

Chris Purviance



HUMAN RESOURCES PROFESSIONAL

Education



Gonzaga University

- M.A. Organizational Leadership

Central Washington University

- B.S. Business Administration
- B.A. Family & Consumer Studies
- Culmination paper on Work-Life Balance

Competencies

Employee Relations

EO / AAP / DEI

Inclusive Excellence

Investigations

Training & Development

Employment Lifecycle

Compensation

Project Management

Certifications

PHR (Professional in Human Resources)

- 1996 - current

SHRM-CP (SHRM Certified Professional)

- 2015 - current

PMP (Project Management Professional)

- 2019 - current

Work History

GONZAGA UNIVERSITY

Director Human Resources, Client Services

- September 2020 to current

Assistant Director Client Services, HR

- June 2019 - August 2020

Assistant Director Equity & Inclusion, HR

- May 2015 - May 2019

Equal Opportunity / Affirmative Action Officer

- July 2013 - April 2015

CHRISTINE PURVIANCE, PHR

Independent HR Consultant

- May 2004 - June 2013

COMMUNITY HEALTH ASSOCIATION OF SPOKANE (CHAS)

HR Generalist

- January 2002 - April 2004

Professional Affiliations

- Society for Human Resource Management
- CUPA-HR (Colleges-Universities Professional Association - HR)
- Project Management Institute

Contact Info



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HR Expertise & Accomplishments



EFFECTIVE TEAM LEADERSHIP

- Drive collaboration within HR staff & cross-functionally to achieve department & institutional goals
- Effectively communicate with team, leadership, employees, and students
- Plan and facilitate employee and team development through regular meetings and staff retreats
- Effective writing skills for proposals, reports, policies, job descriptions, investigation, and training materials

Accomplishments:

- Interim Associate Vice President for HR; ten months (2018) during which I became project manager for the Staff Total Compensation project and led the team through a major completion of Phase 1.

SKILLED TRAINING & DEVELOPMENT PROFESSIONAL

- Developing & delivering innovative training courses independently and collaboratively
- Conducting needs assessments to inform development and delivery to align with mission and values
- Developing curriculum to include objectives, resources, content and outcomes
- Effectively developing training for in-person and online synchronous learning to encompass a variety of learning styles
- Evaluating effectiveness of trainings
- Tracking completion for compliance

Accomplishments:

- Management Through Mission Program
- Semi-Annual Retreats

PROJECT MANAGEMENT

- Lead project teams through assessment, planning and implementation
- Manage vendors, including initial RFP process, implementation and closure

Accomplishments

- 2015-2018: Led institution-wide campus climate survey from beginning to end of project including needs assessment, vendor selection, focus groups, survey development, survey implementation, results analysis, and final recommendations
- 2018-2022: Successfully led the redevelopment and implementation of a Staff Total Compensation Program

COLLABORATIVE PARTNER & HR CONSULTANT

- Partnering with leaders, supervisors, and employees for strategic planning, engagement and issues management regarding employee relations, professional development, performance management, compensation, inclusive excellence, etc.
- Advising senior leaders on issues, trends, risks, developmental opportunities, and proposed recommendations

Accomplishments:

- Risk mitigation through proper performance management, investigations and exit strategies
- Working through successful intervention strategies to help employees be successful

Service Work



CHAS-GU Vaccination Clinics (2021); Praying Pelicans Mission Trip (2018); Executive Committee Member CHS Senior All-Nighter (2017-2018); IronMan CDA (2003-2015); Cheney Public Schools (2006-2013); Relay For Life, American Cancer Society (2009-2010)