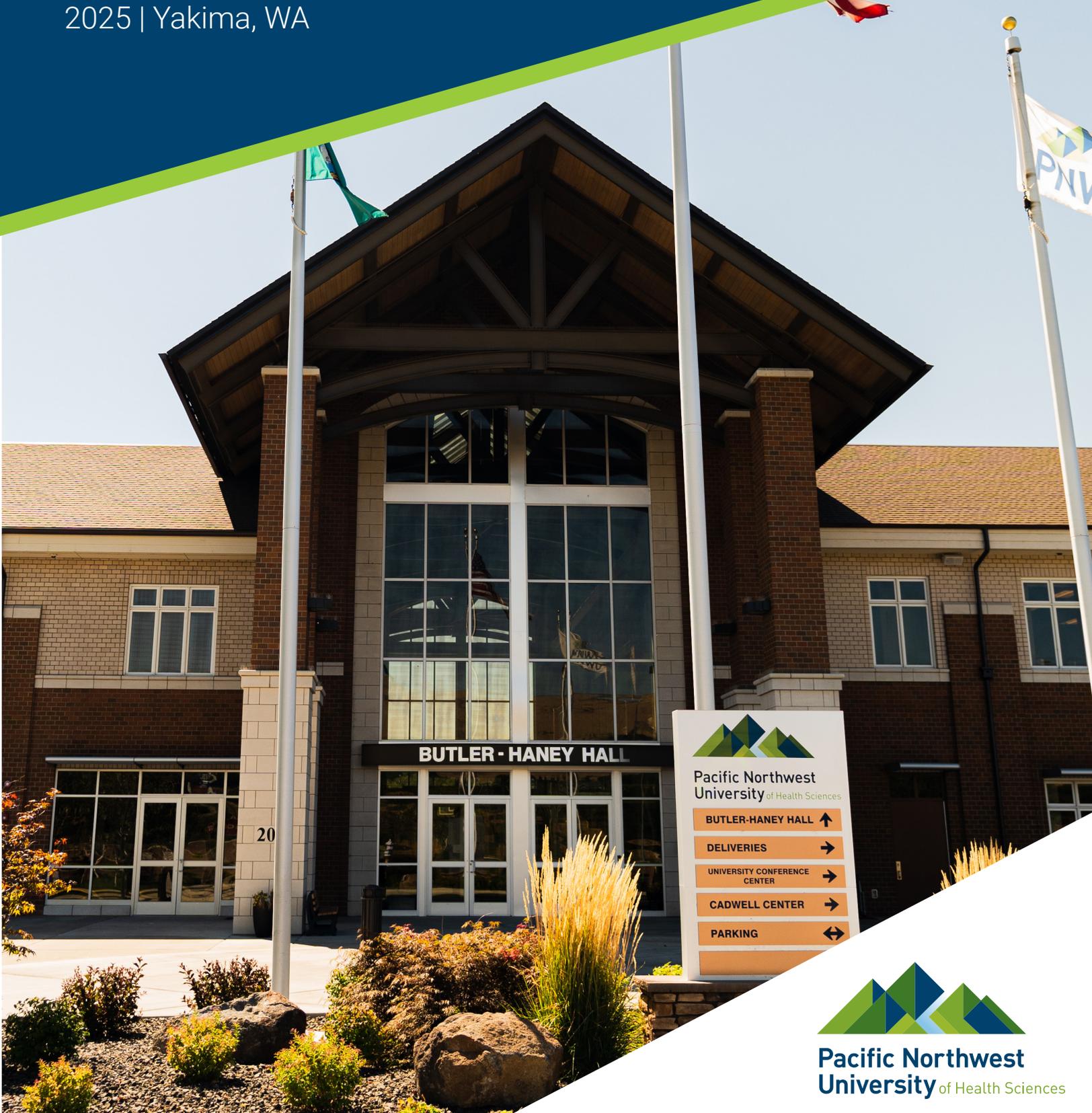


VICE PRESIDENT OF HUMAN RESOURCES AND WORKPLACE EXPERIENCE

Search Profile

2025 | Yakima, WA



BUTLER-HANEY HALL



Pacific Northwest
University of Health Sciences

BUTLER-HANEY HALL ↑

DELIVERIES →

UNIVERSITY CONFERENCE
CENTER →

CADWELL CENTER →

PARKING ↔



Pacific Northwest
University of Health Sciences

EXECUTIVE SUMMARY

[Pacific Northwest University of Health Sciences \(PNWU\)](#), located in Yakima, Washington, seeks an accomplished and solution oriented executive to serve as the Vice President of Human Resources and Workplace Experience (VPHRWE) to reimagine, elevate, and advance the role of human resources within the organization and to play a critical role in helping to shape the future of PNWU's workplace culture and employee experience.

