

Scott McKellips

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Experienced Operations Leader and Program Manager

Veteran with Secret Security Clearance and 20+ years of accomplishments in security, cross-functional team leadership, change management, stakeholder engagement, and strategic planning. Dynamic leader with impressive program management experience and expertise in operations, administration, regulatory compliance, training, and budget development and management. Excellent project manager with a history of delivering special projects within aggressive timelines and budget parameters. Talented mentor and supervisor successful in building high performing teams. Technically adept professional, proficient in Microsoft Word, Excel, PowerPoint, Outlook, Kronos, WebTA, iShare, OneNote, and InfoPath.

Core Competencies

- Program Management
- Project Management
- Cross-functional Team Leadership
- Technical Expertise
- Operations Leadership
- Stakeholder Engagement
- Regulatory Compliance
- Change Management
- Communications
- Performance Measurement and Management

Professional Experience

Transportation Security Administration, Madison, WI, September 2002 – Present

Transportation Security Manager, December 2009 – September 2022

Oversee and coordinate TSA security activities, preventing dangerous objects from entering aircraft. Assess the effectiveness of security procedures, reviewing and applying TSA policy directives and regulations. Align daily activities with overarching organizational goals, leading operations at multiple screening checkpoints. Supervise, train, evaluate, and motivate more than 14 direct reports and 84 officers (indirect reports), ensuring all performance standards and Federal requirements are met or exceeded, providing behaviorally-specific feedback and encouraging and rewarding Officers. Build subject matter expertise in security issues, threats, and challenges, understanding the role of TSA as well as other agencies and collaborating with other members of senior leadership to identify and act on opportunities for improvement. Manage security programs, designing and implementing screening procedures. Identified and allocated equipment and personnel needs. Document activities, issues, and outcomes. Collaborate with team members to review and assess operational strategies, continually focused on enhancing ability to respond to critical or unusual situations with limited information. Design and deliver training on a wide variety of issues on a continual basis, including conflict management, de-escalation, technical skills, and supervisory skills. Prepare incident reports and author informational briefings for a wide variety of internal and external stakeholders. Perform a variety of technical screening procedures and use cutting-edge equipment, including explosives trace detection, x-ray, hand held metal detector, full body pat down, physical bag search, and travel document checking, among others. Served as Behavior Detection and Analysis Coordinator, deploying teams of Behavior Detection Officers around the airport and to work high risk flights to detect deceptive practices and engage those passengers exhibiting those behaviors to assess the need for additional screening.

Key Contributions:

- Designed performance improvement program (STEVE Program) locally to improve threat detection capabilities. As a result, Dane County Regional Airport (MSN) has enjoyed a 40% improvement in field testing success rate in four years.
- Successfully adjusted operation to address issues involving Advanced Imaging Technology.
- Coached and mentored direct reports into high approval ratings on four most recent TSA (Federal Employee Viewpoint) FEV surveys.

- Developed Inventory Accountability and Tracking Access Database program for inventory maintenance while serving as Inventory Program Manager for MSN.
- Authored Individual Leadership Development, Inventory, Performance Management and Interest Based Communication computer-based learning tools to assist Officers in developing their skills.
- Selected and or elected to serve in a number of special capacities and on multiple committees, many of which were national, including:
 - Conflict Management Trainer
 - Member of the 9-person team to set the foundation and direction for the National Advisory Council moving forward from 2016
 - National Advisory Council (Selected as one of 60 members out of more than 300 applicants to represent a workforce of more than 52,000 employees)
 - Co-Chair, Leadership Attributes (Leadership at Every Level) Ad-hoc Committee, National Advisory Council
 - Co-Vice Chair, Performance Accountability and Standards System Committee, National Advisory Council
 - Employee Advisory Council
 - Inventory Program Manager
 - Assistant Training Instructor
 - Employee Council President

Additional Experience:

Verizon, Madison, WI, RF Systems Performance Technician/Engineer.

The Coachlight Lounge, Shawano, WI, Manager.

Reggie White Studios / Oregon Pacific Pictures, Portland, OR, Executive Producer. Managed portions of the \$3M budget for "Reggie's Prayer".

United States Army, Various Location (587th Signal Company, 52nd Signal Battalion-Stuttgart, West Germany; 1121st Signal Battalion-Pueblo, CO; and 1120th Signal Battalion-Ogden, UT, Satellite Communications Ground Station Equipment Repair.

