
STRATEGIC HUMAN RESOURCE PARTNER

Develop and Execute Leadership Strategies and activities that foster growth and organizational effectiveness

Strategic Business Partner with a proven ability to develop and execute leadership strategies, fostering growth and organizational effectiveness. Excels when partnering with leaders as a senior strategist and thought partner to achieve business goals while anticipating and maneuvering risk as well as legal liability exposure. A John Maxwell certified speaker, coach and facilitator who is a conflict resolution champion with a servant leadership philosophy and a track record of maintaining neutrality and objectivity.

- ***Strategic Leadership Planning***
- ***Conflict Resolution & Meditation***
- ***Regulatory Compliance & Employment Law***
- ***Training Development & Facilitation***
- ***Change Management & Re-engineering***
- ***Succession Planning & Development***
- ***Employee Relations & Diversity***
- ***Talent Management & Recruitment***
- ***Employee Engagement Initiatives***

PROFESSIONAL ACHIEVEMENTS AND EXPERTISE

Auburn University Montgomery • Montgomery, AL

2019- Present

Recognized by U.S. News and World Report ranked AUM No. 22 among regional universities in the South for quality of undergraduate teaching. Responsible to CHRO for talent management and retention.

Senior Director, Human Resource and Compliance

- Spearhead strategic recruitment initiatives to attract, recruit, and retain diverse, highly-qualified faculty and staff.
- Execute mediation training as the conflict resolution champion for the university
- Provide strategic guidance to administration on compensation, retention and compliance related topics to include Title IX, talent management and EEO.
- Develop strategies to effectively deliver human resource services that align with the university's goals and mission.
- Lead team efforts for fueling employee engagement initiatives.
- Plan, organize, coordinate and design talent training and development activities.
- Collaborate with the university legal department to develop, implement and administer HR policy and processes.
- Collaborate with leadership groups across campus to socialize strategic leadership initiatives.
- Developed and Implemented AUM Mediation Team to assist with conflict resolution and employee collegiality.
- Serve as a Deputy Title IX Coordinator ensuring compliance with federal and state law related to Title IX and provide support to students when implementing AUM practices, State and Federal law, and rules and regulations pertaining to Title IX.

Interim Diversity Officer (2021)

2021-2024

- Championed diversity and inclusion initiatives across the University by providing training and development strategies/opportunities.
- Collaborated with stakeholders to develop and implement diversity programs and strategies.
- Promoted an inclusive environment through education, training, and awareness campaigns.

Senior Consultant • Breaking Rules of Limitations, LLC*Dupree Consulting

2021-Present

As a certified Human Resource practitioner and Leadership Coach, assist organizations reimagine the execution of talent through development and training solutions. Provide expert guidance on human resource practices to businesses of varying sizes and industries. Developing tailored solutions to enhance growth, compliance, and employee engagement. Additionally, offer conflict resolution services, mediation training, and diversity and inclusion workshops. Actively collaborate with clients to implement best practices in talent management.

Auburn University • Auburn, AL

2015-2019

A comprehensive public land, space and sea grant research institution, ranked as one of the "Top 50 Public Universities" in the US. Responsible to AVP of HR for projects and initiatives.

Human Resource Generalist III

- Led critical HR projects, collaborating with functional unit directors on policy development.
- Researched HR-related topics and laws to consult and advise management.
- Designed and delivered creative training across campus.

- Actively participated in university-wide initiatives and projects.
- Upheld 5 core HR principles: Collaboration, transparency, communication, proactivity, and service orientation.
- Reporting to AVP of Human Resources with the responsibility of planning, implementing, leading and tracking mission critical HR projects.
- Lead functional unit directors through policy development and revision process, to include drafting policy and recommending revisions of current policies and procedures, based on laws and industry best practice.
- Coordinate with General Counsel's Office on attaining approval of departmental policies with campus-wide significance.
- Perform in a generalist capacity in the following areas: classification and compensation, employee benefits, employee relations, recruitment, employee development and/or performance management.

Alabama Community College System (ACCS) • Montgomery, AL

2007-2012

ACCS consists of 25 Comprehensive Community Colleges and Technical Colleges, Marian Military Institute and Alabama Technology Network. Provided counsel to ACCS entities (affecting 10,000 employees) on complex HR related laws, policies and procedures. Designed and lead the organization's HR strategy direct supervision of 2 HR professionals and oversight for 26 senior HR professionals.

Director of Human Resources

- Developed and executed HR strategies and activities that fostered growth and organizational effectiveness while re-engineering the face of central HR.
- Utilized conflict resolution, creative training, and coalition building to achieve a 5% decrease in lawsuits.
- Strategically saved the System over \$2 million within a three-year period by negotiating the terms of the Systems Legal Liability and General Liability Insurance.
- Advised college presidents on change management and compliance.
- Collaborated with in-house and outside counsel on investigations, hearings, and depositions for the System.
- Conducted System-wide training (over 10,000 employees) on various HR related topics to include but not limited to customer service skills, employment law updates, management skills, progressive discipline, FMLA, FERPA, ADA, FLSA, Student First, etc.
- Supervised and conducted audits and investigations System-wide on employee relation issues and advised management on appropriate resolutions.
- Represented the College System as the Title IX Coordinator with the Office of Civil Rights. Completed strategic and mandatory audits ensuring compliance.
- Facilitated the human resource function at the Department level to include recruitment of college presidents and System office employees, compensation administration, and employee relationship management.

City of Tuskegee • Tuskegee, AL

2006-2007

Historically rich city in Macon County, Alabama with a County-City Manager form of government. Responsible for the HR function of the City, to include police and fire rescue departments.

Human Resource Manager

- Managed HR program, including budget, recruitment, compensation, benefits, and performance management.
- Collaborated with third party administrator to re-engineer the police and fire departments compensation plan. Completed an on-going FLSA review with the Department of Labor.
- Implemented and designed an employee EAP Program, which consisted of additional training for the Fire and Police Departments.
- Advised City Manager and City Council on personnel actions and employment activities for compliance with federal, state and local agency compliance.
- Represented the City in unemployment hearings and workers' compensation settlements.
- Managed the Summer Youth Program for 50 students and \$80,000 budget.

EDUCATION & CERTIFICATION CREDENTIALS

Faulkner Law, Montgomery, AL; **Juris Doctorate**
Certified to Alabama Supreme Court, admitted to practice (2013) (Registered practicing attorney)
Alabama Mediator, Certified 2020
Professional in Human Resources Certification (SPHR)

Professional SHRM-SCP

John Maxwell Certified Coach

Certified Diversity Executive, CDE

M.S. Public Administration, Auburn University at Montgomery

B.S. Political Science, Auburn University at Montgomery

PROFESSIONAL ASSOCIATIONS

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| Alabama Bar Membership | Current |
| Alabama CUPA Board, Secretary | 2021-present |
| SHRM, Society of Human Resources Management, Membership | 2000-present |
| CUPA, College and University Professional Association for Human Resources, Membership | 2008-present |
| Montgomery Volunteer Lawyers Association, Membership | 2015-present |
| Mediation Skills and Conflict Resolution Certification | Present |
| Volunteer Mediator with Lee County | 2017-2020 |
| Guardian Ad Litem Certification | 2013 |