Since graduating its inaugural class of 70 Doctors of Osteopathic Medicine in 2012, PNWU has grown substantially, with five health science programs designed to meet the needs of rural and medically underserved communities. The College of Osteopathic Medicine, School of Physical Therapy, School of Occupational Therapy, School of Dental Medicine, and the Master of Arts in Medical Sciences program focus on producing healthcare professionals who reflect and serve the local communities. Located on a collaborative, 70-acre health sciences campus, with 690 students across five health programs, 97 faculty members, and 203 staff, PNWU serves as a hub of collaboration and innovation.

The VPHRWE will join PNWU at a time of meaningful momentum with the continued advancement of a dynamic [strategic plan \(2025–2028\)](#), ongoing expansion of academic offerings, and deepening of clinical partnerships. In addition, the recent appointment of the institution's seventh President, [Dr. Michael H. Mittelman](#), marks a pivotal moment for PNWU, as the University continues to expand its mission-driven work in health sciences education and service to underserved communities.

Reporting directly to President Dr. Michael H. Mittelman and serving as a key member of the President's executive leadership team, the VPHRWE is the principal steward of PNWU's human-capital strategy, aligning strategy, resources, and operations to advance institutional priorities and shared accountability. Following the institution's two decades of rapid growth, this leader will have the opportunity to build a modern, sophisticated, and strategic human resources organization, to establish best practices, policies, systems, and programs to effectively support the evolving needs of the organization and its mission-driven employees at all levels. As a result, the HR organization will be known for service excellence, transparent communication, and evidence-based decision-making.

Particular areas of focus for the VPHRWE include shaping a transformative and future-focused strategy for human resources, implementing best practices for the recruitment and hiring of top talent, delivering comprehensive training for managers and supervisors, implementing programs to elevate workplace experience, and deepening campus-wide trust through transparent communication and engagement. In addition, a key priority for the VPHRWE is fostering a culture of university-wide succession planning, leadership development, and structured role-based learning pathways that cultivate supervisor capability and support employee career progression. This ensures that the University not only retains top talent but also empowers individuals at every level to advance and realize their professional goals. As a result, the VPHRWE will support a dynamic and resilient workforce, driving operational excellence and positive outcomes for the community, and will sustain university-wide employee engagement and productivity across the institution.

The PNWU community desires a leader who brings demonstrated experience advancing transformational change in complex mission-driven environments, who possesses broad human resources knowledge and a strong record of driving efficiencies and innovation in HR business practices, fostering collaboration across all levels of an organization, and delivering strategic consultative services to organizational leadership. In addition, the ideal candidate will have a reputation as a transparent and trusted colleague, an excellent listener, and will possess the humility to roll up their sleeves and be known as a solution-oriented problem solver. Unquestionable integrity, strong management skills, and the courage to take a firm stand or apply a gentle touch as a situation requires will be critical.

A deep resonance with and eagerness to embrace PNWU's service-centered mission and values and contribute to and advance these within the University and beyond will be paramount. The leader will bring experience supporting a workforce of diverse constituents, an appreciation for and understanding of the nuanced needs of faculty, including faculty, and at least ten years of progressively responsible human resources experience, including supervisory experience with an institution of higher education or healthcare system of comparable size and complexity. Prior experience in a graduate health sciences institution is strongly preferred.

Leadership

Dr. Michael H. Mittelman, President

Dr. Mittelman's career began with a Doctor of Optometry degree from the Pennsylvania College of Optometry in 1980, followed by a distinguished 33-year tenure in the U.S. Navy Medical Service Corps. Rising to the rank of Rear Admiral, he served as Deputy Surgeon General of the Navy. He held key leadership positions such as Command Surgeon for U.S. Joint Forces Command and U.S. Pacific Command Surgeon. His global experience includes directing the Department of Defense's medical response to the 2011 Fukushima disaster.



