

ERIC D ROESLER, PhD-C, MBA

CAREER FOCUS: CHIEF HUMAN RESOURCES OFFICER

Human Resources / Continuous Process Improvement / Change Management / Regulatory Compliance

I am completing the final edits on my Ph.D. dissertation in business with an emphasis in human resources. My work in industry as a scholar-practitioner is extensive in the field of human capital theory, knowledge management, and continuous process improvement. My goal is to work in an excellent organization that understands that the greatest impact on organizational effectiveness is found in its people. I leverage human capital theory in organizations using proven, evidence-based management practices to bring about desired change within organizations.

Specific skills:

- Learning and Development, Including Learning Management Systems (LMS), eLearning, and Corporate Universities – Workforce Development
- Recruiting and Retention – Talent Acquisition
- Career Mapping for Employee Advancement and Succession Planning – Talent Development
- Total Rewards, Compensation, and Employee Benefits
- Payroll and Benefits Administration
- Award Winning Safety Management
- Organizational Change Management
- Merit and Organized Labor Management
- Implementation of Enterprise Management Systems, Including Reimplementation
- Human Resource Information Systems (HRIS)
- Wellness Programs, Workers' Compensation, and Claims Management
- Developing, Implementing, and Enforcing Policies, Procedures, and Practices
- Executive Compensation
- International Human Resource Management
- Six Sigma, Lean Systems, and Continuous Process Improvement
- Implementing Transformational and Strategic HR

PROFESSIONAL EXPERIENCE

CHIEF HUMAN RESOURCES OFFICER, EQUITY AND AFFIRMATIVE ACTION OFFICER

UNIVERSITY OF WISCONSIN – STEVENS POINT
2018 – Present

Assumed the role during highly contentious faculty, staff, and management relations. Worked at the UW System level on title and total compensation, executive recruitment, benefits analysis, audits, and implementation of a new ERP (and HRIS). Reduced department size in response to budgetary constraints to maintain cost-effective services. Assumed responsibilities from other departments during reorganizations and driving innovative reorganization efforts throughout the University. Oversaw the acquisition of two branch campuses through the realignment of the University of Wisconsin System and integrated that workforce with existing workforce while collaborating with other departments to assist in meeting their personnel needs. Centralized HR functions within UWSP and assisted with the creation and vision for UW Shared Services (for UW System) to better centralize all UW System HR policies, procedures, and practices to create organizational efficiencies to result in better, consistent, and cost-effective delivery of services. Charged with moving HR from transactional HR to transformational/strategic HR. Direct oversight of all human resource, payroll, benefit, and organization safety functions utilizing HRS (PeopleSoft) HR information system. Member of the Chancellor's Cabinet. Drove strategic improvements to organizational culture during very challenging times of uncertainty. Reestablished organizational integrity as a highly visible core value to better position the University as an employer of choice for a more diverse and inclusive target workforce.

CORPORATE DIRECTOR OF HUMAN RESOURCES AND SAFETY (CHRO)

AGRA INDUSTRIES
2014 – 2018

This is the Chief Human Resources Officer for this international engineering, manufacturing, and general contractor that served the industrial, agricultural, renewable energy, biomass, and cogeneration industries with turnkey facilities and essential equipment. Worker safety improved 36% in one year to a TRIR of 6.48 in high risk industries with additional improvement of another 46% to 3.46 in the second year. Worker retention improved; recruiting and onboarding a multi-generational workforce allowed growth in engineering, manufacturing, and construction subsidiaries. Successfully recruited an Executive Vice President of Operations (Chief Operations Officer), a Mechanical Engineering Manager, a Structural Engineering Manager, a Plant Manager, Sr. Project Engineers, a Sr. Sales Engineer, Project Managers, and all executive, management, supervisory, and front-line team members. Assisted the ownership by managing the employment termination of a major organizational stockholder. These organizations (AGRA Industries, AGRA Construction, Merrill Fab, AGRA Transportation, and other subsidiaries) were undergoing a great deal of change in order to modernize business practices. Introduced more updated total quality management, learning and development programs, human resource management systems, and reduced system defects in management practices to better position the companies for their very competitive industries. Oversaw provider and major plan changes in nearly all employee benefit and retirement programs. Created a culture of excellence, pride, and making AGRA an employer of choice in Wisconsin, attracted workforce from 27 of Wisconsin's 72 counties.

