of Work and AI* (November 2020)
Panelist, *Wellness Initiatives and Programs during COVID-19* (October 2020)
Interview, The Third Question by Business Insider, *Organizational Resilience during a Crisis*
Presenter, Brown University's 2019 Staff Development Day: *Leadership Skills for 2020 and Beyond*
Presenter, Florida Educational Negotiators' Annual Conference: *Collective Bargaining for Performance Pay Plans for Teachers & School-Based Administrators* (2014)
Presenter, CHRO Conference: *Performance Pay Plans for Teachers & School Based Administrators* (2013)

ARTICLES

10 Most Passionate Business Leaders to Follow in 2023, INC (May 2023)
Top Executives 2023, Marquis Who's Who in America (March 2023)
Biography, Marquis Who's Who in America (February 2023)
Making Boston University resemble Greater Boston, Vision Magazine Cover Story (January 2023)
The Most Ambitious Women in Business in 2023, Fortunes Crown Magazine (January 2023)
Top 10 Most Influential HR Executives to Watch in 2022, CIOViews Magazine (November 2022)
The Value of Adaptability, Profile Magazine (April 2021)