

Curriculum Vitae

Becky J. Hoover

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SUMMARY

A Ph.D. and lawyer with 20 years of experience in university administration, including more than 10 years in human resources leadership and five years in the Office of the President. Broad experience in developing and leading human resources functions, including talent acquisition, employment classification and compensation, performance planning and management, professional and organizational development, employee and labor relations, benefits and wellness, human resources information systems, employee immigration, alternative dispute resolution, and legal compliance and complaint resolution/Title IX, ADA, EEO/AA.

EDUCATION

Ph.D. Urban Studies and Public Affairs (2008)

The University of Akron, Department of Public Administration and Urban Studies

Management Development Program (1998)

Harvard University, Graduate School of Education

Juris Doctor (1984)

The Ohio State University, College of Law

B.A. History with University Honors (1981)

Kent State University, Department of History

ACADEMIC HONORS AND AWARDS

Valedictorian, Kent State University, Kent, Ohio, 1981.

Commencement Speaker, Kent State University, Kent, Ohio, 1981.

Phi Beta Kappa, Kent State University, Kent, Ohio, 1981.

Phi Alpha Theta, Outstanding Student in History, Kent State University, Kent, Ohio, 1981.

President, Omicron Delta Kappa, Kent State University, Kent, Ohio, 1981.

PROFESSIONAL WORK EXPERIENCE

The University of Akron, Akron, Ohio (1999-2016)

Associate Provost for Talent Development (2013-2016)

Provided leadership and support in academic personnel matters and talent development as member of the university's leadership team. Responsibilities included:

- Assisting with disciplinary matters and conflict resolution for faculty/chairs/deans;
- Collective bargaining leadership (bargaining team for staff union negotiations);
- Liaison for HR policies; e.g. hiring practices, immigration, part-time faculty timekeeping/compensation/benefits, spousal hires; diversity initiatives;
- Title IX Coordinator with university-wide gender equity responsibilities;
- Member of campus-wide, award-winning Diversity Council supporting inclusive excellence for employees and students;
- Talent Development leadership on the University Council and ad hoc committees.

Developed, delivered and assessed chair and faculty development and support, including:

- Orientation and refresher programs for department chairs;
- Monthly leadership development seminars for administrators;
- Online modules and web-based reference materials;
- Launching programs for new faculty;
- Pre-tenure and mid-career support.

Provided leadership for the Institute for Teaching and Learning (ITL), including:

- Supervision of ITL staff and administration of budget;
- Design, delivery and assessment of new faculty and graduate assistant orientations;
- Seminars and consultations to enhance teaching skills and research portfolios.

Vice President for Talent Development & Human Resources (5/2/2011-12/30/2012) Interim Co-Director, Human Resources (11/1/2010-5/1/2011)

Promoted to Vice President after serving in interim co-leadership role, becoming the university's first Vice President for Talent Development & Human Resources. Provided leadership for all HR functions and advice and counsel to the university's leadership team and the Board of Trustees. Developed HR strategies and operations to support the university's commitment to recruit, retain, and develop the very best talent. Reporting to the Vice President were Benefits, Classification and Compensation, Employee Relations, Training and Development, Employee Immigration Services, Labor Relations, Employment Services, EEO/Affirmative Action, and HR Information Services.

Responsibilities included:

- Leadership for HR staff and administration of HR budget;
- Presentations to the university's Board of Trustees (monthly);
- Supervision of complaint investigation and dispute resolution;

- Title IX Coordinator and supervision of Deputy Title IX Coordinators;
- Supervision of immigration services for faculty and staff;
- Compensation analysis consultations;
- Creation and supervision of mediation/alternative dispute resolution program for staff, faculty, and administrators;
- Oversight of health insurance and wellness programs and liaison to campus constituency groups on health, wellness, and other benefits issues;
- Evaluation of shared services opportunities;
- Redesign of recruitment and employment processes;
- Redesign of performance planning and management processes.

Director, Employee Relations and Immigration Services (2007-2010)

Provided leadership for campus-wide initiatives to promote internationalism and collaborative, equitable, and collegial working relationships. Responsibilities included:

- Design and delivery of new campus-wide program, Conflict Resolution Services, providing mediation, consultation, and coaching;
- Design and supervision of comprehensive immigration services;
- Review of all policies for employees under the Americans with Disabilities Act, Title IX and other applicable laws;
- Title IX Coordinator;
- Management of budgets and collaboration with other campus offices to prioritize and implement campus improvements to enhance accessibility;
- Development of modules for both online and in-class presentation and consultation with deans, department chairs, managers and campus committees on immigration, conflict resolution, legal compliance and diversity issues;
- Leadership on campus-wide committees, including chair of the Provost's workgroup on Academic Plan Design Principles and committee member and principal investigator for an equity study for NCAA Recertification.

