

John R. Heath

Experience

Director of Human Resources & Professional Development, Western Technical College 2013 – Present

- Oversee all aspects of Human Resources including recruitment, selection, certification, employee relations, compensation, benefits, civil rights compliance, collective bargaining, policy creation and review, and training and development
- Serve on the College Senior Leadership Team
- Major Projects:
 - Implemented new salary ranges for faculty and non-faculty
 - Created and implemented new compensation systems for faculty and non-faculty
 - Reviewed and revised Employee Handbook
 - Oversaw the transition from a fully-funded health insurance program to a self-funded health insurance program as part of a consortium
 - Implemented Q12 engagement program resulting in an increase of 10%
 - Oversaw development of new performance review system
 - Successfully represented the College in all legal complaints
 - Successfully transitioned entire College to remote work during COVID-19 pandemic

Human Resources Operations Manager, Gundersen Health System 2006 – 2013

- Served as a director level HR liaison to Vice Presidents of Operations
- Served on organizational bargaining team
- Guided management decisions on employment status for team of 2,000+ employees
- Served as strategic partner with Vice Presidents and Directors regarding staffing paradigms and initiative implementation
- Interpreted organizational and Human Resource policies
- Oversaw system-wide recognition programs
- Oversaw The Joint Commission accreditation for HR compliance

Human Resources Manager, Workforce Connections 2000 – 2006

- Recruited, selected, and oriented all new staff
- Developed the organizational training plan including presenting the Supervisory Training Seminars for all supervisory/managerial staff
- Developed and maintained all compliance policies including the Civil Rights, Affirmative Action, and Equal Employment Opportunity plans
- Facilitated and participated in organizational strategic planning
- Conducted performance counseling and employee relations

Director of YES AmeriCorps, Workforce Connections 1996 – 2000

- Successfully administrated the top-rated AmeriCorps program in Wisconsin
- Developed and maintained relationships with member sites, and implemented strategic planning
- Participated in community relations and developed alternative program funding sources

Residence Hall Director, University of Wisconsin – La Crosse 1993 – 1996

Residence Hall Director, Western Washington University 1992 – 1993

Education

University of Iowa

- Master of Arts – Counselor Education/Student Development; Asian Studies minor
- Bachelor of Arts – Economics and French; Teaching Certification

Presentations

- Management Forum Leadership Seminars– Western Technical College
- All Employee Town Hall Presentations – Western Technical College
- Engagement Pays – Continuous Quality Improvement Network (CQIN) National Conference
- HR & Recognition Seminars – Gundersen Health System
- Conflict Resolution Training – YES AmeriCorps
- International Leadership Seminars – UW – La Crosse

Committee & Volunteer Experience

- Faculty and Non-Faculty Compensation Workgroup – Western Technical College
- Human Resource Curriculum Advisory Committee – Western Technical College
- Western Employee Diversity Strategic Initiative Team – Western Technical College
- Council Member – YES AmeriCorps Advisory Council
- Board Member – La Crosse Area Society for Human Resource Management
- YWCA GALAXY Program Advisory Board
- La Crosse Council on Racial & Ethnic Justice

Related Experience, Awards, & Grants

- Certified Senior Professional in Human Resources – Human Resource Certification Institute
- Certified Senior Professional – Society for Human Resource Management
- Certified Recognition Professional – Recognition Professionals International
- Certified Conflict Resolution Trainer – National Association for Conflict Mediation
- Taiwan Group Study Exchange – Rotary District 6250
- The Soul of the Leadership Journey – Franciscan Spirituality Center
- Betty Zube 2011 Communitarian Award – YES AmeriCorps
- Ally of the Year Award – Coulee Region YWCA Galaxy Program
- National Service Executive Program – The Presidio
- Wrote, received, and implemented grant for the International Leadership Seminars – UW-La Crosse

Languages

- Speak, read, and write French
- Working knowledge of Mandarin Chinese