In addition to his military service, Dr. Mittelman holds advanced public health and business administration degrees — an MPH from the University of Alabama at Birmingham and an MBA from Temple University's Fox Business School. He is a Fellow of both the American College of Healthcare Executives and the American Academy of Optometry. His numerous honors include the Legion of Merit, the Defense Superior Service Medal, and induction into the National Optometric Hall of Fame, underscoring his impact across multiple sectors.

Dr. Mittelman also brings extensive academic leadership experience, having served as President of Salus University from 2013 until its recent merger with Drexel University. During his tenure, he spearheaded initiatives in interdisciplinary collaboration, strategic growth, and community-centered education. His leadership style emphasizes deliberate planning, infrastructure development, and partnership-building — all aligned with PNWU's goals.

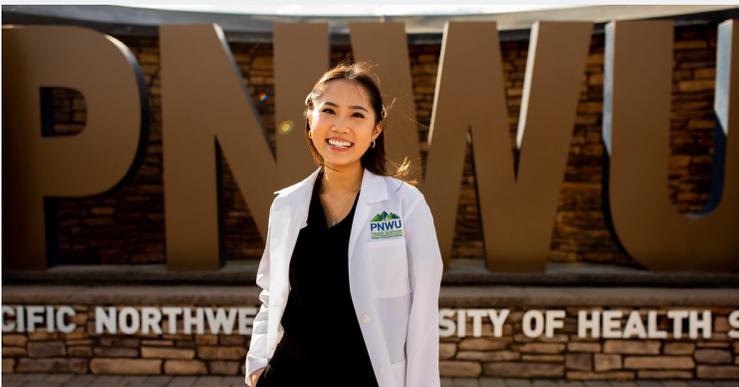
With a career rooted in service, innovation, and access, Dr. Mittelman is uniquely positioned to lead PNWU into its next chapter. His commitment to listening, learning, and fostering collaboration reflects a deep alignment with the University's values. With his arrival in August, 2025, Dr. Mittelman's credentials and vision signal a promising future for PNWU and the communities it serves.



WELCOME

TO

PNWU



Overview

Pacific Northwest University (PNWU) was established as a grassroots initiative—created by our community, for our community.

Responding to a pressing healthcare crisis, PNWU became Washington's first new medical school in 60 years, driven by a mission to address the needs of rural and underserved populations.

Based in Yakima, Washington, PNWU's 70-acre campus boasts a collaboration-inspiring array of health sciences disciplines, all united under the University's mission of educating and training healthcare professionals emphasizing service in rural and medically underserved areas throughout the Pacific Northwest states of Washington, Alaska, Idaho, Oregon, and Montana.

PNWU's world-class health sciences education programs offer students access to the University's comprehensive anatomy lab, an experienced and engaging faculty, an ever-growing toolbox of medical technologies, a state-of-the-art medical simulation lab, a host of invaluable in-person interactions with simulated patients (SPs), cutting-edge telehealth training opportunities, and more.

MISSION, VISION, AND VALUES



OUR MISSION

Pacific Northwest University of Health Sciences educates and trains health care professionals emphasizing service among rural and medically underserved communities throughout the Northwest.

MISSION FULFILLMENT GOALS

Student matriculation reflects the 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.



OUR VISION: REVOLUTIONIZING COMMUNITY HEALTH



OUR VALUES

Mission-Driven

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

Compassionate

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

Student-Focused

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

Collaborative

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

Genuine

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

Healthy

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

History and Growth

Since graduating its inaugural class of 70 Doctors of Osteopathic Medicine in 2012, PNWU has achieved substantial growth, with five health science programs designed to meet the needs of rural and medically underserved communities.