Director, Interim, Equal Employment Opportunity/Affirmative Action and Coordinator of Human Resources Development (2004-2007)

Managed all operations and budgets of the EEO/AA office and hired and supervised all staff. Provided leadership for strategic, campus-wide initiatives to promote equal employment and educational opportunity. Other responsibilities included:

- Monitoring staff, contract professional and faculty search processes for compliance with Department of Labor (DOL)/Office of Federal Contract Compliance Programs (OFCCP) guidelines and other applicable laws;

- Investigation of complaints for employees and students and recommendations to supervisors and other appropriate personnel to resolve the issues;
- Title IX Coordinator;
- Revision of data collection protocols and reporting in order to more effectively and efficiently prepare and disseminate the campus Affirmative Action Plan in compliance with Department of Labor and OFCCP guidelines;
- Collaboration with the Office of Academic Affairs to develop new online and interactive search processes and training for all search committees;
- Advisor to Executive Director of HR on redesign and development of HR functions.

**Executive Assistant to the President for Organizational Development,
Office of the President (1999-2004)**

Assisted the President on a wide range of administrative and institutional initiatives, including policy research and recommendations, grant writing and reporting, and leadership of campus-wide committees, such as the Strategic Planning Steering Committee and the President's Commission on Equity. Supervised the daily operations of the Office of the President and served as a liaison to other offices with direct reporting relationships to the President, including Intercollegiate Athletics and Human Resources.

Other responsibilities included:

Organizational Development

- *President's Liaison, Workgroup on Shared Leadership.* Coordinated efforts of presidential appointees to campus-wide committee and made recommendations to the President to enhance collaborative decision-making;
- *President's Liaison, Policy Review.* Assisted Office of General Counsel, Faculty Senate, and other administrative units in the drafting and implementation of revised policies for review by the Board of Trustees;
- *Director, Project Team, Foundations for Leadership.* Designed a professional development program for faculty, staff, and supervisors.

Community and Educational Outreach

- *President, University Park Neighborhood Association; Board Member, University Park Development Corporation.* Provided initial leadership to revitalize University Park;
- *Member, Board of Trustees, Keep Akron Beautiful.* Appointed by the Mayor of the City of Akron to serve in advisory capacity;

- *Member, Program Advisory Board, Summit Education Initiative.* Supported the development of inter-institutional support for K-12 reading programs;
- *Leadership Akron, member Class XVII.*

Mediation and Collaborative Problem-Solving

- Facilitation of large group problem-solving, such as the Parking Issue Retreat for 50 members of the Faculty Senate and the Vice Presidents;
- Mediation services to collaboratively resolve campus problems and issues in a manner consistent with the University's commitment to shared leadership.

Adjunct Professor, School of Law (1999-2004)

Employment Mediation. Designed and taught courses for the law school and graduate school. Concentration on both theoretical foundations and practice techniques to enable administrators, lawyers, and mediators to use alternative dispute resolution.

Purdue University, West Lafayette, Indiana (1996 – 1999)

Director, Women's Resource Office, Office of Human Relations (1996-1999)

Managed all operating and programming budgets and hired and supervised all staff of the Women's Resource Office. Developed and directed campus-wide initiatives for the Office of Human Relations and the Women's Resource Office. Developed and maintained mentoring programs for faculty, staff, and students; addressed gender issues and facilitated conflict resolution through education, mediation, and special research projects.

Responsibilities included:

Research and Academic Policies

- NCAA Athletic Certification Committee and the North Central Association Accreditation Review;
- Direction of University Task Force on Women's Issues and assisted in preparation of "The Status of Women at Purdue University," a publicly released, 86-page report prepared for the Office of the President;
- Compilation of demographic and salary data for the President; regularly conferred with the Office of the President on policy issues affecting gender equity at Purdue.

Campus and Community Programming

- Design and delivery of campus-wide programs (30 to 40 per year) on sexual harassment and discrimination, communication, conflict resolution, and leadership skills;

- Coordination of events for Purdue and Lafayette communities, such as Campus-Community Roundtables and Leadership Lafayette.

