

Craig S. Bickley

Personal information redacted

Profile

HR Executive with 21 years of progressively responsible leadership experience delivering comprehensive, integrated HR solutions, creating and transforming, non-existent, or dysfunctional HR departments into value-added, strategic organizational partners. Multiple degrees in HR, private and public sectors, organizations from 600-8000 employees.

Skills Summary

✍ Strategy/Policy	✍ Compensation	✍ Diversity
✍ Compliance	✍ Labor/Chief	✍ Safety
✍ Benefits	✍ Spokesperson	✍ Employment/Staffing
✍ Performance	✍ Training	✍ HRIS
✍ Payroll	✍ Quality Mgmt.	✍ Culture Change

Professional Experience

EMPLOYMENT/STAFFING/RECRUITMENT/DIVERSITY/SUCCESSION PLANNING; (21 YRS)

- ✍ Implemented three reductions-in-force using early separation, attrition, schedule changes, facility closures, etc., eliminating 1200 positions saving \$100M over a four year period, balancing cashflow availability to minimize reductions.
- ✍ Developed position control system which eliminated overstaffing, improved forecasting, federal reporting, and master scheduling of staff. Saved \$1.2M per year from zero-based hiring.
- ✍ Planned and implemented HR functions for two plant startups in TX and SC (120 and 200 FTE, respectively).
- ✍ Reduced turnover at a plastics plant from 120% to 18% over a four year period utilizing a variety of interventions.
- ✍ Improved minority recruitment/retention/development through relationships with HBCUs, established a “grow our own” program in conjunction with a local university, developed community support program with agencies, faith-based organizations, and community organizations, Courageous Conversations About Race.
- ✍ Implemented profile tools to predict teacher success and improve retention, expanded mentoring program through grants resulting in improved performance and retention, implemented improvements in background investigation and record-keeping.
- ✍ Successfully managed audits/complaints with EEOC, OFCCP, DOL, SPBR, SERB, Civil Service, civil courts.

TECHNOLOGY; (20 YRS)

- ✍ Project lead on seven HRIS implementations using multiple platforms, software solutions, industries; two included integrated payroll systems, and two included automated time & attendance.
- ✍ Project lead on a \$1M platform upgrade from a simple peer-to-peer network to a WAN with server farm using VoIP.
- ✍ Proficient with MS Word, MS Excel, MS Powerpoint, MS Access, MS Publisher, Adobe Professional, ADP, Ceridian, Oracle, Lawson, Spectrum HR, UltiPro, Kronos, Banner/PeopleAdmin, etc.

COMPENSATION/BENEFITS; (21 YRS)

- ✍ Designed and implemented various skill-based, performance-based, traditional and executive compensation programs.
- ✍ Implemented value-based health plans, wellness programs, eligibility audits, facilitated labor/management committees.
- ✍ Identified illegal practice between broker and carrier resulting in awards to the employer, license suspensions for offenders, and changes in state legislation regarding transparency and broker compensation.
- ✍ Identified/problem-solved a \$21M underfunding situation without impacting current budget, preventing greater cuts.
- ✍ Licensed resident agent in Health/Life/Annuity (Inactive).
- ✍ Implemented several deferred compensation programs in both private and public sectors.
- ✍ Provided consultation for creation of public collaborative purchasing arrangements and Taft-Hartley Trusts.
- ✍ Successfully managed two FLSA audits.

LABOR/EMPLOYEE RELATIONS/CULTURE CHANGE; (18 YRS)

- ✍ Managed both union and non-union locations. Experience with eight international unions in both private/public sectors. Grievance administration through arbitration advocacy, mediation, ADR.
- ✍ Chief spokesperson in concurrent negotiations with largest teacher and classified staff unions in Ohio, achieved inflationary caps on healthcare. Negotiated both multi-tier wage schedules, as well as consolidation of multiple schedules, collaboration initiatives, work rules, etc. No work stoppages.
- ✍ Created an internal investigation function, improved and provided training in due process.
- ✍ Led a culture change initiative that resulted in decertification of a 350 employee local, led by the union’s vice president.