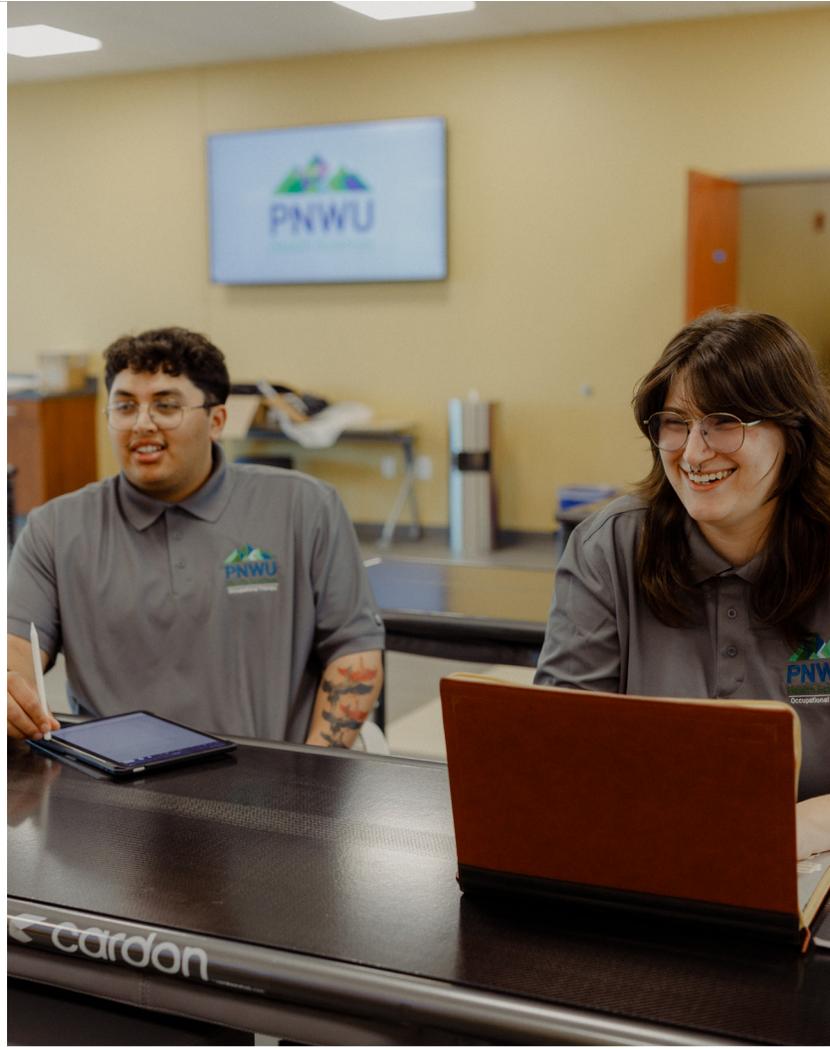
The College of Osteopathic Medicine, School of Physical Therapy, School of Occupational Therapy, School of Dental Medicine, and Master of Arts in Medical Sciences program are all focused on producing healthcare professionals who reflect and serve the local communities.

PNWU's 70-acre interprofessional campus is uniquely dedicated to health sciences. With 690 students across five health science programs, 97 faculty members, and 203 staff, PNWU is a hub of collaboration and innovation.

Driven by a commitment to interprofessional education, our health science students work closely with each other, as well as future nurses and pharmacists from Washington State University's School of Nursing and Pharmacy, engaging in dynamic, hands-on training designed to prepare them to work cohesively in healthcare teams in rural and medically underserved areas.

Strategic Plan 2025-2028

PNWU strategic planning is designed to be dynamic; the priorities and goals of the three-year plan are reviewed each spring and operationalized through annual documents (Year 1 Plan, Year 2 Plan, etc.). The yearly plans provide more detail and reflect progress as goals are reached and new goals are identified. At the end of each fiscal/academic year, a retrospective report illustrates the level to which each goal was accomplished, and summarizes the activities and products associated with each goal. The plans and yearly reports are provided, as they become available, in the quick navigation area to the right. More information about the strategic plan can be found [here](#).



FIVE PROGRAMS

ONE MISSION



College of Osteopathic Medicine

- Over 1,500 osteopathic physicians (DOs) graduated, with more than 50% going on to residencies in primary care specialties.
- Leading the nation in graduates practicing in primary care specialties, rural areas, and Health Professional Shortage Areas.



Master of Arts in Medical Sciences

- A one-year program introducing students to a broad range of health care topics while strengthening academic credentials for admission to health care professional programs.
- 92% of graduates advancing to a health professional school or career.



School of Physical Therapy

- Focused on training movement system experts to serve rural and underserved communities.
- Students participate in integrated clinical experiences serving underinsured clients starting in their first year.



School of Occupational Therapy

- Prepares occupational therapists as leaders, scholars, and change agents to serve rural and underserved communities.
- Inclusive admissions process designed to lower barriers to entry.



