



**Vivian Fernandez**

**Vice President for Faculty & Staff Resources**

Vivian Fernández joined Rutgers as the Vice President of Faculty & Staff Resources in May 2009. She has more than two decades of human resources experience within public institutions of higher education, and prior to coming to Rutgers, served as the Associate Vice President for Human Resources at the College of New Jersey. Ms. Fernández also held leadership positions in human resources at Northern Arizona University and the State University of New York at Buffalo. Her extensive background includes employee and labor relations, the incorporation of human resource information systems and web-based programs, Affirmative Action and Equal Employment Opportunity, ethics initiatives, and the implementation of best practices in employment and compensation.

In her new role, Ms. Fernández is responsible for all human resource services, including policies and practices in the areas of recruitment and staffing, compensation and benefits, workforce diversity and equity, professional development, faculty and staff recognition, organizational development, staff employee and labor relations, and performance review support services. She also works collaboratively with the Office of the Executive Vice President for Academic Affairs to provide additional support for the human resource needs of faculty and academic departments.

Ms. Fernandez received her undergraduate and graduate degrees from the State University of New York at Buffalo. She is a member of the College and University Professional Association for Human Resources (CUPA) and the Society of Human Resource Managers (SHRM).