

# Angela Bender

September 13, 2022

Grant Higgison  
Parker Executive Search  
Five Concourse Parkway, Suite 2875  
Atlanta, GA 30328

Dear Grant and Hiring Committee at UCCS:

With over 28 years in the HR space and 18 in higher education, I write today to for the Assistant Vice Chancellor of Human Resources at University of Colorado – Colorado Springs. As you will note in the attached resume, I offer a vision-driven approach to decision making, strategic planning, relationship building, and tactical implementation that I am excited to bring to your team.

My career history demonstrates my outstanding communication and customer service skills as well as my reputation for being innovative and proactive. I enjoy empowering universities with human resources solutions that attract and engage top-tier talent. Further, my record of leadership has resulted in measurable benefit to organizations like the Metropolitan State University of Denver, Colorado State University-Pueblo, and Convergys Corporation.

Below are some examples of the value I can bring to UCCS:

- Transformed to HR departments (MSU Denver and CSU-Pueblo) from transactional to collaborative partners.
- Identify solutions/strategies to difficult HR challenges to get to a common approach that benefits everyone.
- Address difficult salary and wage compression issues to positive outcomes. An example includes hiring Nursing faculty at an competitive wage to retain and recruit talent.
- Build HR communication, strategies and changes around the core values defined by the President and campus leadership at MSU Denver.
- Find ways to get to the answer yes when working through challenging HR issues.
- Develop effective campus relationships to provide the best customer service to university constituent groups (Faculty Senate, Department Chairs Council, Dean's Council, Classified Council, Staff Council, Student Organizational Government).
- Reorganized the talent acquisition process and improved time-to-hire by 29% in the first year.
- Created and implemented a new compensation structure for professional staff.
- Exercised sound judgment to balance priorities and execute pay cuts, layoffs, and budget reductions.

I look forward to speaking with you and learning more about the Assistant Vice Chancellor of Human Resources position and UCCS. Until then, thank you for your time and consideration.

Sincerely,

Angela  
Bender

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Angela Bender  
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Angela Bender