

Lori A. Winn

PO Box 342, Bono, Arkansas 72416

lwinn@astate.edu

(870) 926-9198 Cellular or (870) 972-3995 Office

PROFESSIONAL EXPERIENCE:

Arkansas State University – Human Resources

Assistant Vice Chancellor for Human Resources (May 2013 – Present)

- Provide strategic human resources leadership for the University. Implement a Human Resources Strategic Plan consistent with the University's Strategic Plan in order to provide the University with the best workforce talent available to support the mission and vision of the University.
- Provide senior leadership and management of the University's human resources program in the areas of Recruitment and Retention, Employee Relations, Classification and Compensation, Performance Management, Employee Benefits, Training and Development, Wellness, Safety and Health, Affirmative Action/Title IX, and Compliance with Federal and State laws.
- Collaborate and advise the Chancellor, Provost, Vice Chancellors, Deans and department heads on all human resource issues.
- Regularly review policies, procedures, and practices to ensure they meet the strategic needs of the campus.
- Provide oversight to the compensation and classification system and recommend updates and changes to the Vice Chancellor for Finance and Administration.
- Provide supervisory management for the training, development and delivery of human resource programs for staff, faculty, and administrators.
- Provide oversight to the annual budget for Human Resources to ensure cost effectiveness within the HR areas.
- Serve as a member of the executive team for the Division of Finance and Administration, reporting directly to the Vice Chancellor for Finance and Administration.
- Responsible for the planning, development and administration of all aspects of human resources.

Arkansas State University – Human Resources

Director of Human Resources (June 2004 – April 2013)

- Provide strategic human resource leadership for the University to support the overall mission and vision.
- Development and oversight of programs, services, and initiatives designed to enhance the recruitment and successful retention of faculty and staff from diverse population groups.
- Provide oversight and administration of Institutional benefits.
- Provide leadership and management to the University's human resource programs in the areas of, Recruitment and Retention, Employee Relations, Classification and Compensation, Performance Management, and Employee Benefits.
- Collaborate and advise administrators, deans, department heads on all human resource issues.
- Planning and administration of federal, state, system, and institutional personnel policies and practices for faculty and staff.
- Build relationships with various constituents both on and off campus.
- Provide oversight to the annual budget for Human Resources to ensure cost effectiveness within all areas.

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Arkansas State University – Health and Safety

Health and Safety Coordinator (February 1998 – June 2004)

- Responsible for planning, developing and implementing a complete safety program.
- Provide oversight to Employee Workers' Compensation Process.
- Conduct relevant work related training programs.
- Work with various constituents both on and off campus to enhance the University Safety Program.

Manpower Staffing Service, Inc. – Management

Branch Manager (May 1994 – February 1998)

- Responsible for the effective management and profitable operation of an assigned branch office including achieving profit results, management of permanent staff, and implementation of a business development program.
- Collaborate with industry partners to provide recruitment and placement of qualified candidates.
- Build external relationships with community constituents.
- Manage employee compensation and benefits.

EDUCATION:

Doctorate of Education - ABD, Educational Leadership
Arkansas State University (2012 – Present); Jonesboro, Arkansas

Specialist, Community College Teaching
Emphasis in Administration
Arkansas State University (2012); Jonesboro, Arkansas

Master of Arts, Political Science
Emphasis in Public Administration
Arkansas State University (August 2005); Jonesboro, Arkansas

Bachelor of Science, Computer Information Systems
Arkansas State University (December 1998); Jonesboro, Arkansas

Bachelor of Science, Management
Emphasis in Human Resource Management
Arkansas State University (May 1994); Jonesboro, Arkansas

SERVICE:

- 2009 – 2010, Past President – Arkansas College and University Professional Association for Human Resources
- 2007 – 2009, President – Arkansas College and University Professional Association for Human Resources
- 2006 – 2007, Secretary/Treasurer – Arkansas College and University Professional Association for Human Resources