Conflict Resolution

- Mediation of disputes involving students, faculty, and staff;
- Design and delivery of training for Personnel Services in mediation skills;
- Designated mediator for faculty grievances;
- Coordination and delivery of conflict resolution training for deans/department heads; published and presented research on conflict resolution at state, regional, and national meetings.

Assistant Professor, Department of Educational Studies, School of Education

Legal Issues in Higher Education. Graduate level seminar in legal issues for the administration and management of higher education;

Labor-Management Relations. Required undergraduate course on management and collective bargaining issues in union and non-union environments. Guest Lecturer in *Organizational and Behavior and Human Resource Management; Negotiation and Dispute Resolution; Gender and Multiculturalism.*

The University of Akron, Akron, Ohio (1993 – 1996)

Acting Director, Women's Studies Program and Part-time Faculty

Managed all operational and programming budgets of the Women's Studies Program and hired and supervised all staff. Directed all activities of the certificate program and convened the interdisciplinary Women's Studies Coordinating Council. Other responsibilities included:

- Design and approval of Courses of Study for undergraduate and graduate students;
- Review of curriculum and course syllabi for program reviews;
- Hiring, supervision, and evaluation of part-time faculty;
- Preparation of newsletters, websites and other promotional and educational materials;
- Writing and submission of grants and supervision of other fund-raising efforts;
- Preparation and delivery of extensive educational and service programming for campus and community groups.

Adjunct Professor

Women and the Law. Graduate and undergraduate level courses focusing on gender issues in case law, statutes, and essays on jurisprudence;
Introduction to Women's Studies. Interdisciplinary course introducing students to current scholarship on women's issues and experience;
Individual Studies. Directed student writing and research;
Campus-Community Women's Lecture Series.

Hoover, Heydorn & Herrnstein Co., L.P.A., Cuyahoga Falls, Ohio (1985-1996)

Attorney

- Partner in a seven-member firm engaged in general practice;
- Document preparation, research, negotiation, arbitrations, trial preparation, discovery, jury trials, and appellate proceedings;
- Management duties including interviewing, hiring, and supervision of new attorneys and support staff.

Focus Mediation & Arbitration, Inc., Cuyahoga Falls, Ohio (1994-1996)

Mediator

- Founder and Executive Director of a mediation firm;
- Individual and group mediations of civil disputes, including divorce and custody matters.

City Attorney's Office, Prosecutor's Division, Columbus, Ohio (1983-1984)

Hearing Officer

- Hearings for the Night Prosecutor Program, an alternative dispute resolution program for misdemeanor offenses;
- Mediator between victims and offenders;
- Follow-up and enforcement proceedings in cases of domestic violence, assault, theft, criminal damaging, menacing, and neighbor disputes.

Intake Officer

- Screening of criminal cases for assignment to mediation or to traditional felony or misdemeanor criminal proceedings;
- Consultations with staff attorneys and law enforcement for criminal trial preparation and investigation.

Bricker & Eckler, Columbus, Ohio (1983).

Summer Associate

- Research and document preparation for 60 attorneys engaged in general practice;
- Declined offer for permanent position.

PRESENTATIONS

How We Lie to Ourselves – The Failure of Performance Appraisal and Merit Pay Systems in Higher Education, co-presenter. CUPA National Conference, New Orleans, September 2010.

Workplace Disputes and Violence: Recognition, Prevention, and Mediation, co-presenter. CUPA-HR Western Division, Portland, March 2010 and Midwestern Region, Minneapolis, April 2010.

Human Resources and Equal Employment Opportunity Merging to Face the 21st Century, co-presenter. CUPA-HR West.Region, Colorado, June 2009 and So. Region, Louisville, May 2009.

Beyond Gender: Obstacles to Women’s Progress, American Council on Education, Network of Women Leaders, Dayton, Ohio, November 2008.

A Big Year for Title IX, American Association of University Women, February 2006.

What Sports Can Do for Girls, Girls and Women in Sports Day, Akron, Ohio, January 2006.

Embracing Universal Design: Goals for Web Accessibility, co-presenter, Ohio State University, April 2005.

Downtown 2025: Progress Made, Office of the Mayor Initiatives, Akron, Ohio, November 2004.

Empowering Others to Lead, Ohio Network of Women Leaders/ACE. Columbus, Ohio, November 2002.

Leadership in Higher Education, Leadership Akron, Akron, Ohio, April 2002.

