

# ***María-Judith Rodríguez Herrera***

937-769-1336

[mjrodriguez@antioch.edu](mailto:mjrodriguez@antioch.edu)

---

## **CAREER PROFILE**

Certified Human Resources Professional, recognized as a goal directed, results oriented, and assertive key contributor, with a proven performance record in human resources management and personnel supervision. Able to promote a high spirit of commitment and productivity while driving teams to attain business objectives, and to integrate the human resources function within the overall operational strategy. Areas of expertise include: employee relations, benefits administration, policy design and implementation, performance management, compensation, conflict resolution, staffing, leadership development, training, project management, supervision, safety/health programs, strategic planning, diversity and inclusion, harassment and Title IX management and education. Excellent interpersonal skills, computer literate, and bilingual (Spanish/English).

---

## **EDUCATION**

Master of Arts  
Industrial/Organizational Psychology  
Inter American University of Puerto Rico  
Río Piedras, Puerto Rico

Master of Business Administration  
Human Resources Management  
University of Phoenix  
Guaynabo, Puerto Rico

---

## **PROFESSIONAL HISTORY**

### ***Vice Chancellor, Human Resources Antioch University – 2021***

Provide executive-level vision, strategy, innovation, and leadership for all the human resources functions of a national university with locations in four states (CA, WA, OH and NH) and a range of onsite, online, or hybrid academic programs and services. Reporting directly to the Chancellor, work with the senior leadership team in setting the strategic direction for the University and share accountability for the achievement of University strategic goals and objectives in areas of HR administration and oversight, talent acquisition and management, organization development and workplace culture. Proactively focus on building and sustaining an anti-racist and pro-inclusive workplace in which all employees thrive and in which personnel practices and policies nurture a fair, equitable and thriving organization.

### ***Chief Human Resources Officer and Title IX Deputy Coordinator Amherst College Amherst, Massachusetts, 2011 – 2021***

As the Chief Human Resources Officer of a premier liberal arts college, develop and implement leading-edge human resources services for over 1,300 faculty and staff. Work collaboratively with senior managers, department heads and stakeholders across campus to develop practices and programs that support the college's mission and foster an inclusive and collegial campus community. Address employee relations issues, create and implement professional development programs and diversity initiatives, establish collaborations and partnerships, and participate in the strategic planning process. Represent the college in several internal and external committees, including the Five College Consortium. Manage Title IX and harassment issues, ensure consistent application of the policies and respond promptly and equitably to eliminate and prevent sexual misconduct.

## ***María-Judith Rodríguez Herrera***

Page 2

### ***Human Resources Manager and Partnerships Officer Cornell University/Arecibo Observatory Arecibo, Puerto Rico, 2005 – 2011***

Direct the efforts to plan, develop and implement strategic human resources initiatives in a highly technical research and outreach environment. Establish best working practices for recruiting, retention and diversity management. Provide expertise and support to managers and supervisors on conflict resolution, compensation, performance management, training, workers compensation, and general employee relations issues. Assure compliance with federal regulation, university policies, and commonwealth law. Responsible for the development and implementation of funding strategies through the Observatory's Partnerships Office.

### ***Strategic Staffing Specialist Bristol-Myers Squibb Mayaguez, Barceloneta, Manatí, Puerto Rico, 2005 (Contract)***

Accountable for the complete staffing process of exempt positions, aligned with the corporate growth initiative rolled-out throughout the Island. Provide service to the Barceloneta and Manatí sites, support efforts in the Mayaguez and Humacao sites. Coordinate job fairs, and college recruiting.

### ***Senior Outplacement and Training Consultant AON/Hewitt Associates Hato Rey, Puerto Rico, 2001-2002, 2004 (Contract)***

Provide consulting services in the Outplacement and Training areas to clients and participants. Project management, design and delivery of workshops, and professional services staff supervision.

### ***Employee Relations Business Partner Merck, Sharp & Dohme Barceloneta, Puerto Rico, 2002-2003***

Responsible for the development and implementation of motivational techniques to improve employee morale and productivity. Supervise cafeteria, wellness center, and provide support to the dispensary services. Lead committees on continuous improvement initiatives, administer recognition programs, train management members on compensation strategies, administrative procedures, and federal/local labor laws. Coordinate employee and sports activities, deal with community relations, and promote safety and environmental awareness activities. Support the recruitment and benefits sections.

### ***Senior Human Resources Representative and Manufacturing Supervisor Eaton Corporation/Cutler-Hammer de Puerto Rico Arecibo, Puerto Rico, 1996-2001***

Lead the efforts in employee relations and motivation in a very technical manufacturing environment. Recruitment of exempt, non-exempt, and hourly personnel. Evaluate personnel development needs, and coordinate training programs. Pension, savings, and compensation plans administration. Design and implementation of recognition programs. Coordination of recreational activities, community involvement, cafeteria and security services supervision. Evaluation and coordination of health programs and accommodations, and personnel supervision. Coach middle and top management members in company policies, union avoidance/management programs, federal and local labor laws, and procedures implementation.

Supervision and start-up of the Assembly and Molding (Compression, Injection, Phenolic and Thermoplastic processes) production lines, Quality Assurance Laboratory and Technical Services Section. Monitor product quality and specifications compliance. Coordinate strategies to meet production schedules on a priority basis.