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HUMAN RESOURCES, HEALTH, SAFETY, REGULATORY COMPLIANCE, AND BUSINESS PROCESSES CONSULTANT
BUSINESS EXCELLENCE

Army Corps of Engineers' projects, utilities, mining, oil & gas, healthcare, and construction industries. Recruited quality employees in high-demand trades in strong, local economies in multiple states, managed workforce reductions for other clients during economic downturns, while continuously developing quality workforces. Managed labor relations under collective bargaining and at-will employment. Accident prevention plans, NOI, activity hazard analyses, and worker protection programs. Winner of the Wyoming Governor's Safety Award. Serve as the Chief Talent Officer for many client organizations. Directed and assisted organizations through the entire process of implementing the provisions of the Affordable Care Act. Helped organizations work through federal whistleblower complaints, EEOC inquiries, and NLRB complaints. Presented portions of his work and scholarly breakthroughs nationally, regionally, and locally with excellence and exceptional response.

BASIN ELECTRIC POWER COOPERATIVE

Proficient problem solver. Assignments had been revised as issues were adequately addressed and organizational needs required excellent troubleshooting in other, more critical areas. Labor/management advising, workers' compensation oversight, limited and light duty work management, summer intern program administration, and whistleblower violation resolutions. Nationally recognized for excellent registered apprenticeship programs for completely overhauling four apprenticeship programs for four different professional trades in an industry dominated by retiring baby-boomers. Implemented a state-of-the-art LMS for onboarding and skill advancement. Change management/reliability excellence corporate sponsor. OSHA is the federal authority on all 21 whistleblower protection enforcement programs, from the Clean Air Act, Sarbanes-Oxley, Toxic Substances Control Act, and beyond. Worked with OSHA and served as the human resources liaison between operations and corporate management. Coached direct reports with excellent results that made workers the targets of recruitment by other departments throughout the organization.

REHABILITATION ENTERPRISES OF NORTH EASTERN WYOMING

Management executive with human resource, facility, personnel, and program oversight for this medically fragile healthcare provider. Workforce development, compensation, benefits administration, payroll, training, and recruiting in a highly competitive labor market. Implemented succession planning and career mapping for employees and the organization. Complex grant administration, stringent regulatory environment, program certifications, and provider accreditation. Provided strategic direction as part of the organizational leadership team. Created, developed curricula for, and implemented RENEW-U for employee development. Transformed this healthcare provider from a worst offender list with Wyoming OSHA to a proud member of OSHA's SHARP program by aggressively overcoming the inherent factors that significantly contribute to workplace injuries in a healthcare setting.

EDUCATION

Doctor of Philosophy – Human Resources, Student with 4.0 GPA, President's List • Capella University – Minneapolis, Minnesota
Current Dissertation Research • A Quantitative Correlational Study of Organization Knowledge Management Maturity and Workforce Safety Outcomes
Masters of Business Administration – 3.98 GPA • University of Mary – Bismarck, North Dakota
Bachelor of Science – Management – Summa cum Laude, 3.96 GPA • University of Mary – Bismarck, North Dakota
Graduate LUTCF • American College – Bryn Mawr, Pennsylvania
Graduate • Navy Leader Development Program – Groton, Connecticut

**PROFESSIONAL ASSOCIATIONS
& ACHIEVEMENTS**

Member • Society of Human Resource Managers
Member • Central Wisconsin Society of Human Resource Managers
Member • American Society of Safety Engineers
Member • National Safety Council
Certified Executive Program in Safety Management • American Society of Safety Engineers
Approved MSHA Trainer • U.S. Department of Labor, Mine Safety and Health Administration
Certified CPR/First Aid Instructor • American Heart Association
Certified U.S. Army Corps of Engineers (NAVFAC) EM 385-1-1 SSSH • University of California – San Diego, California
Authorized OSHA General Industry Trainer (OSHA 501 and 511) • Red Rocks Community College – Lakewood, CO (U.S. Department of Labor, Occupational Safety and Health Administration Occupational Training Institute)
Authorized OSHA Construction Trainer (OSHA 500 and 510) • Red Rocks Community College – Lakewood, CO (U.S. Department of Labor, Occupational Safety and Health Administration Occupational Training Institute)