

Curriculum Vitae

Eric R. Sourie, MHR, PHR

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Education

- **Doctoral Candidate**, Educational Studies
University of Oklahoma
- **Master of Human Relations**
University of Oklahoma
- **Bachelor of Arts, Psychology**
Langston University

Faculty Experience

Instructor & Coordinator, Master of Arts, Human Resources Studies (Nov. 2015-Present)
Department of Human Relations, University of Oklahoma

- Teach a variety of courses related to Human Relations and Human Resource functions e.g., compensation, employee relations, and workforce planning.
- Advise Human Resource Concentration students.
- Coordinate Human Resources Concentration to include faculty recruitment and selection, course sequencing, faculty assessment, concentration review and development, and liaise with Department Chair regarding concentration administration, curriculum, and faculty.

Courses Taught

Undergraduate

- *HR 3013 Introduction to Human Relations*
- *HR 4203 Social Issues in the Workplace*

Graduate

- *HR 5093 Introduction to Graduate Studies in Human Relations*
- *HR 5143 Human Resources for the Human Relations Professional*
- *HR 5803 Total Rewards*
- *HR 5813 Business Management and Strategic Planning*
- *HR 5823 Workforce Planning and Employment*
- *HR 5853 Employee and Labor Relations*

Adjunct Instructor, (August 2007-November 2015)

Department of Human Relations, University of Oklahoma, Norman, OK

- Taught Introductory undergraduate courses

Courses Taught

- *HR 3013 Introduction to Human Relations*
- *HR 4203 Social Issues in the Workplace*

Teaching and Research Interests

Africana and African American Studies; Black Intellectualism; Critical Race Studies; Diversity, Equity, and Inclusion; History of Education; Human Resources; Philosophy, and Philosophy of Education.

University Service

- **Committee Member, Jeanine Rainbolt College of Education, Graduate Student Symposium Committee (December 2015-2017).**
Assist with written submission evaluation and selection, symposium planning (e.g., building configuring- room selection, session scheduling, program construction, etc...), and finally symposium execution. (December 2015 - 2017).
 - 2016 Symposium held January 29, 2016
 - 2017 Symposium held February 17, 2017

Conference Presentations and Panel Invitations

- **Invited Panelist-Film Screening, University of Oklahoma. April 4, 2018**
 - Tell Them We Are Rising: The Story of Black Colleges and Universities
- **Invited Panelist, University of Oklahoma, Jeanine Rainbolt College of Education, Social Justice in Education Conference. February 9, 2018.**
 - Critical Perspectives on Race in Higher Education
- **History of Education Society (HES), November 2, 2017**
 - *And Yet They Are Coming: Historicizing Education in the All-Black Towns of Oklahoma*
- **Invited Panelist, Jeanine Rainbolt College of Education, Find Your Future Summer Camp. (July 11, 2017)**
Served on *Power of the Mind* panel. Panel explored the mind and its relation to navigating issues faced by teenagers in their development.
- **American Educational Studies Association (AESA), November 2, 2016**
 - *Soul Education: Black Psychic Restoration*
- **International Standing Conference for the History of Education (ISCHE) August 17, 2016.**
 - *And Yet They Are Coming: Historicizing Education in the All-Black Towns of Oklahoma*
- **Guest Speaker, Jeanine Rainbolt College of Education, Find Your Future Summer Camp. (July 28, 2016)**
Panel discussing the experiences of teenage young men of color. Particularly, the challenges facing these young men and how these young men exist and thrive.
- **University of Oklahoma, The Association of Adult Higher Education, and Development (AHEAD), February 25, 20016**
 - *Historically Black Colleges and Universities Experience Panel*

Professional Human Resources Summary

Certified human resources professional; offering over ten years of higher education human resources experience. Seasoned employee relations specialist with demonstrated competence in ER functions. Trusted advisor in matters related to compensation analysis, dispute resolution, performance management, positive discipline, and university policy interpretation with a proven track record of providing exemplary customer service.

Skilled learning and development practitioner with established reputation for designing and delivering engaging and comprehensive learning & development programs. Experienced facilitator in key areas including, but not limited to: employee engagement, employee recognition, leadership and management, performance management, sexual harassment, and ethics.

Professional Human Resources Experience

Human Resources Manager, (March 2013-November 2015)

University Outreach, University of Oklahoma

- Responsible for managing the overall human resources operation for University Outreach.
- Advise outreach vice president and executive director of operations on all matters related to human resource management.
- Oversee and approve all job listings and personnel actions.
- Serve as liaison with main campus Human Resources Office, Legal Counsel and Provost's Office on personnel and other human resource management matters; ensuring that university policies along with state and federal laws and regulations are adhered to.
- Work with staff, supervisors and directors in resolving a variety of employee relations matters.
- Provide workforce and compensation analysis and recommendations for all outreach positions; Assists the executive director of operations (EDO) of support services.
- Develops and monitors departmental budget. Monitors annual operating plans for division accounts and works with the Budget and Accounting Director and Support Services directors regarding their budgets.