School of Dental Medicine

- Washington State Dental Association calls the program “one of the most innovative in the country.”
- Students gain real-world experience at one of three FQHCs during years two-through-four.

MISSION FULFILLMENT

PNWU is a national leader in healthcare education, producing graduates who are committed to serving rural and medically underserved communities.

Our diverse student body is a reflection of our mission to train healthcare professionals who are prepared to meet the needs of our communities.



Leading the Nation

PNWU-COM ranks fourth for graduates practicing in primary care, third for those serving rural areas, and tenth for those practicing in health professional shortage areas.



Inclusive Education

Underrepresented minorities make up 21.3% of our enrolled students, women make up 58.4%, and first-generation college students make up 21.3%.



Diverse Alumni

74.6% of PNWU's 1,752 graduates hail from the Pacific Northwest. 36.0% are from rural areas, and 29.4% are from Medically Underserved Areas.





COMMUNITY CONNECTIONS

PNWU was designed to serve underserved populations through strong community partnerships, student volunteerism, and inclusive campus initiatives. Our collaborations with local health centers and community clinics provide vital healthcare to those in need.

PNWU students engage in service that directly impacts our communities, with programs aimed at connecting our campus with the next generation of health science students, fostering growth, mentorship, and cultural exchange.

Partnerships

Collaborating with local health centers like Yakima Neighborhood Health Services and Yakima Valley Farm Workers Clinic to provide care to underserved populations.



Volunteering

Students engage in numerous community service, including clinics that serve the uninsured, contributing vital healthcare services where they are most needed.

Inclusive Student Life

With over 40 active student clubs and an engaged Student Government Association, our students foster a culture of support and community involvement.



Roots to Wings

A transformative co-mentoring pathway program, Roots to Wings brings PNWU health sciences students together with local Native American and Mexican-American students to explore the wonders of science, culture, health, community, and tradition.

WELCOME TO YAKIMA

Located in the heart of Central Washington's fertile and sun-soaked Yakima Valley, PNWU's Yakima campus is designed to foster the kind of teamwork that leads to better patient outcomes.

Yakima is home to a diverse population, including a large Hispanic/Latino community. The surrounding area offers outdoor adventures, from hiking and skiing to fishing, all with the stunning backdrop of Mount Rainier and the Cascade Mountains.

Drenched in Yakima's famous "300 days of sunshine," PNWU boasts innovative medical simulation centers, a comprehensive anatomy lab, and collaborative study spaces, enabling diverse backgrounds and personal and professional perspectives to gather at the same table, ensuring that healthcare—truly a team sport—is practiced at the highest level.

Learn more about Yakima at www.visityakima.com.



YAKIMA



THE ROLE OF THE VICE PRESIDENT OF HUMAN RESOURCES AND WORKPLACE EXPERIENCE

Reporting directly to President Mittelman, the Vice President of Human Resources and Workplace Experience (VPHRWE) is responsible for developing and implementing comprehensive human resource strategies across the University, focusing on attracting, retaining, and engaging employees by creating a positive and productive work environment while ensuring compliance with all relevant labor laws and fostering a diverse and inclusive workplace culture.

As a key member of the President's executive leadership team, the VPHRWE will collaborate with fellow leaders to align strategy, resources, and operations with the University's mission and strategic priorities. This leader will foster cross-functional collaboration and shared decision-making to drive innovation, sustainability, and institutional impact.

Essential job functions include, but are not limited to the following:

HR Strategy and Leadership

- 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.
- Develop and execute a strategic HR vision aligned with the University's mission and goals, encompassing talent acquisition, employee development, compensation and benefits, performance management, and employee relations. Analyze employee feedback and implement improvements to address concerns and enhance satisfaction.

Operational and Service Excellence

- Modernize HR processes and service-delivery model to be agile, transparent, and service-oriented; establish clear service standards and feedback loops.
- Clarify roles, streamline operational practices, and optimize the use of technology across all HR functions to enable timely, accurate, and accessible services.
- Promote continuous improvement, leveraging appropriate technology and automation to reduce administrative burden and enhance decision-making.