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Professional Experience, continued

DEVELOPMENT/TRAINING/PERFORMANCE; (20 YRS)

- ✍ Redesigned administrative and classified performance evaluation tools implementing objective metrics.
- ✍ Designed/implemented literacy, skilled-trade apprenticeship, machine operator, safety, & quality training programs (Mfg).
- ✍ Delivered supervisor and leadership training. (Certified Interaction Management Trainer, DDI)
- ✍ Designed and implemented E-Onboarding including training for harassment, discrimination, safety, orientation.
- ✍ Project Lead/Lead Trainer for Continuous Improvement and ISO implementations (Mfg).

OPERATIONS/QUALITY/SAFETY/PAYROLL; (7 YRS)

- ✍ Supervised non-HR functions of Purchasing, Technology, Payroll
- ✍ Served as Interim Director of Quality for a multi-site plastic co. during a 6 mo. hiring freeze.
- ✍ Served as VP of Operations for a third party benefits administrator providing services to self-funded groups ranging from 200-3500 FTE, responsible for claims payment, plan building, eligibility, customer service, FSA/HSA/HRA, stop loss, consultation, etc. for self-funded clients. Assumed "backroom" services for a 100K life carrier under investigation with Dept. of Insurance. Resurrected carrier business without losing any prior clients.
- ✍ Implemented comprehensive safety programs (Mfg) resulting in record days without LTA, and savings in worker's compensation. Served on OBWC advisory committee for urban schools.
- ✍ Supervised payroll for 600 FTE, multi-state mfr., assumed supervision of payroll in July '08 for 1800 FTE university to resolve numerous highly publicized problems with W-2's, retirement reporting, etc.

Employment History

INDEPENDENT CONSULTANT – Poland, OH, 12/2008-Present

YOUNGSTOWN STATE UNIVERSITY – Youngstown, OH

Chief Human Resources Officer, 9/2007 -12/2008; Ending Annual Salary: \$133,900

COLUMBUS CITY SCHOOLS – Columbus, OH

Executive Director of Human Resources, 1/2004-9/2007; Ending Annual Salary: \$112,800

Director of Human Resource Operations , 8/2003-12/2003; Ending Annual Salary: \$86,500

SANDUSKY CITY SCHOOLS – Sandusky, OH

Director of Human Resources, 6/2000 -6/2003; Ending Annual Salary: \$75,300

CITY OF SANDUSKY – Sandusky, OH

Director of Administrative Services, 8/1999-6/2000; Ending Annual Salary: \$60,000

STATELINE TPA, INC. – Maumee, OH

Vice President of Operations, 1/1997-4/1999; Ending Annual Salary: \$70,000

VENTURE PACKAGING, INC. – Monroeville, OH

Director of Human Resources, 11/1993-11/1997; Ending Annual Salary: \$61,900

E.B. EDDY PAPER, INC. – Port Huron, MI

Employee Relations/Safety Mgr. , 4/1991-11/1993; Ending Annual Salary: \$46,500

NEKOOSA PACKAGING, INC. – Maumee, OH and Clyattville, GA

Employee Relations Manager, 5/1989 -4/1991; Ending Annual Salary: \$38,064

Training Director, 1/1989 -4/1989; Ending Annual Salary: \$28,900

Intern/ Trainee , 4/1988-12/1988; Ending Annual Salary: \$25,500

Education /Training/License

M.B.A. (Industrial Relations) University of Toledo, 1988, (3.75)

B.B.A. (Human Resources) University of Toledo, 1987, (3.94)

Ohio School Business Managers License, May 2003 (Expired)

Baldrige in Education, Jim Shipley & Associates, 2001,2

Ohio Agent's License: Life/Health/Accident, June 1999 (Inactive)

Group Incentive Programs, MSU, May 1995

Certified Interaction Management Trainer, DDI, April 1993

TQM Train-the-Trainer, Tennessee Associates, Dec., 1991

Managing Continuous Improvement, Tennessee Associates, May 1990