

## **Julia Getchell, Ph.D.**



### **SUMMARY OF QUALIFICATIONS**

Public service leader with more than 20 years of progressive experience managing human resources programs and teams. Extensive experience managing human resource programs in shared services systems in public higher education and local government institutions.

Compassionate human resources professional committed to diversity, equity, and inclusion. Experience developing and implementing strategic objectives and strategies to cultivate equity, community, and belonging.

Adept at navigating changing environments. Demonstrated experience providing excellent customer service, meeting deadlines, completing multiple priorities concurrently, and succeeding in dynamic organizations. Outstanding communication and organization skills. Ability to interact with and influence stakeholders at all levels of complex organization.

### **PROFESSIONAL EXPERIENCE**

#### **Director of Human Resources**

Washington State University Vancouver, Vancouver WA

**2019 - present**

- Provides leadership and direction for campus human resources function including, planning, developing, managing, and administering programs and strategies by performing highly skilled and professional human resource management functions.
- Directs the operations of the Washington State University (WSU) Vancouver Human Resource Services office and supervise professional staff.
- Applies professional human resources knowledge and expertise to make decisions on complicated issues that require proactive intervention. Exercises appropriate authority in the resolution of complex and difficult human resource issues.
- Consults with and advises leaders, faculty, and staff on a wide variety of human resource issues, including interpretation and application of federal and state laws, rules, and regulations as well as WSU rules, policies, and procedures.
- Serves on Chancellor's Cabinet, Campus Council, Incident Management Team, Building a Culture of Equity (BaCE) Leadership Team, Accessibility Council, and Council on Equity, Diversity, and Inclusion.
- Provides strategic leadership to foster an institutional culture of equity and inclusion. Develops and implements diversity, equity, and inclusion (DEI) plans, objectives, and strategies.
- Collaborates with campus and WSU System stakeholders including the Chancellor's Cabinet, Campus Council, Council of Faculty Representatives, Staff Advisory Council, Attorney General's Office, Office of Equity, Diversity, and Inclusion, and the Office of Compliance and Civil Rights on diversity equity, and inclusion projects, initiatives, and investigations.
- Collaborates with campus executives and other leaders to ensure campus climate is positive and healthy.
- Collaborates on with System Human Resource Services on the design and implementation of system-wide human resources policies and procedures.
- Administers the recruitment, selection, and onboarding processes for faculty and staff positions. Advises executives, hiring managers, and search committee members on inclusive and equitable applicant screening,

hiring, and onboarding policies and practices.

- Designs and manages organizational development initiatives such as succession planning, workforce development, employee retention, organizational design, and change management.
- Develops and implements education and training programs for campus and system leaders, faculty, and staff members on wide range human resource issues and topics.
- Provides guidance to executives and managers on professional development activities for faculty, staff, and student workers.
- Investigates and mediates employee complaints. Collaborates with employees, managers, executives, the Office of Compliance and Civil Rights, the Office of Risk Management, and legal counsel on the resolution of conflicts and concerns. Represents WSU Vancouver campus at administrative hearings and legal proceedings.
- Consults with leaders on employee performance expectations and supervisory responsibilities. Develops performance management plans with executives and managers for employees to achieve campus and system performance goals and objectives. Facilitates executive and professional staff annual performance evaluation processes.

**Director of Academic Employee and Labor Relations**

**2017 - 2019**

Portland State University, Portland OR

- Managed the Academic Employee and Labor Relations program. Provided employee and labor relations services to academic units. Managed assigned staff.
- Built relationships with union leaders and members. Worked with union representatives to resolve human resources concerns, problems, and grievances.
- Advised leaders, faculty, and staff on the interpretation and application collective bargaining agreements and relevant state, federal, and PSU employment laws and policies.
- Negotiated, implemented, and administered three collective bargaining agreements. Served as chief spokesperson for PSU's collective bargaining teams.
- Managed and responded to grievances, demands to bargain, unfair labor practice complaints, and union information requests. Represented PSU in mediation and arbitration hearings.
- Designed and implemented training programs for PSU leaders, faculty, and staff on a variety labor and employee relations topics.
- Provided consultation services to managers on disciplinary actions involving bargaining unit employees to ensure consistent and fair application of the principles of due process and just cause. Lead fact-finding investigations.