Education

University of Wisconsin Extended Campus Coding Boot Camp | Madison, WI

Masters of Business Administration, Accounting and Finance | Keller Graduate School of Management, Waukesha, WI, In Process

Bachelor's Degree, History & English | University of Wisconsin Madison, Madison, WI

Technical Skills

Computer Science applied to JavaScript

Algorithms (Searches, Sorts)

Efficiency

Time Complexity

Big O Notation

Data Structures

Browser Based Technologies

HTML/CSS

JavaScript/jQuery

Responsive Design

Bootstrap

Handlebars

Local Storage, Session Storage,

IndexedDB

Databases

MySQL

MongoDB

Server Side Development

User Authentication

Progressive Web Applications (PWAs)

MERN Stack (*MongoDB,

Express.js, React.js, Node.js)

API Interaction

API
JSON
AJAX

Supplemental Self Study

*Python
*Java
*Amazon Web Services
*C#

Communications Technology

IS/95 Call Processing (CDMA)
Spread Spectrum Multiple Access
Satellite Communications

Professional Training

Behavior Detection and Analysis, Washington DC, 2015
Effectively Managing Security Operations (EMSO), Atlantic City, NJ, 2015
Leading People and Managing Operations (LPMO), Potomac, MD, 2014
Leading Through Change (LTC), Detroit, MI, 2013
Leading Effective Workgroups, Washington DC, 2009
TSA Mid-Level Leadership Program (MLDP), Madison, WI, 2008
Foundations of Leadership (FOL), Minneapolis, MN, 2006
TSA Assistant Training Instructor Course, Omaha, NE, 2005
Supervisory Screener Training, Cleveland, OH, 2004
Basic Transportation Security Screener Course, Madison, WI, 2002
IS/95 Call Processing Technology (Motorola and Lucent), Chicago, IL, 1997
Equal Opportunity NCO Training, Ft. Huachuca, AZ, 1991
Primary Leadership Development Course, Ft. Carson, CO, 1989
Spread Spectrum Multiple Access, Ft. Gordon, GA, 1986
Satellite Communications School, Ft. Gordon, GA, 1986
US Army Basic Training, Ft. Jackson, SC, 1985

Awards

National TSA Team Award, with the National Advisory Council, 2009
Region 3 TSM of the Month (Honorable Mention), June 2017
Greater Madison Federal Agency Association (Large) Agency of the Year Award, awarded to all TSA employees in Madison (as Shift Manager), 2014
Supervisory Transportation Security Officer of the Year, Hub and Spokes, for outstanding performance, 2005, 2008
Army Commendation Medal, for meritorious service, 1991
Army Achievement Medal, for technical leadership, 1991
Good Conduct Medal, for good conduct, 1990
Army Achievement Medal, for meritorious service, 1988

Professional & Community Involvement

TSA National Advisory Council
President, Greater Madison Federal Agency Association (oversaw Committees including Recognition, Multicultural, Communications, Human Resources, and Fundraising)

Language Proficiencies

Spanish Spoken: Novice; Written: Novice; and Read: Novice
Polish Spoken: Intermediate; Written: Intermediate; and Read: Intermediate

Projects and Special Assignments

PASS (Performance Accountability and Standards System) and TOPS (Transportation Officer Performance System), 2011 - Present

- Manage the effective periodic professional development discussions and performance evaluations of 95 Officers at MSN.
- Coordinated pilot program serving more than 150 Officers and staff at MSN, LSE, and EAU, TOPS to test the viability of the Online Learning Center reporting structure for performance management.

Goals and Objectives Facilitation, 2013 - 2014

- Led a team of 15 charged with creating specific workplace strategies to fulfill local, regional, and national goals and objectives for workplace improvement and efficiency.

National Advisory Council, 2009 - 2011

- Collaborated with colleagues on 60-person council to create a standard of frontline leadership within in the agency, reducing administrative burden on our Supervisors, revising Standard Operating Procedure to make it more 'user friendly', and revising Practical Skills Evaluation.
- Implemented and sustained the "I've Got Your Back" Safety campaign, which reduced workers' compensation claims.
- Created "Engage!" and "Coach!" initiatives to enhance screening and mentoring processes.
- Chaired Leadership Attributes (Leadership at Every Level) Ad-hoc Committee, 2009.
- Co-Vice Chair of Performance Accountability and Standards System Committee, National Advisory Council, 2008-2009

Specialized Threat Engagement Vanguard Exercises (STEVE) Program Manager, 2017 - 2020

- Developed STEVE program in response to team failures in detecting threat items during internal testing. Designed program to learn from failures and transform that into success through proper procedure reinforcement and coaching/mentoring.