

Education

Western Governors University, Indiana *Salt Lake City, UT / Indianapolis, IN*

- **Master of Business Administration, Management and Strategy** (2015)
- Coursework included Finance, Strategic Decision Making, Organizational Management, Supply Chain Analysis, E-Business, Risk Management, Leadership, HR Management, Corporate Social Responsibility, and Strategic Management
- Competency-based assessment model

University of Washington *Seattle, WA*

- Department of Political Science combined MA/PhD program (1987 - 1990)
- Political Economy and Comparative Politics (no degree)
- Primary area of study: Caribbean economic development
- President of the Political Science Graduate Student Association
- Full tuition remission and academic advising assistantship (years two and three)

Indiana University *Bloomington, IN*

- **Bachelor of Arts** (1987)
- Majors in Political Science and East Asian Languages and Cultures, Minor in Economics
- Blue Key National Honor Society
- President Pro Tempore of Indiana University Student Association Senate
- Co-founder and leader of highly effective student government political party

Hangzhou University *Hangzhou, People's Republic of China*

- Studied Chinese language and culture - one semester (1986)
- Instructor of English language and U.S. culture for graduate students

Academic Appointments

- **Senior Lecturer; Indiana University School of Public and Environmental Affairs**
2020 – present *Bloomington, IN*
- **Lecturer; Indiana University School of Public and Environmental Affairs**
2013 – present *Bloomington, IN*
- **Faculty Affiliate; University of West Indies, Cave Hill, Faculty of Social Sciences Management Studies**
2018 – present *Barbados, WI*
- **Adjunct Faculty; Indiana University School of Public and Environmental Affairs**
2002 – 2013 *Bloomington, IN*

Teaching Assignments

- (V373) *Human Resource Management in the Public Sector*
- (V477) *Strategic Human Resource Management*
- (V476) *Compensation Strategy and Systems*
- (V482) *SPEA Overseas; University of West Indies, Cave Hill in Barbados) Global Human Resource Management; A Comparative Approach to Understanding HRM Through Economic History, Law, Ethics, and Culture*

Professional Certifications

- Human Resource Certification Institute *Senior Professional of Human Resource Management* (SPHR) (2000 – present)
- Society for Human Resource Management *Senior Certified Professional* (SHRM-SCP) (2015 – present)

Professional Societies

- Member, Society for Human Resource Management (1999 - present)
- Liaison to Indiana Business Leadership Network, Board of Directors; Indiana State Council of the Society for Human Resource Management (2016 - 2018)
- Diversity Director, Board of Directors; Indiana State Council of the Society for Human Resource Management (2012 - 2015)
- Director; Disability:IN, formerly Indiana Business Leadership Network, promoting disability inclusion (2011-2019)
- Member, South Central Indiana Human Resources Association (1999-2018); Special Projects Manager, Board of Directors (2005- 2010)
- Lead Business Representative, Diversity Works Business Leadership Network (2008-2012); Member (2006-2013)

Honors

- SPEA Excellence Award for Undergraduate Teaching (2019)
- SPEA Excellence Award for Undergraduate Teaching (2016)
- *Most Personable Undergraduate Faculty Award*, SPEA Student Association (2016)
- *Most Personable Undergraduate Faculty Award*, SPEA Student Association (2015)
- SPEA Excellence Award for Adjunct Faculty (2012)
- DiversityWorks *Distinguished Service Award* in recognition of efforts and accomplishments to enhance employment outlook for individuals with disabilities (2014)
- Society for Human Resource Management's *Academic Award Scholarship* (2012)
- Indiana Association of Rehabilitation Facilities (INARF) *State Partnership Award* (2009)
- Council for Community Accessibility *Professional and Community Service Award* (2007)
- Third Place in nation, awarded by United Way of America, for campaign materials among United Ways in metropolitan areas with fewer than 150,000 people (1996)

Relevant organization awards:

- Created and led an initiative for the Indiana Council of the Society for Human Resource Management (SHRM) that was recognized as a Society for Human Resource Management *National Pinnacle Award Finalist* at the Annual SHRM Leadership Conference in Washington D.C. (2015, 2016)
- *DiversityWorks Special Employer Recognition Award* (2010 - City of Bloomington)
- South Central Indiana HR Association *Outstanding Employer of the Year Award* (2008 - City of Bloomington)
- Coached and organized IU SPEA student IUHRA teams that placed 2nd and 3rd in the Indiana SHRM State HR Competition (2008)

Services

School and University Administrative Service

- Human Resource Management Major Lead Faculty (2016 – present)
- Lead Instructor for V373 - *Human Resource Management in the Public Sector* (2014 - present)