**Assistant Human Resources Director**

**2014 - 2017**

Clackamas County, Oregon City OR

- Served as Assistant Human Resources Director for mid-sized local government organization. Directed the Employee and Labor Relations and Risk Management programs. Managed assigned staff.
- Collaborated with assigned Human Resources program managers and staff to develop, implement, and improve work plans to achieve department mission, strategic initiatives, and performance results.

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- Acted on behalf of the Human Resources Director on assigned projects, issues. Served as Acting Human Resources Director.
- Participated in Human Resources department budgeting and strategic planning processes and initiatives.
- Provided policy interpretation and direction to Human Resources leaders and staff and County leaders in all human resources functional areas including labor and employment relations, training and employee development, workforce planning and development, classification and compensation, diversity and equity development, recruitment and selection, risk management, pay and time administration, human resource information systems, and benefits administration.
- Negotiated, implemented, and administered eight collective bargaining agreements.
- Developed effective labor relationships, fostering positive communication between labor and management, and collaboratively solving issues of mutual interest.
- Administered the contractual grievance procedures for eight labor agreements.
- Designed, delivered, and improved training for County leaders in a wide variety of human resources policies, procedures, and topics.

**Labor Relations Coordinator**

**2009 - 2014**

City of Portland, Portland OR

- Served as a City of Portland (City) consultant to assigned City bureaus and leaders on state, federal, and city labor and employment laws, policies, regulations, and collective bargaining agreements.
- Served as chief spokesperson for initial, successor, and interim collective bargaining activities for six bargaining units on behalf of the City and assigned bureaus.
- Negotiated, implemented, and administered collective bargaining agreements, grievance settlement agreements, severance agreements, and last chance agreements on behalf of the City.
- Resolved labor disputes through a variety of formal and informal resolution processes, including Interest Based Bargaining and Interest Based Problem Solving.
- Represented the City's case in mediation process, grievance arbitration, Unfair Labor Practice hearings, and unemployment compensation hearings.
- Advised managers and supervisors on labor and employee relations matters to ensure compliance with federal, state, and City laws, policies, and procedures.
- Developed and implemented training for City leaders on employee and labor relations issues and topics.

**Executive Director**

**2003 - 2009**

Portland State University Chapter of the American Association of University Professors, Portland OR

- Lead the Association and supervise assigned staff. Mentored and trained Association representatives.
- Created and maintained collaborative labor relationships with Portland State University (PSU) administrators and leaders. Worked collaboratively with PSU administrators to resolve disputes informally whenever possible.
- Provided bargaining unit members with information about PSU human resources procedures and policies as well as state and federal employment laws.

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- Prepared for and participated in successor and interim collective bargaining activities including researching and analyzing contract language, writing bargaining proposals, advising the union leaders and members about federal and state labor and employment laws. Implemented negotiated agreements.
- Represented Association bargaining unit members in contractual grievance process. Represented Association in grievance arbitration and Unfair Labor Practice hearings. Advised bargaining unit members about alternative PSU dispute resolution processes.

**EDUCATION**

- **Ph.D.** University of Wisconsin-Madison, Continuing and Vocational Education
- **M.S.** University of Wisconsin-Madison, Continuing and Vocational Education
- **B.A.** University of Iowa, Communication Studies and English

**PROFESSIONAL ACTIVITIES**

- College and University Professional Association-Human Resources
- Labor and Employment Relations Association-Oregon Chapter
- Building a Community of Equity Change Agent Certificates
- Federal Emergency Management Agency-Incident Command System Certification
- Mental Health Health First Aid Certification
- Leadership Clark County (WA)