



1522 RAVINE SIDE DRIVE
HOUGHTON, MI 49931
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(906) 281-1198

RENEE L. HILLER, SPHR/SHRM-SCP
DIRECTOR OF HUMAN RESOURCES MICHIGAN TECHNOLOGICAL UNIVERSITY

HUMAN RESOURCES EXECUTIVE

An accomplished Human Resources Executive with 18 years of proven expertise in policy development, recruiting and hiring practices, personnel development, legal compliance issues, employee relations, dispute resolution, labor relations, benefit administration and strategic planning.

CAREER ACCOMPLISHMENTS

AT MICHIGAN TECHNOLOGICAL UNIVERSITY

- Lead the development and implementation of a comprehensive 3-tiered leave policy (sick leave, short-term disability, and long-term disability) that was cost-neutral (at least) to address a gap in salary continuation for faculty and staff needing to seek a medical leave on an indefinite basis.
- Expanded and reinforced continuous improvement culture in HR to support and develop the various areas within the department to better connect HR as a strategic partner within the campus community.
- Instituted and developed a vision of excellent customer service in Human Resources through professional development and reinforced daily discussions with HR team members.
- Accountable and responsible for redefining Michigan Tech's HRIS system to improve data integrity and enhance the utilization of the HRIS system capabilities.
- Responsible for the development and implementation of a campus-wide performance management system in 2014 to help supervisors develop successful and effective relationships within their areas.
- Develop a continuing relationship including successful negotiations for three unions on campus including UAW (clerical), AFSCME (facilities and dining services) and POA (police officers)
- In order to support one of Michigan Tech's Strategic goals for recruitment of world-class faculty, student and staff, recognized and addressed a gap within our organization which lacked a formal and comprehensive onboarding experience for new faculty and staff. Human Resources successfully developed and introduced a New Employee Orientation in August 2015 that has closed this gap and filled a need that was recognized within the recruitment process.

PROFESSIONAL EXPERIENCE

Michigan Technological University

Houghton, MI

Director of Human Resources

Sept. 2013-Present

Chief HR leader responsible for the identification, promotion and implementation of University strategy by planning and managing human resource programs that services over 1500 employees on



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campus including services within Benefits Administration, Staff Employment, Academic Employment, Human Resource Information Services (HRIS) and Payroll Services. Responsible for directing a 20+ person department that provides excellent customer service to ensure effective implementation of policies and procedures, execution and delivery of campus professional development, HR consultation to key members on campus, successful recruitment and hiring practices and development of HR best practices that supports Michigan Tech's campus-wide strategic plan.

Director of Benefits

Sept. 2010-Sept. 2013

Responsible for leading benefit services office for 1300+ employees, directing and administration of student health insurance plans, benefit policy development, development and implementation of wellness programs, direct annual benefit vendor process, leadership of the campus-wide Benefit Liaison Group by providing direction on annual analysis of benefit plans, development and leadership of on-line open enrollment process, and legal compliance under the Affordable Care Act (ACA).

Manager of Benefits

Aug. 2008-Aug. 2010

Responsible for day-to-day operations of benefit services office, administering student health insurance plans, development and implementation of wellness programs, annual benefit vendor process, development and compliance with retirement program regulations, leave of absence administration and management of on-line open enrollment process.

Coordinator of Benefits

Jan. 2008-Aug. 2008

Coordinate benefit and wellness programs, assist students with healthcare questions and enrollment, medical plan enrollments, assist employees with benefit and claims questions, and communicate benefit plans to employees.

Benefits Planning Consultants

Champaign, IL

Aug. 2006-Jan. 2008

HR Director/Benefits Team Leader

Manage team of seven benefit claims/COBRA administrators; consult with over 100 clients regarding benefit plans including Flexible Spending Accounts and Health Reimbursement Arrangements; HR functions include: new hires, payroll administration, organize employee events, employee relations, and administration of company policies.

Alloy Engineering & Casting

Champaign, IL

May 2001-Aug. 2006



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HR Manager

Managed all functions of HR department including 100+ employees; job descriptions, employee relations, safety, training, unemployment claims, administration and development of company policies, benefit administration, compensation, payroll, worker's compensation, OSHA compliance, recruitment, employee orientation, personnel file maintenance and attendance/discipline.

HealthPartners

Bloomington, MN

May 2000-Feb. 2001

Recruitment Specialist

Recruited nursing, radiology, laboratory, and pharmacy professionals, telephone interviews, applicant tracking, developed/coordinated advertising, testing, job fairs, e-recruitment, and employee orientation.

Randstad North America

Ann Arbor, MI

Sept. 1999-Apr. 2000

Employment Recruiter

Recruited and selected qualified employees, job fairs, interview, reference checks, problem solving, nationwide recruitment, scheduled appointments, maintained employee database, and payroll processing.

EDUCATION

Master of Education

University of Illinois at Urbana-Champaign, Urbana, IL

2004

Major: Global Human Resource Development

Bachelor of Science in Business Administration

Central Michigan University, Mt. Pleasant, MI

1999

Major: Human Resource Management


Graduated Magna Cum Laude

CERTIFICATIONS

- Senior Professional Human Resources (SPHR) Certification
- Society for Human Resources Management – Senior Certified Professional (SCP)
- Lean Facilitator Certification (2015)

PROFESSIONAL AFFILIATIONS

- College & Universities Professional Association (CUPA), President – Midwest Region Board
- Michigan Universities Coalition on Health (MUCH), Board Member and member of the Executive



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Committee