Expand HR Functional Expertise

- Design robust and inclusive recruitment strategies that attract mission-aligned faculty and staff and ensure a positive, efficient candidate experience.
- Conduct workforce analyses to identify talent gaps and recommend strategies that encourage desired behaviors and support recruitment, retention, and development.
- Lead the University in developing comprehensive compensation and benefits strategies and programs, grounded in market data, internal equity, and mission stewardship, including those at the executive level, that will encourage desired behaviors aligned with the institutional values and mission.
- Conduct workforce analysis to identify talent gaps and develop strategies to address them.

HR Team Management

- Lead, mentor, and develop HR divisional staff overseeing all HR functions, including recruitment, onboarding, employee benefits, payroll, and compliance.
- Establish and maintain a high-performance, highly engaged culture reinforced by HR practices and programs aligned to the University's mission.
- Cultivate a culture of agility, service, and accountability with the HR team to ensure it can scale with the strategic growth plans vital to the University's success and anticipate future workforce needs and services.

Employee Engagement and Culture

- Cultivate a positive and productive workplace culture by designing and executing comprehensive employee engagement initiatives that enhance well-being, motivation, and performance across the university community.
- Lead university-wide succession planning and leadership development initiatives by creating and sustaining robust, role-based learning pathways. Empower supervisors and staff through targeted growth opportunities, ensuring continuous capability building and supporting career advancement for all employees.
- Champion diversity, equity, and inclusion by building an environment where every employee feels valued, respected, and a genuine sense of belonging. Collaborate with senior leadership to embed these principles throughout talent acquisition, professional development, engagement strategies, and the organizational culture.

Collaboration and Stakeholder Engagement

- Build strong partnerships with deans, directors, and administrative leaders to ensure HR initiatives reflect institutional needs and shared priorities.
- Communicate consistently and clearly with stakeholders, nurturing trust and shared accountability.
- Serve as a trusted, impartial resource for faculty and staff concerns while upholding fairness and respect.
- Represent PNWU's human-capital perspective in institutional planning and cross-functional initiatives.
- Foster an environment of shared accountability, celebrate successes, and reinforce collective ownership of HR's role in advancing PNWU's mission.

Policy & Compliance Stewardship

- Develop and implement comprehensive HR policies and procedures aligned with legal requirements, including employment law and federal and state requirements.
- Stay current on evolving regulatory influences that impact management, policies, processes, and practices to ensure the University stays up to date and compliant with all applicable laws and regulations.

LEADERSHIP OPPORTUNITIES

Shape a Transformative Future-Focused Strategy for Human Resources. As the University navigates a rapidly shifting higher education landscape, the evolving needs of a dynamic workforce and an increasingly competitive talent market, the VPHRWE will design, champion, and advance a service-oriented and future-focused vision and strategy for the HR organization that supports and sustains PNWU's continued growth. This will include reimagining the role of HR within the community and establishing it as an organization characterized as modern, efficient, service-centered, and one that employs the best and emerging practices in support of PNWU's employees. Grounded in PNWU's mission and values, this forward-looking strategy will expand the functional capabilities of the HR organization to include training and development, workforce planning, and succession planning services, among others, with a lens toward partnership, collaboration, transparency, and proactive support in facilitating institutional change and continuous improvement. As a result, PNWU's HR organization will earn the reputation as an enabler for institutional success in delivering upon its mission.

Assess and Enhance the Human Resources Structure, Systems and Practices. In an effort to advance a transformational and future-focused vision and strategy for human resources, the VPHRWE will be charged with assessing and recommending an appropriate HR model and restructuring the human resources organization. This will include identifying areas of opportunity to develop and build a team with the knowledge, structure, and resources to effectively support institutional needs. Critical to this effort will also be an in-depth assessment of current human resources infrastructure to enhance efficiency, accessibility, responsiveness, and best practices to achieve optimal customer service to the entire employee population. Identifying

opportunities to streamline and digitize processes, leveraging technology to reduce manual and redundant practices will be key to this effort. Included in this effort will be the ability to recommend, implement, and advance a modern human capital management system. Currently, the HR team leverages Paylocity for all employee data, transactions and processes but the integration to other systems is cumbersome and the scale of the organization has outgrown the system's functionality. Thus, the VPHRWE will leverage prior experience with system implementations and optimizations in order to recommend and advance through implementation a sophisticated system to meet the institution's evolving human capital management needs.

This will present the VPHRWE with the opportunity to foster a solution-oriented approach, based on a positive service philosophy, where the human resources team embraces a future-focused modernization of all transactional activity.