Employee Relations, Learning and Development Advisor (September 2012- March 2013)

Human Resources, University of Oklahoma

- Oversee the Employee Relations (ER) and Learning and Development (L&D) functional areas of Human Resources for the OU Norman campus.
- Counsel and advise all levels of university community on federal and state employment law, university policy interpretation, performance management, positive discipline, separations, and staff dispute resolution.
- Apply mediation principles and techniques in resolving conflict prior to formal dispute resolution.
- Administer university staff dispute resolution procedures.
- Consult with university legal counsel on variety of matters related to federal and state employment law, university policy interpretation, faculty & staff discipline, staff dispute resolution, and separations.
- Design and deliver customized training for colleges and departments using accepted best practices and principles.
- Utilize various organizational development interventions in assisting colleges and departments at facilitating organizational change and achieving strategic goals.

**Director, Organizational Development and Training (November 2011-September 2012)
Human Resources, Oklahoma City University**

- Provide strategic direction for organizational learning and development programs to enhance organizational effectiveness and achieve organizational goals; utilizing best practices.
- Design and deliver development programs for all levels of university community utilizing accepted best practices and principles on a variety of topics including, but not limited to human resource management.
- Evaluate effectiveness of learning and development programs and utilize evaluation data to revise and improve development offerings.
- Assess organizational effectiveness through various OD interventions and recommend initiatives for organizational change.
- Participate in strategic planning of organizational change initiatives to improve organizational effectiveness.
- Developed comprehensive manager and supervisor development program, and serve as project lead for New Supervisor Orientation program.
- Ensure compliance training completed within required timeframes including but not limited to FERPA, FACTA, and creating a safe campus for young people.

**Senior HR Analyst (May 2008-November 2011)
Human Resources, University of Oklahoma, Norman, OK**

- Counseled and advised all levels of university community on federal and state employment law, university policy interpretation, performance management, positive discipline, separations, and staff dispute resolution.
- Applied mediation principles and techniques in resolving conflict prior to formal dispute resolution.
- Facilitated university grievance and staff dispute resolution procedures.
- Consulted with university legal counsel on variety of matters related to federal and state employment law, university policy interpretation, faculty & staff discipline, staff dispute resolution, and separations.
- Designed and delivered various customized training for colleges and departments.
- Utilized various OD interventions in assisting colleges and departments at facilitating organizational change and achieving strategic goals.
- Served on human resources employee recognition and university on boarding committees. Human Resources United Way campaign coordinator. HR donated over \$15,000 during coordination tenure from 2008-2011.

**Compensation Specialist (July 2005-April 2008)
Human Resources, University of Oklahoma, Norman, OK**

- Analyzed new position and reclassification requests to appropriately determine job classification and FLSA exemption status.
- Maintained position management in PeopleSoft related to creation of faculty and staff positions, and changes to job titles, department & location codes.
- Assisted colleges and departments in developing and maintaining accurate job descriptions.
- Advised college and department representatives on university policies and procedures, federal and state law compliance related to compensation and employment.
- Conducted organizational reviews assessing work flow, duplication of effort, organizational structure, and training needs.

Learning and Development Facilitation Highlights

- **Wichita and Affiliated Tribes, (2015)**
 - Professionalism and Ethics in the Workplace
 - Employee Engagement
 - Generational Diversity
- **Delaware Nation Tribe, (2015)**
 - Professionalism in the Workplace
 - Employee Engagement
- **Oklahoma Association of College and Uni. Physical Plant Administrators (OACUPPA), (2011 & 2012)**
 - Generational Diversity
 - Employee Engagement
 - Workplace Ethics
- **University of Oklahoma, Athletics Department Student-Athlete Orientation (2008-2011 & 2012)**
 - Sexual Harassment
- **University of Oklahoma Foundations in Management (2008-2011 & 2012)**
 - Employee Engagement
 - Changing Roles: Making the Transition from individual contributor to manager
 - Performance Management
 - Positive Discipline
 - Sexual Harassment

Professional Certifications

- **SHRM Certified Professional (SHRM-CP), Society for Human Resource Management (SHRM), May 2015-2018**
- **Professional in Human Resources (PHR), Human Resources Certification Institute (HRCI), June 2008**
 - Recertified June 2011 and January 2015
- **Certificate of Achievement in Training and Development, Accelerated Experienced Trainer Program, Executive Training-Team Quest, University of Oklahoma Outreach, April 2011**
- **Certificate of Achievement in Training and Development, Accelerated New Trainer Program, Executive Training-Team Quest, University of Oklahoma Outreach, April 2010**
- **Civil/Commercial & Employment Mediation Training, The Mediation Institute, October 2008**

Professional Associations and Memberships

- **Oklahoma CUPA-HR (College and University Professional Association for Human Resources), (2008-Present)**
 - Past President, July 2013-June 2014
 - President, July 2012- June 2013
 - President Elect, July 2011- June 2012
 - Director, September 2008-June 2011
- **Society for Human Resource Management (SHRM) (2014-Present)**