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November 4, 1996

FOR IMMEDIATE RELEASE:

EIU HUMAN RESOURCES DIRECTOR LEAVES, ACTING DIRECTOR NAMED

CHARLESTON -- Eastern Illinois University Human Resources Director Paul Michaud has left Eastern to become associate vice president for human resources at the University of Cincinnati, a major research institution with 35,000 students and 18,000 employees.

Michaud, who came to Eastern last October, will report to the vice president for student affairs and human resources at UC. His job responsibilities will be similar to that at Eastern. He also will serve on the College of Education faculty there.

Michaud, who was nominated for the position and was among 138 applicants, said, "The position offers different challenges at a major research university with a larger human resources staff and more financial resources."

He said he is most proud of his efforts to maintain a professional atmosphere, characterized by a credible and approachable staff who have strived for consistency in the application of policies and procedures. "I was pleased to

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have been a part of interest-based negotiations and hope that human resources' outreach activities to campus constituencies continue under new leadership," he noted.

"In his time at Eastern, Paul Michaud provided outstanding leadership on a number of human resources projects important to the university's continued success," said Morgan R. Olsen, Eastern's vice president for business affairs.

Michaud came to Eastern from Clemson University in South Carolina, where he served as associate vice president for personnel management and development. He currently is completing his doctoral dissertation at Clemson. His wife, Maureen, will be joining him in Cincinnati.

Stepping into Michaud's place on an acting basis will be Robert Wayland, associate professor of management in Eastern's Lumpkin College of Business and Applied Sciences.

Wayland has worked in the past as a human resources consultant, general manager of employee relations, director of personnel relations and supervisor of labor relations, all in private industry. In addition, he teaches and writes in the area of human resources and has served Eastern and the Department of Human Resources in both human resources consulting and committee member roles.

He has a doctorate from the University of North Texas and has been on Eastern's management/marketing faculty since 1991.

"Due to his background in private sector human resources management, his

teaching and consulting in the human resources field while on the Lumpkin College of Business faculty, and his involvement in several Eastern committees and projects on human resources issues, Bob Wayland is the ideal person to provide interim leadership to the Department of Human Resources," Olsen said. "I am confident Dr. Wayland will be able to maintain the momentum of ongoing projects such as the new supervisory training program, interest-based negotiations and the refinement of the employment process."

Eastern has initiated a national search to appoint a permanent director of human resources, with that person expected to be in place by spring 1997, at the earliest.