Legacy of Sojourner Truth - Bell Hooks Lecture, Introductory Speaker, Akron, Ohio March 2001.

Mediation at Home & Work, Center for Conflict Management, Akron, Ohio, March 2000.

Women in Engineering Freshman Orientation, Keynote Speaker, Akron, Ohio, August 2000.

Meeting the Challenges, Women in Engineering Program, Purdue University, December 1998.

Dealing with Difficult People, Women in Science, Purdue University, Indiana, December 1998.

Conflict Resolution Skills for Physicians, Lafayette Center for Medical Education, Indiana University, Indiana, January 1999.

“Houston We Have a Problem:” Conflict Management for Emerging Leaders. Keynote speaker, Conference for Student Leaders, Mortar Board, West Lafayette, Indiana, January 1999.

Dispute Resolution in Campus Harassment Cases: Building Respectful Communities. National Institute of Dispute Resolution (NIDR) 13th Annual Conference, Columbus, Ohio, July 1998.

PRESENTATIONS (Continued)

Leading with Courage: Leaders in Higher Education. Indianapolis, Indiana, June 1998.

Work-Life Issues for Faculty. Big Ten Work-Life Conference, West Lafayette, Indiana, April 1998.

Positive Confrontation. Leadership Lafayette, Lafayette, Indiana, October 1997 - April 1998.

Dealing with Conflict in the Workplace. Warren Industries, Lafayette, Indiana, May 1998.

Conflict Resolution. Indiana Association of Women in Education, West Lafayette, Indiana, April 1998.

Mediating Campus Conflict. Purdue University, West Lafayette, Indiana, March 1998.

Dealing with Difficult People, Women in Leadership, Indianapolis, Indiana, October 1997.

Sexual Harassment. Manchester College, North Manchester, Indiana, October 1997.

Conflict Resolution in Campus Harassment Cases: A Call for Leadership. Best Practices in Diversity Conference, Pennsylvania State University, State College, Pennsylvania, September 1997.

Sexual Harassment Policies in Academe: Reading Between the Lines, Women in Higher Education, University of Akron, Akron, Ohio, August 1997.

Mediation Skills for Physicians. Northeastern Ohio Universities College of Medicine, Rootstown, Ohio, January 1997.

Managing Conflict in the Workplace. Purdue University, Lafayette, Indiana, December 1997.

Sexual Harassment. Manchester College, North Manchester, Indiana, November 1996.

Comprehensive Legal Solutions in a Postmodern World. Bowling Green State University, February 1996.

A Chance to Speak and to be Heard. The University of Akron, Akron, Ohio, October 1995.

The Citadel Falls: Shannon Faulkner and Other War Heroes. Kent State University, October 1995.

Women's Legal Rights in American History: We've Come a Long Way, Maybe. Business and Professional Women's Club, Akron, Ohio, October 1994.

Women and the Law: Teaching Gender Fairness in an Unfair World. Gender Equity in Secondary Education Workshop, Brunswick, Ohio, October 1994.

Civil Liability for Police Officers. Stow Police Department Officer Training, Stow, Ohio, 1985.

PUBLICATIONS

Hoover, Becky J. "Building Community Through the Mediation of Citizen Complaints: The Mediator of the French Republic." OHIOLINK, May 2008.

Herrnstein, B.H., "Women and Mediation: A Chance to Speak and to be Heard." *Mediation Quarterly*, Spring 1996.

Herrnstein, B.H., "Shannon Faulkner and The Citadel: The Effects of Using Litigation as an Instrument of Social Reform." *Circles*, SUNY, Buffalo, College of Law, Volume 5, 1997.

Herrnstein, B.H., "Conflict Resolution in Campus Harassment Cases: A Call for Leadership." *A Leadership Journal: Women in Leadership*, Columbia College, Volume 2, No. 1, 1997.

PROFESSIONAL HONORS AND AWARDS

Akron Urban League "Woman of Power." Selected as one of seven honorees from higher education, business, and non-profit organizations, 2014.

American Psychological Association "Psychologically Healthy Workplace Award – Best Practices" for design and implementation of workplace mediation program, 2011.

Ohio Psychological Association "Psychologically Healthy Workplace Award," accepted on behalf of The University of Akron, 2010.

"Northern Ohio Live 500." Selected as one of the region's 500 most influential women. Northern Ohio Live WomenSource, June, 2002.

American Council on Education, Representative to National Network for Women Leaders, 1998.

LICENSED ATTORNEY

Ohio (inactive status since 2015)