School and University Committee Service

- Undergraduate Curriculum Committee member (2015 – present)
- O'Neill International Office Advisory Committee (2020- present)
- Peer Assessment of Teaching Committee member (2015 – 2016, 2021 - present)
- Teaching and Learning Faculty Group (2011 – present)
- Governance and Management Faculty Group (secondary, 2015 – present)
- O'Neill school subcommittee on student professional conduct (2019)
- Nonprofit Management NTT Faculty Selection Committee (2017 – 2018)
- Undergraduate Curriculum Committee Honors Program Subcommittee (2017)
- Center for Innovative Teaching and Learning (CITL) Advisory Committee member (2015 – 2016)
- CITL Non-Tenure Track Faculty Learning Community Member (2014 – 2015)
- Participant in Center for Innovative Teaching and Learning (CITL) Course Development Institute and SPEA Faculty Learning Community (2013-2014)
- Indiana University SPEA Service Corps Advisory Board (2005 – 2013)
- Teaching and Learning Steering Committee member (2011 – 2012)
- Grade Inflation Subcommittee member (2011 – 2012)
- Faculty Learning Community member (2012 – 2013)

- Indiana University School of Continuing Studies Advisory Board (2001 – 2011)
- Human Resources Major Development Committee member and co-author of proposal to create major
- Human Resources Minor Development Committee member

Student Service

- HRA-IU student organization faculty advisor (2016 – present)
- Founder and Faculty Advisor, Indiana University Student Human Resource Association (2005-2010)
- Honors Faculty Advisor (2008, 2014 – 2021)
- Mentor for IU student interns serving social service community through Press Club (1995 to 2003)

Public Service

- Member, Board of Directors; The Project School (2014 – present)
- Member, Executive Leadership Team; American Heart Association Annual Gala (2008-2012)
- President, Bloomington Press Club (1999-2000); Vice President (1997-1998); Member (1996-2010)
- Read for the Record and Community Partners in Reading volunteer (2005-2011)
- Member, Public Law 221 Jackson Creek Middle School Improvement Committee (2006-2012)
- Member, Public Law 221 Templeton Elementary School Improvement Committee (2001-2005)
- Member, Jackson Creek Middle School Assistant Principal Selection Committee (2009)
- Member, Templeton Elementary School Principal Selection Committee (2005)
- WFHB Community Radio: Emcee of monthly, live music program *Saturday's Child* (1994 – present); Advisory Board (2002 to 2011); volunteer programmer (1993 to 2003); Chair, HR Committee and board member (2001)
- Member, IVY Tech Office Administration Education Advisory Board (1998-2008)
- Emcee of Oscar Night presentation, Buskirk-Chumley Theater fundraiser (2015)
- Member, City of Bloomington Utilities Service Board (1996-2001)
- City Council Appointee, City of Bloomington Affordable Housing Task Force (1996)
- Monroe County Head Start Volunteer Teacher's Aid (1992-1993)

Past Professional Experience

Director of Human Resources; City of Bloomington, IN

January 2001 – November 2013

- Directed the human resources function for a municipality with three collective bargaining units, 700 employees with benefits (approximately 1,000 total employees at peak employment levels), and served on various executive leadership teams guiding policy and operations beyond human resources
- Responsible for management of all benefit programs including 10 years as a partially self-funded health plan with a Health Insurance Trust over \$11,000,000. Led efforts for conversion to voluntary high deductible plan resulting in 43% participation in first year and \$400,000 savings for City, and move to multiple employer welfare arrangement resulting in over \$2,000,000 savings in over three years.
- Board of Trustees for IACT Medical Trust, Chair of both the Underwriting Committee and the Appeals Committee
- Appointed by two mayors, serving during four terms
- One of four members on Mayor's Budget Team responsible for budget analysis, process re-design, City Council budget presentation, and executive mentoring and guidance
- Member of strategic planning teams for two mayors
- Advised Mayor on general City policy and human resource strategy
- Collective bargaining team member and strategist (14 collective bargaining agreements, 3 labor unions)
- Judiciously and successfully handled highly sensitive matters of personnel in a political environment
- Co-directed the selection and implementation process of human resource information system and enterprise resource planning system along with online benefits enrollment
- Regularly presented legislation and annual budgets to City Council

- Provided visionary leadership for HR function including the development of a four-tier, internal management certificate program, an organizational development program, early retirement incentives, and significant benefit plan revisions
- Initiated Supported Employment Program placing applicants with developmental disabilities
- Initiated Underrepresented Student Intern Program recruiting students from traditional minority groups
- Managed and directed a department with staff of six employees and up to three part-time interns
- Performed HR generalist duties including labor relations, organizational development, policy development and analysis, and training development
- Appointed Acting Mayor of the City of Bloomington in the absence of the Mayor and Deputy Mayor

Assistant Director of Human Resources; City of Bloomington, IN

January 1998 – January 2001

- Handled grievances, personnel investigations, and employee relations
- Member of collective bargaining teams
- Assisted in design, development, and implementation of new compensation plan and performance evaluation system
- Designed, developed, and delivered training and orientation programs
- Responsible for employee communications, policy interpretation, and recognition programs

Director of Safety Training and Communication; City of Bloomington, IN

January 1997 – January 1998

- Managed OSHA-related training program including prioritizing, organizing delivery, and tracking
- Responsible for administration of organization’s health and safety policy
- Organized and led employee safety committee
- Responsible for internal communications
- Selected by Mayor to lead the Employee Development Advisory Team

Communications Director; United Way of Monroe County, IN Inc.