Implement Best Practices in the Recruitment and Hiring of Talent. Talent is PNWU's most valuable resource, and there is a great opportunity for the VPHRWE to assess current hiring processes to establish a comprehensive and contemporary talent acquisition strategy and best practices to ensure timely recruitment of top talent and a positive candidate experience through onboarding. This will require a leader who brings experience with assessing workforce needs in partnership with institutional leadership, establishing consistency in job description development, even for those with nuanced roles, and depth of experience supporting faculty hiring, as well as staff hiring for in-person roles, and positions that may require working in different states. Providing counsel to committees on hiring practices, including strategies to mitigate bias in hiring decisions, creat-

ing updated policies for internal applicants, and creating efficiencies in the business practices to support the onboarding and institutional readiness to welcome new hires will be key.

Shape an Employee Development Strategy to Elevate Workplace Experience. PNWU aspires to be recognized not just for revolutionizing community health but also for its dedicated workforce's commitment to fostering meaningful careers and a positive workplace culture. Developing, implementing, and supporting an employee development strategy holistically woven throughout the community will be a priority to continually build and enhance the workplace culture and elevate the institution's reputation as an employer of choice. The VPHRWE will view culture as a business differentiator and build supporting programs to engage, develop, and retain top talent within the organization.

Key to the strategy will be an emphasis on developing high-performing teams by ensuring managers are comfortable with and trained in coaching, development, and performance management of team members. This will require developing a programmatic approach to manager training – not just for new supervisors, but for all managers responsible for leading, developing, and supporting their teams. In addition, this will also include the opportunity to establish programming for employee recognition and meaningful professional development where there is transparency and clarity regarding roles, job descriptions, and an established career ladder for employees with a clear path toward growth and advancement.

As a result of these strategic efforts to support the employee experience and recognize performance, contributions, and accomplishments, the leader will have shaped a compelling employee value proposition that will strengthen recruitment pipelines and bolster retention as employees connect their daily work to a greater mission. Through active listening, rigorous market analysis, and agile policy adjustments, the VPHRWE will ensure that PNWU's culture is known as competitive,

innovative, and capable of attracting high-caliber professionals committed to training health care professionals for service in rural and underserved communities throughout the Pacific Northwest.

Human Resources Team Management and Development. The current human resources staff members are deeply committed to the organization's mission and seek a leader with a collaborative approach while empowering, developing, and inspiring the team to elevate their strengths in service delivery. The VPHRWE will have the opportunity to inspire, delegate as appropriate, and bring a strong commitment to providing mentoring and professional development for staff. At the same time, the VPHRWE will set goals and hold staff members accountable for outcomes. The leader will foster a culture of engagement and excellence and a commitment to developing and nurturing a climate of inclusion. The leader will model for the community the highest standards of collegiality, transparency, ethical behavior, discretion, integrity, and responsiveness in the unit's leadership.

Deepen Campus-Wide Trust Through Transparent Engagement. PNWU's faculty and staff value responsive service, ethical decision-making, and collaborative problem-solving. They also seek greater visibility into how HR decisions are formed and communicated. The VPHRWE is expected to champion a culture in which communication is proactive, policies and procedures are easy to locate and understand, and feedback loops are routine and meaningful. By modeling integrity, civility, and consistency - and by facilitating regular dialogue with colleagues across the institution - the VPHRWE will reinforce institutional values and ensure HR remains responsive to evolving needs. Success will be reflected in clearer expectations, reliable follow-through, and renewed confidence in HR as a trusted and valued strategic partner.

QUALIFICATIONS AND ATTRIBUTES

The VPHRWE will be a thought partner and strategist - capable of innovative, data-informed solutions - and an effective communicator who builds trust and shared ownership across the University. In addition, the ideal candidate will have many of the following professional qualifications and personal characteristics:

Education/Certification

- A bachelor's degree is required.
- A master's degree in human resources or another relevant field and HR certification (e.g., PHR, SPHR, SHRM-SCP) are highly desirable.

