



Senior Professional in Human Resources with 20 plus years proven management experience in Nonprofits, AV/IT, Fortune 50 Retail, Education, and Fortune 500 Manufacturing.

## Summary:

- Master of Science in Business Administration
- Committed to world class customer service through coaching and training
- Certified as Senior Professional in Human Resources (SPHR) by Human Resource Certification Institute
- Certified as Society for Human Resource Management Senior Certified Professional (SHRM-SCP)
- Passion for value of Human Resource Assets
- Multi-unit HR Management Experience
- Expert in recruitment, safety and performance management
- Expert in benefits administration, EEOC, training, and development
- Demonstrated organizational and interpersonal skills
- Strategic Planning and Development Experience
- Expert in leading initiatives that increase organizational effectiveness, especially among diverse business groups
- Extensive Group Presentation Experience
- Demonstrated commitment to cultural diversity and the ability to work with individuals and groups from diverse backgrounds

## Education and Certification

MSBA, Management/Human Resources, Indiana University

BA, Sociology, Augustana College

SPHR, since 1988 certified as Senior Professional in Human Resources by the Human Resource Certification Institute

SHRM-SCP, since 2015 certified as Society for Human Resource Management Senior Certified Professional

## Professional Experience

Starin Marketing, Inc.  
Human Resources Manager

October 2012 to Present

- Built Top-Flight HR Organization as first-ever Corporate Human Resources Manager in 33 year- old AV Business
- Through extensive HR efforts Starin Named 2019 and 2020 Best Places to Work in Indiana
- Implemented employee health-care plans and employee education programs, which lowered health care costs
- Solid HR program contributed to the largest sales year in company history
- Revised Performance Appraisal System
- Reduced turnover 23%
- Hiring, Interviewing, Drug Screening, Background Checks Procedures solidly put into place
- Reduced payroll costs by triple digits
- Implemented Starin University



Lowe's Companies, Inc.  
Human Resources Manager

September 2007 to October 2012

- 3 Time "Gold Star Best in Class" Status Award Winner for Employment Engagement (2008, 2009, 2010)
- 4 Quarters Bonus Award Winner for Service and Sales Employee Incentive
- 2010 Best % Sales Performance to Plan and Best % Comp in Region 4
- Broad Experience with Multiple Stores and Sales Volumes
- Graduate of Lowe's Human Resource Management Training Program

Valparaiso University  
Adjunct Assistant Professor of Management

August 1990 to Present

- Teach Semester Long Principles of Management, Organizational Behavior, Human Resource Management, Performance Management and Compensation Courses
- Prepare and Present Lectures
- Design syllabus and course instructional material
- Advise students on cooperative education/intern opportunities.
- Advised Student Chapter of SHRM

Von Tobel Corporation  
General Manager  
Corporate Human Resources Manager

July 1992 to September 2007

- Grew Sales by 25%
- Reduced Accounts Receivables by 30%
- Built Top-Flight HR Organization as first-ever Corporate Manager of Human Resources in 41 year old Lumber, Hardware, Home Center
- Reported Directly to Company President
- Implemented employee health-care plans and employee education programs, which lowered administrative costs \$10,000 as well as reduced claim costs \$25,000
- Started Company-wide safety committees which reduced Workers Compensation Premiums by \$84,000

Snook Construction  
Partner

January 1989 to July 1992

- Marketed Construction Services
- Prepared Bid Presentations and Estimates
- Maintained record keeping documents and cost accounting documents
- Formalized project bids
- Managed work site activities

### Professional and Community Affiliations:

- Society for Human Resource Management, 1992 - Present
- East Porter County School Corporation Board of Trustees 2001 - Present Currently Serve as President
- Greater Valparaiso Chamber of Commerce, 1996-2001 Board of Directors, 2001-2004 Chair Porter County Chamber Coalition Chamber Network Night
- Valparaiso First United Methodist Church - 1973 - Present -Usher Captain- Board of Trustee