

Shelly S. Sherman, M.Ed., CSM

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Summary

A savvy Human Resources executive, with sound business acumen, known for building collaborative work relationships that maximize performance and organization outcomes. As a trusted partner and advisor to senior level executives, I am experienced in creating and aligning value added transformational HR strategies that promote business growth, employee engagement, while supporting fiscal priorities.

PROFESSIONAL EXPERIENCE

University of Cincinnati

2014 – Present

A comprehensive public research university, which is the second largest in Ohio and one of the largest in the U.S.

Executive Director – Talent Management (2019 – Present)

- Create the strategic plan and direction for the newly created Talent Management pyramid, which includes Talent Acquisition, Learning & Development, Onboarding, Off boarding and Performance Management
- Introduced new and aligned performance management process University wide
- Introduced a career lattice concept to the University designed to provide intentional career paths to retain key talent.
- Responsible for growth and development of professional team of direct reports that includes directors, managers, consultants.

Executive Director – Human Resources Business Partner (2014 – 2019)

- Conceptualized and launched a Talent Acquisition Center of Expertise creating streamlined and aligned hiring processes designed to improve efficiency and key recruiting metrics resulting in significantly reducing time to fill positions in a critically competitive market
- Lead a team of managers and professional individual contributors to successfully execute projects with a university wide impact. Successfully conduct executive searches in-house for positions such as college Deans, Vice President of Finance, Assistant Chief Information Officer, and Chief of Police, as well as others, saving UC approximately \$500,000 in the first fiscal year and increasing the diversity of leadership
- Introduced new applicant tracking, recruitment marketing, onboarding and performance management modules designed to produce enhanced reportable data and create an improved end-user experience
- Act as strategic business partner to senior leadership in college and business units including, health-care business units such as College of Pharmacy, College of Medicine, Hoxworth Blood Center, College of Nursing and College of Allied Health Services
- Solve complex employee relations issues involving both represented and unrepresented staff and faculty, while minimizing risks and liability for the institution
- Identify and facilitate the usage of HR best practices and leading practices university wide
- Serve as a member of the President’s Diversity Council developing strategies to attract, develop and retain diverse employees and faculty. Chair of the Staffing sub-committee. Conceptualized and launched Mentor Me UC, a program for staff members designed to engage employees and expand career development opportunities. This highly successful program has been featured in the national publication *Insight into Diversity*.

- Design and execute talent management and employer branding strategies for the University

Mercy Health

2006 – 2014

An integrated healthcare delivery system of more than 10,000 employees

Director, Human Resources (2006 – 2014)

- HR Project lead for \$300 million Mercy Hospital West project, which included erecting a new state of the art acute care facility with full cardiovascular services and expanded women's services
- Led a team of professional exempt individual contributors to successfully execute system wide human resources initiatives
- Developed and launched a centralized recruitment workflow for Mercy Health that streamlined processes for greater efficiency, and standardized procedures to improve key recruiting metrics resulting in significantly reducing time to fill positions
- Successfully designed and implemented employee engagement strategies that increased staff engagement by a statistically significant .2 or greater as evidenced by the Gallup survey. Increase in employee engagement positively impacted patient satisfaction.
- Created and executed process to identify talent readiness within the organization
- Implemented talent development and talent acquisition plans to address gaps in the organization
- Developed and implemented retention initiatives to reduce regrettable turnover which resulted in lowering turnover to from 16% to 9%
- Co-Authored Culturally Competent care training module and executed program throughout the system
- Led HR functions for business acquisitions of surgery and imaging centers and joint ventures with cancer care organization
- Project Manager for successful implementation of new and revised Human Resources policies
- Created and implemented divisional compliance processes for competency assessment, and immunization that resulted in 100% compliance
- Successful development of eight direct reports resulting in promotion of direct report to HR Director as my replacement upon my departure.
- Member of the implementation team that introduced People Answers to organization

Cintas Corporation

2004 – 2006

Leader in the service industry - Designs, manufactures, and implements corporate identity uniform programs, and provides entrance mats, restroom supplies, promotional products and first aid and safety products for over 550,000 businesses

Director of Human Resources, Supply Chain Management

- Led HR policy and program delivery function for Supply Chain division, which included five locations throughout the United States and Canada
- Successfully developed and implemented initiatives to reduce regrettable turnover resulting in lowest turnover of all three Cintas divisions
- Developed and implemented leading practice groups focusing on key performance indicators
- Developed and implemented recruitment and development plans for Supply Chain Management Trainees. Supply Chain Management Trainees were identified as most successful in the organization as evidenced by their performance and end assignments
- Developed and implemented a mentoring program for Management Trainees in Supply Chain pairing them with senior leadership. Based on the success of this program in Supply Chain it was adopted throughout the organization.

- Designed and implemented first Management Trainee Summit at Cintas which became prototype for the other divisions
- Member of implementation team that introduced Taleo system to Cintas giving employees access to self-service applications, on-line benefits enrollment, on-line applications, etc. thus providing greater opportunity for HR team to engage in more strategic activities

Sara Lee Foods– Cincinnati, Ohio 1999 – 2004

Consumer Packaged Goods company with annual sales of \$3.7 billion

Manager, Talent Development 2002 - 2004

Manager, Training, Development and Inclusion 2001 – 2002

Division Human Resources Manager 1999 – 2001

Western-Southern Financial Services 1994 – 1999

Human Resources Manager 1996 – 1999

Recruiter 1994 - 1996

Adjunct Teaching Experience

Mt. St. Joseph College – Cincinnati, Ohio 2007 – 2008

Taught Human Resource Management course in Business bachelor's program

EDUCATION

- Xavier University - Cincinnati, Ohio - Master of Education, Human Resource Development
- University of Cincinnati - Cincinnati, Ohio - Bachelor of Arts, Psychology

CERTIFICATIONS

- Certified Scrum Master

Volunteer Experiences

- Alpha Kappa Alpha Sorority, Inc., Sigma Omega Chapter – President
- Higher Education Recruitment Consortium (HERC) for Ohio, Western Pennsylvania and West Virginia – Advisory Board – Vice Chair
- The Links, Inc. – Cincinnati Chapter
- Center for Addiction Treatments – Advisory Board – Past Board Member
- Letteria Dalton Foundation – Board Member, Past Vice President
- The Cincinnati Ballet – Board Trustee Emerita – Past Vice President – HR Committee
- The Women's Alliance, Inc. – Membership Chair
- Urban League of Greater Cincinnati – African American Leadership Development Program Alum

RECOGNITION

- 100 Wise Women – 2016
- Who's Who in Black Cincinnati
- YMCA Black Achiever