

Award winning Human Resource Executive and Global Associate Professor who has excelled as a leader and problem solver in the Boardroom, Fortune 500 and Small privately held companies.

AWARDS

- Delaware Valley HR Department of the Year Award for Excellence in Talent Acquisition (2013)
- Alumni of the Year Award (HR Department) – Fox School of Business, Temple University (2012)
- Philadelphia HR Person of the Year (2011)
- Adjunct Teacher of the Year Award (HR Department) – Fox School of Business, Temple University (2010)
- Teacher of the Year Award (for Excellence in Instructional Innovation) – Fox School of Business, Temple University (1999)

TEACHING EXPERIENCE

Assistant Professor of Instruction in the Human Resource Management Department

Temple University - Philadelphia, PA

2016 – present

Responsibilities include:

- Full course load of undergraduate and graduate instruction
- Director of External Relations for HRM Department
- Co-Director of Fox's Center for Human Resource Analytics
- Chair of the Human Resource Management Senior Council

Adjunct Instructor / Participatory Faculty Human Resource Management Department

1989 - 2016

- Developed an HR Metrics course and co-developed a Human Resource Information System course for exclusive use at Temple University. Students learn consultative HR partnering techniques using information analysis tools to solve business problems in staffing, succession planning, retention, compensation and benefits, outsourcing, and mergers and acquisitions, as well as developing a business-linked HR dashboard.
- Courses include: Introduction to Management, Introduction to Human Resources, HR Strategies, Organizational Staffing & Career Development, Leadership Best Practices, and HR Metrics at the graduate and undergraduate level.
- Guest lecturer for Executive MBA classes at Temple University Tokyo campus (2002) and instructor at Singapore Campus (2012-2013) and Paris Ecole des Ponts School (2017).
- Instructor for graduate level HR courses at IGS Paris campus (2003-present).

PROFESSIONAL EXPERIENCE

Genesis HealthCare - Kennett Square, PA

2007 – 2016

Vice President Human Resources

Led a team of 10+ HR professionals for the Central / Southeast Division of Genesis HealthCare, a \$6 billion enterprise with nearly 100,000 employees. Manage all employee relations, labor negotiations, and generalist duties for all employees in PA, NJ, OH, FL, IN, GA, AL, TX, KS, MO, NE, and IA.

- Oversight responsibilities for CareerStaff Unlimited, Inc. (a wholly owned subsidiary of Genesis Healthcare), and one of the nation's leading providers of temporary staffing services to the healthcare industry. CareerStaff Unlimited has over 3,000 active staff members servicing over 2,500 clients in 25 states.

Vice President Talent Acquisition and Development

Responsibilities include leading a team of 80+ HR professionals for Genesis HealthCare, supporting all mid to senior level staffing and development needs. Areas of focus included: recruitment and employee branding, employee training and development (non-clinical), performance management, succession management, and talent management metrics.

- From 2007 through 2014, increased hiring by 21%, reduced cost per hire by 29% , all while improving quality of hire (as measured by 60 day turnover) by 56%. Achieved reduction in variable recruiting costs by \$1.4 million in same time period.
- Developed and implemented a company-wide leadership assessment and development process for all critical leadership positions.
- Designed and implemented the company's first on-line performance management system. System has facilitated improved goal and competency alignment, pay for performance, and career development discussions.

The Vanguard Group - Malvern, PA

1996 – 2007

Principal Business Integration Services

Responsibilities included leading a team of 60+ business professionals for the Retirement Plan Solutions division of Vanguard (with 3000 employees of the 12,000 total at Vanguard), and \$215 billion in assets. Areas of focus included project management, data management, executive reporting and forecasting, financial analysis and client profitability, divisional staffing and talent management, internal communications, and sales support.

- Led corporate wide diversity recruiting effort that improved executive minority hiring by 260%.

Principal Human Resources Strategic Staffing

Responsibilities included leading, developing and mentoring a team of 40 employment professionals in three US locations (Pennsylvania, North Carolina, and Arizona). Employment team partnered with line management in achieving hiring goals across the entire company, with approximately 1500 position fills per year.

- Designed and implemented talent acquisition models including Internet recruitment strategies, behavioral-based interview training for managers, hiring methodologies for entry-level, college, and executive recruiting, and the creative utilization of search firms.

Principal Human Resources Employee Relations

Developed and nurtured HR partnerships with the Institutional, Corporate and Finance divisions, including strategic planning with seven Managing Directors across three US locations for 4500+ employees.

- Spearheaded corporate deployment efforts during 2001-2002 economic slow-down; allowing for successful redeployment 400+ employees while avoiding any layoffs.

Principal Recordkeeping Services Institutional Division

Managed a total staff of 250 employees, with responsibility for all plan administration and recordkeeping services for 1100+ clients with 401(K) and 403(b)7 full service retirement plans at Vanguard. Ensured service quality while processing over 1 million financial and demographic transactions per year against an asset base of \$50 billion. Also managed department-wide mail processing, record retention, recruiting, and budgeting functions.

- Co-sponsored Business Process Improvement project that reduced redundant processes by 25% and headcount by 15%.

Business Manager Institutional Division (Full Service)

Responsibilities included budget and quarterly financial reporting, financial modeling and profitability studies, information management, space planning, and LAN Administration for 1500+ employees.

- Initiated revenue awareness program that resulted in net increase in fee revenue of \$4 million and reduction in receivables by \$500k during 1999.

Human Resources Department Head (IT Division)

Managed department of 25 employees supporting an IT workforce of 1500+. Responsibilities included recruiting (domestic, college & international), employee relations, contingent workforce management, relocation, advertising (all media types), and information management.

- Successfully led international recruiting efforts in Ireland and Canada, and placed the first H1b recruit in Vanguard history.

Rodale Press, Inc. - Emmaus, PA

1993 – 1996

HRIS Project Manager

Project Manager for an HR system project that integrated payroll, benefits, 401K, attendance tracking and other core HR data elements for a \$500 million publishing company, with an active employee base of 1400. Completed strategic planning, needs analysis, requirements definition, Request for Proposal (RFP) document, cost/benefit analysis, vendor selection, contract negotiations, and implementation (in addition to Business Manager responsibilities).

Business Manager Corporate Creative Services & Senior Systems Project Manager

Responsible for financial and systems management for the Creative, Photography and Video Departments, with a total budget of \$5.5 million and staff of 90 employees.

- Responsible for all systems project planning, systems support and application rollouts for the Magazine Division of Rodale Press. Area of responsibility included 13 titles with locations in six states.

EDUCATION

TEMPLE UNIVERSITY - Philadelphia, PA
MBA – Human Resources

SAINT JOSEPH'S UNIVERSITY - Philadelphia, PA
BS – Management/Marketing
** Graduated magna cum laude

BOARD OF ADVISORS / MEMBERSHIPS / CERTIFICATIONS

- Member SHRM & PSPS (Current)
- Co-lead of Human Capital Analytics Forum (2013-2015)
- Chairman of Temple University's HR / Business Roundtable (2008-2015)
- Member Client Advisory Council – Profiles International (2009-2014)
- Board of Advisors for the YMCA in Kennett Square, PA. Served as Board Member, Treasurer, Chairman, and Past Chairman (2008-2014)
- Certification in Talent Assessment – Caliper (2018) & Profiles XT (2012)
- Six Sigma Green Belt (2006)
- MBTI® Certified (2006)
- Commencement speaker for MBA graduates at Temple University (2001)