

# MARIE H. BOWEN

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## Experience

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### UNIVERSITY OF MASSACHUSETTS

**2015-PRESENT**

*University of Massachusetts, Boston*

*2017-Present*

*Vice Chancellor for Human Resources, 2017-Present*

*Assistant Vice Chancellor for Human Resources, 2017*

UMass Boston is an urban public research institution with a teaching focus that serves an extraordinarily diverse student body. The campus, which became residential in 2018 and is managing a number of transformative changes, employs approximately 3000 faculty and staff members across several colleges and administrative departments.

*University of Massachusetts, Amherst*

*2015-2017*

*Assistant Vice Chancellor for Human Resources*

UMass Amherst, a public land grant university and the flagship campus of the Massachusetts public university system, is a nationally ranked research institution. The largest public research university in New England, the campus employs more than 5000 faculty and staff members across several colleges and administrative departments.

As campus chief human resources officer, provide executive-level counsel to the campus's Chancellor and executive leadership team. Accomplishments include:

- Design and implementation of re-engineered hiring and payroll process that substantially improved timeliness of pay.
- Development and implementation of HR department reorganization designed to enhance customer service and promote effectiveness of HR processes.
- Management of successful negotiation of eight collective bargaining agreements with campus unions, including bargaining units representing faculty and graduate students.
- Development and ongoing management of Office of Civil Rights and Title IX.
- Implementation of new campus applicant tracking system and redesigned hiring process.
- Establishing revised process for addressing reclassification requests; cleared multiyear backlog within 9 months.
- Initiation and management of transition from paper to online format for job postings, adjunct appointments and other personnel transactions.
- Overseeing development of HR strategic plan and integrating previously dispersed HR functions into a cohesive team.
- Successful design and execution of voluntary and involuntary staff reduction programs.

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### HARVARD LAW SCHOOL

**2006-2015**

Operating as a substantially independent organization within Harvard University's highly decentralized organizational structure, the School employs more than 100 faculty members, 500 union and professional staff and a large population of post-doctoral and other fellows, research assistants and students.

*Associate Dean & Chief Human Resources Officer/Title IX Officer, 2014-2015*

*Assistant Dean & Chief Human Resources Officer, 2006-2014*

As Chief Human Resources Officer, provided executive-level counsel to the Dean and Administrative Dean and led the development and implementation of all aspects of the School's human resource management strategy. Accomplishments included:

- Design and implementation of re-engineered performance management and pay for performance programs that more than doubled employee participation rate.
- Centralization of a redesigned and streamlined recruiting function within the Human Resources office.
- Initiation and implementation of payroll process redesign.
- Direct management of planning for and execution of significant School-wide reduction in force and early retirement programs that produced no legal claims.
- Oversight of enhanced metrics and reporting processes, including creation of new position management, overtime tracking and paid time off usage reports.
- Management of redesign of staff recognition and orientation programs.
- Service on a number of School and University committees, including emergency management planning team, risk management committee, student disciplinary board, School library advisory committee and talent management committee.

## **MASSACHUSETTS PORT AUTHORITY**

**2000-2006**

Massport, a quasi-governmental authority (not-for-profit, not tax supported), was during my tenure a \$400 million annual revenue organization with 1200 union and non-union employees. The Authority managed complex, 24/7 operations including Logan International Airport, the Port of Boston, and the Tobin Bridge, as well as significant real estate holdings in areas such as the South Boston Seaport.

### ***Director of Human Resources/Employment Counsel, 2003-2006***

*Senior Employment Counsel, 2001-2003; Employment Counsel, 2000-2001*

Reporting directly to the Chief Executive Officer in director role, developed and managed human capital-related aspects of strategic business plan, with heavy emphasis on change management. Managed a \$2.5 million departmental budget and a staff of fifteen. Advised Board of Directors on employment issues. Accomplishments included:

- Instituting major changes in performance evaluation system and initiating related pay for performance program.
- Managing and successfully institutionalizing the results of a compensation and classification study for all non-union personnel.
- Designing and implementing organization-wide personnel realignment to maximize productivity without increasing staffing.
- Developing and executing plan to position Human Resources Department as a credible, customer service-driven business partner.
- Directly overseeing HRMS acquisition and implementation project.
- Experience in legal role included integral involvement in devising and implementing a major reduction in force that produced no significant legal claims.

## **Education**

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**SIMMONS COLLEGE, M.S., *Library and Information Science***

Beta Phi Mu Honor Society

**UNIVERSITY OF VIRGINIA SCHOOL OF LAW, J.D.**

Notes Editor, *Virginia Environmental Law Journal*.

**HARVARD COLLEGE, A.B. *cum laude with a concentration in English***

Harvard College Scholarship; Elizabeth C. Agassiz Merit Award.

**SPHR AND SHRM-SCP CERTIFIED**