Knowledge and Experience

- At least ten years of progressively responsible human resources experience, including supervisory experience with an institution of higher education or healthcare system of comparable size and complexity. Prior experience in a graduate health sciences institution is strongly preferred.
- Deep resonance with and demonstrated passion for the mission and an appreciation for and ability to cultivate a shared governance model of engagement.
- Experience and familiarity with the functional areas of human resources, including classification, compensation, performance management, organizational and leadership development, organizational design, talent management, recruitment, onboarding, retention, training and professional development, leave administration, employee relations, recognition and rewards, performance management, and policy governance.
- Experience supporting a workforce of diverse constituents, an appreciation for and understanding of the nuanced needs of faculty, as well as clinical faculty.
- Demonstrated success with strategic planning that aligns HR initiatives with institutional mission, priorities, and growth - supported by workforce analysis to identify talent gaps and design remedies.
- Track record of designing and driving large-scale organizational change, including workforce planning, leadership development, succession planning strategies, and employee engagement initiatives.
- Demonstrated experience leading compensation strategy and studies, applying reputable market benchmarks, and addressing internal equity, progression, and job architecture.
- Proven success spearheading HR transformation initiatives—system implementations, upgrades, shared services models, process redesign, and metrics-driven service enhancements—that improve efficiency and user experience.
- Experience leading and motivating HR teams, supervising managers/directors, and scaling HR operations to support institutional growth.

- Evidence of effective change management, problem-solving, and operating with composure in emergent and crisis situations.
- Facility with data interpretation and HR analytics, translating feedback and metrics into actionable improvements in service, engagement, and outcomes.
- Demonstrated ability to partner across a welcoming, inclusive workplace, integrating these principles into talent acquisition, professional development, engagement, and culture. Ability to interpret data and use insights to inform decision-making.
- Depth of understanding the broader business landscape and how HR strategies can contribute to organizational success.
- Knowledge of federal and state employment law and evolving regulatory influences; record of developing and implementing compliant policies and procedures.

Leadership Skills and Competencies

- **Strategic Vision and Alignment:** Ability to craft and execute a strategic HR vision that advances PNWU's mission; align workforce planning, compensation frameworks, and organizational design with academic and administrative goals.
- **Collaborative Leadership:** Proven capacity to build strong relationships with senior leaders and unit heads; foster shared decision-making and cross-functional coordination.
- **Change Management:** Skill in modernizing HR processes and service delivery; implementing scalable workflows and technology; and guiding adoption through training and communication.
- **Coaching and Development:** Commitment to establishing a culture of university-wide succession planning, leadership development, and role-based learning pathways that grow supervisor capability and employee career progression.
- **Effective Communication:** Clear, timely, and transparent communication that establishes expectations, clarifies policies, and strengthens trust and engagement.
- **Compensation Stewardship:** Mastery of market analysis, internal equity assessment, and salary-band governance; ability to communicate pay philosophy and decisions with clarity and consistency.
- **Policy Compliance and Risk Management:** Strong command of regulatory requirements; ability to maintain accessible policy libraries, manager toolkits, and audit-ready documentation.
- **Data-Informed, Innovative Problem Solving:** Use of human capital management systems and dashboards to monitor key indicators (turnover, time-to-hire, engagement, equity) and to drive continuous improvement.
- **Resource Management and Resilience:** Skill in prioritizing multiple initiatives, managing budgets and staffing, and sustaining university-wide employee well-being and productivity.
- **Cultural Sensitivity and Empathy:** Appreciation for the diverse roles and needs across academic and administrative units; adaptability in approach to meet those needs.
- **Leadership by Example:** Integrity, sound judgment, accountability, and a service ethos that models professionalism and reinforces a respectful, high-performance culture.

APPLICATIONS, NOMINATIONS AND EXPRESSIONS OF INTEREST

All applications, nominations, and inquiries are invited. Applications should include, as separate documents, a CV or resume and a letter of interest addressing the themes in this profile. Professional references are not requested at this time.

WittKieffer is assisting Pacific Northwest University of Health Sciences in this search. For fullest consideration, candidate materials should be received by **November 3, 2025**.

Application materials, nominations, and inquiries can be directed to:

Sarah Palmer and Luis Bertot
PNWU_VPHRWE@wittkieffer.com

Anticipated annual salary range for the opportunity is \$220,000 – \$275,000, commensurate with experience and qualifications. Relocation assistance available. Benefits include medical, dental, and paid time off. Full details: [PNWU Employee Benefits](#).



**Pacific Northwest
University** of Health Sciences



@PNWUhealth

www.pnwu.edu

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.