January 1995 – January 1997

- Designed and created promotional materials
- Created and implemented marketing strategies
- Represented the organization publicly in media and at community events
- Planned and organized events
- Wrote and edited monthly newsletter with circulation to 3,000 community members

Grants, Fellowships, and Awards

- Grant Team, Indiana University Libraries Information Literacy Curriculum Development Grant (\$20,000) (2015 – present)
- Indiana University Office of Overseas Study Course Development Grant (\$2,000) (2016 – 2017)

Professional Speaking Engagements

<u>Year</u>	<u>Organization/Event</u>	<u>Role/Topic</u>
2020	O’Neill School Teaching and Learning Faculty Group Meeting	Presenter: <i>Making use of the O’Neill Information Literacy Canvas Toolkit</i>
2019	Disability:IN Midwest Conference and HR Indiana Society for Human Resource Management Annual Conf.	<i>Partnership coordinator and Disability:IN Midwest Conference Speaker Recruiter, Organizer, and Introducer</i>
2018	U.S. Business Leadership Network National Affiliate Meeting	<i>Presenter: HR Indiana and Indiana Business Leadership Network: Success Through Strategic Partnership</i>
2017	South Central Indiana Human Resource Association	Co-Presenter: <i>Symbiotic Success! Building an Outcomes-Oriented Internship Experience Benefitting Both Your Organization and the Student</i>

2016	South Central Indiana Human Resource Association	Presenter: <i>How You Can Benefit from the World of Accommodation Through Tec</i>
2015	Indiana Business Leadership Network Annual Summit	Opening speaker, event leader and host
2015	Indiana University New Faculty Orientation	Presenter: <i>Delivering the First Day of Class</i>
2015	IU SPEA Graduating Honors Student Ceremony	Presenter: <i>Honors Mentor Remarks</i>
2015, '14	IU SPEA Service Corps	Panelist: Professional Development Seminar
2015, 2014	Public Policy and International Affairs Program	Panelist: <i>Changing the Face of Government; Government Career Paths</i>
2015	Wabash Valley Human Resource Association Annual Conference	Presenter: <i>When A Good Fit is Bad Fodder</i>
2015	WFIU Profiles Radio Program	Interviewer: interviewee Shazeen Attari
2014	U.S. Business Leadership Network Annual Conference (Orlando)	Panelist: <i>Models of Success and Sustainability</i>
2014	Wabash Valley Human Resource Association Annual Conference	Presenter: <i>Correcting Behavior Without Punishment</i>
2014	The NonProfit Alliance of Monroe County	Presenter: Two, 3-hour open forum sessions on numerous HR topics
2012	Indiana University SPEA Graduate Student Orientation	Panelist for career orientation program
2012	U.S. Business Leadership Network Annual Conference (Orlando)	Presenter: <i>BLN and SHRM in Partnership; The Newly Emerging Indiana Model</i>
2012	Indiana Society for Human Resource Management Annual Conference	Presenter: <i>Finding a New Diversity Strategy for Your SHRM Chapter or Employer</i>
2012	Indiana Association of Cities and Towns Medical Trust Annual Mtg.	Presenter: <i>Newly Established Underwriting Policy for Determining City Contribution Structure</i>
2011-14	Diversity Works Employer Awards	Master of Ceremonies
2012	Indiana Association of Rehabilitation Facilities quarterly state meeting	Presenter: <i>The New IN SHRM Focus on Employment of People with Disabilities</i>
2011	Indiana Association of Cities and Towns Annual Conference	Panelist: <i>A Thorough Examination of Onsite Primary Care Clinics</i>
2010	SPEA New Faculty Orientation	Presenter
2010	Indiana Association of People in Supported Employment (APSE) Annual Conference	Presenter: <i>Working Together; INBLN and INSHRM</i>
2010	Indiana Society for Human Resource Management Annual Conference	Presenter: <i>The Value and Purpose of Business Leadership Networks</i>
2009	Indiana APSE Annual Conference	Presenter: <i>The Employer's Perspective; Why Hire People with Disabilities?</i>
2008	IU SPEA Experiential Exchange conference	Presenter: <i>HR Leadership in the Public Sector</i>
2008	Indiana University Career Services	Presenter, <i>Job Search Strategies</i>
2008	Indiana's Summit on Economic Development, Employment and Disability	Presenter: <i>The Role and Impact of Business Leadership Networks</i>
2008	U.S. APSE National Conference	Presenter: <i>Community Development And the Role of Business Leadership Networks</i>
2007	IU SPEA graduate student orientation program	Presenter: <i>The role of SPEA Service Corps Fellows and Relationship with Employers</i>
2007	American Society for Quality	<i>Creating Consistent Quality in the HRM Process</i>
2004	Bloomington Hospital and Health Care System Leadership Forum	Panelist: <i>Challenges in Employer Provided Health Care Coverage</i>
2002	WFHB Radio talk show	<i>The State of Health Care Networks In Monroe Co.</i>
2000	IU Student Council of Career and Human Resources	Presenter: <i>Careers in Human Resources</i>
1995-97	Numerous employers and organizations in Monroe County, IN	<i>The community value of United Way agencies and the value added by United Way</i>