

Miranda Sve

Summary

Strategic Human Resources Leader with experience guiding large, complex organizations through transformational change, organizational restructuring, and high-stakes workforce relations. Proven ability to stabilize HR operations during transitions and recognized for building trust, strengthening relationships, and aligning HR strategy with institutional mission and values. Adept at leading multidisciplinary teams, modernizing HR processes, and driving equitable, compliant, people-centered outcomes.

Professional Experience

Division of Facilities Planning & Management / University of Wisconsin – Madison – Madison, WI

Director, Human Resources (interim)

01/2024–present

Stepped into the HR leadership role during a period of significant organizational transition, ensuring continuity, stability, and strategic alignment across all HR functions.

- Directed FP&M's strategic response to Universities of Wisconsin position cap. Developed updated processes for position prioritization and approval under great ambiguity to ensure division compliance with Board of Regents expectations.
- Held key role in Administrative Transformation Program and Workday ERP implementation:
 - Served as division-wide Workday Readiness Lead, overseeing end-to-end transformation of payroll, recruiting, learning, performance, and other HR processes.
 - Co-led a campuswide team of 16 SMEs tasked with implementing the Workday Performance Management module.
- Oversaw titling, compensation, and promotion activities including central compensation fund and performance bonus fund distribution for division.
- Managed complex EEOC/ERD cases, workplace complaints, and high-risk employee relations matters.
- Partnered with campus leadership to design LinkUW, a shared-services payroll and benefits model focused on efficiency and customer experience.
- Led and developed a team of up to 15 HR professionals supporting large 24/7, multi-lingual workforce, maintaining morale and service quality during major organizational change.
- Provided strategic counsel to executives, enabling informed decision-making and reducing institutional risk.

Associate Director, Human Resources

10/2023–present (leave of absence)

Assistant Director, Human Resources

03/2022–09/2023

- Led FP&M's payroll and benefits team, and workforce relations staff
- Guided leaders through organizational design, succession planning, and workforce restructuring.

- Advised leadership on complex employee relations matters, conflict resolution, and risk mitigation.
- Strategically engaged with UWPD, Legal Affairs, and supervisors to effectively respond to threatening situations to reduce harm to campus community.
- Oversaw ADA, FMLA, and Worker's Compensation programs; advanced ableism awareness and inclusive practices.
- Conducted impartial workplace investigations into allegations of misconduct.
- Built partnerships between the workforce relations team and 2nd/3rd shift supervisors.
- Served as primary lead for campuswide team of 16 SMEs tasked with implementing the Workday Performance Management module.

University of Wisconsin – Madison, Office of Human Resources– Madison, WI
Central HR serving 22,000+ employees across 36 schools, colleges, and divisions

Workforce Relations Specialist

11/2019-03/2022

- Advised deans, directors, and HR partners across 10 divisions on performance, discipline, grievances, layoffs, and complex employee relations issues.
- Served on campus volunteer management task force and advisory group.
- Co-facilitated campuswide training on Hostile and Intimidating Behavior policies.
- Heard grievances, conducted fact finding, and issued written decisions.
- Contributed to campuswide policy development, and governance engagement.
- Developed and presented training to 300+ campus HR representatives on topics including probationary periods, performance management, furlough and pandemic response;
- Contributed significantly to the campus COVID-19 response through individual, team, and cross functional work;
 - Prepared campus wide communications, public facing FAQs and other resources
 - Served on Smart Restart committee organizing campus procedures
 - Developed and implemented policies, procedures and resources surrounding new federal laws such as Families First Coronavirus Response Act
 - Reviewed and issued decisions on 200+ religious accommodation requests

University of Wisconsin-Superior– Superior, WI

Public liberal arts institution of 3,000 students and 500 employees with 60 program offerings

Payroll and Benefits Specialist-Advanced

07/2016-11/2019

- Managed campus employee benefits program, including paid leave; counseled employees through qualifying life events and employment; planned and executed movement of employees from paper to electronic leave reporting.
- Implemented electronic workflow for additional payments process including development and ongoing delivery of contract initiation training.
- Led transition of payroll and benefits functions as early adopter of the UW Shared Services model. Managed negotiation of services, and coordinated local communication strategy.
- Conducted Title IX investigations as Deputy Coordinator.
- Led HR compliance efforts for ACA, FLSA changes, and the UW System Title & Total Compensation project.

- Served on Diversity and Inclusive Excellence committee and University Staff Senate as ex-officio member and HR Liaison.

Human Resources Manager (Interim)

07/2015-06/2016

- Appointed as campus open records custodian 2014-2017.
- Managed recruitment, titling, and compensation for faculty, non-instructional, and trades staff.
- Developed and implemented campus policies related to UW-System's separation from the Office of State Employment Relations during HR design.
- Conducted investigations, administered FMLA and Worker's Compensation, and led Affirmative Action/EEO reporting, presented annual report to the Chancellor's cabinet.
- Served on System-wide committee tasked with reviewing market data for trades workers.

Assistant to the Chancellor

02/2015-05/2015

- Maintained strong relationships with university and representatives during leadership transition as this was a temporary 40% appointment during recruitment.
- Acted as liaison between the Chancellor, campus and all publics.
- Researched and analyzed information for projects and provided background to Chancellor.

Human Resources Assistant, project appointment

09/2014-06/2015

Human Resources Student Worker

09/2012-08/2014

- Assisted HR Director, Affirmative Action Officer and other HR staff.
- Modernized HR systems, managed payroll and leave processes, and supported recruitment and compliance functions.
- Processed unclassified staff monthly leave accounting system and monitored bi-weekly payroll.

Education, Credentials, and Service

Master of Business Administration-Leadership and Change, College of St. Scholastica (in progress)

Bachelor of Science in Social Work, University of Wisconsin-Superior

Associate of Arts, Lake Superior College

Society for Human Resource Management Certified Professional (SHRM-CP)

2017-present

- Co-facilitated preparatory course for Northland Human Resource Association, SHRM affiliate members looking to obtain SHRM-CP or SCP credential

Civil Service Commission, City of Superior, WI

September 2017-November 2019

- Members of the CSC are appointed by the mayor to serve as the administrative hearing body for disciplinary actions pertaining to non-union employees