

Celia Feres-Johnson, Ed. D.

Objective: To lead a Human Resources department in an educational setting focused on strong ethical values and a commitment to organizational development, centered on a genuine interest and investment in the growth of its employees and students.

Related Accomplishments

- Instilled in others a passion and commitment to education, students and learning at Eugene School District 4J and Oregon State University's (OSU) University Administrative Business Center (UABC).
- Developed and implemented the Teacher and Specialist Effectiveness and Growth Systems (performance evaluation) and Classified employee evaluation district-wide at 4J.
- Developed and sustained strong collaborative working relationships with the leadership of the Eugene Education Association (EEA-Teachers Union) and Oregon School Employees Association (OSEA-Classified Employees Union).
- Developed a robust professional develop plan and job competencies in support of succession plan and retention of staff at staff at OSU's University Administrative Business Center (UABC).
- Developed and instilled a student centric, customer service-oriented culture that emphasizes continuous improvement, team-work, collaboration, high performance and quality in the department of Human Resources at 4J and OSU-UABC.
- Introduced a new system and developed policies and procedures for talent acquisition and new employee on-boarding at 4J. Developed a new on-boarding system and process for newly hired employees at OSU-UABC.
- Leveraged available resources as well as internal and external partners to drive results, developed and trained staff, establishing best practices and due diligence in the integration of recruitment and talent acquisition best practice, workforce preparedness, succession planning and professional development at OSU-UABC.
- Within the first year at 4J, identified, evaluated, and resolved human relations, employee morale, work performance, and organizational productivity concerns. Assessed the department's organizational structure and staff assignments in order to align HR functions and organizational structure with the school district's mission and vision.
- Instilled and promoted credibility, trust, professionalism, and reliance on staff and department's subject matter expertise at 4J and Dell.
- Successfully pioneered, implemented and directed the change from site-based HR processes to systemic processes without controversy at OSU and 4J.
- Created cultural awareness and promoted an inclusive culture amongst department staff at OSU-UABC and 4J.
- Successfully navigated the development of a new teacher evaluation pilot at 4J.
- One of four team committee rewriting Dell's world-wide Code of Conduct.
- One of four team committee revising and rewriting Dell's world-wide Anti-Corruption (FCPA) Policy.
- Through effective investigation techniques, training and communications initiatives reduced Code of Conduct violations in the Latin-American region at Dell by 35% in 12 months.
- Played an instrumental role in the development and implementation of system-wide organizational policies and procedures related to human resources at OSU-UABC, 4J and Dell.
- Successfully mediated and brought about resolution to 90% of all labor/personnel/people and related issues at 4J and Dell. This included successful disposition of most labor relations and all civil rights and affirmative action complaints filed against my employers.
- Recognized by OSU, 4J and Dell leadership and peers for utilizing creative and innovative approaches to solving organizational, management and staff/people issues.

Skills and Expertise

- Collaborative management style, strong interpersonal skills, ability to work well with other organizations and coordinate efforts across departments; strong organizational skills and ability to work well with others.
- Skilled at creating and providing a comfortable means for resolving work related concerns in a confidential and supportive fashion.
- Skilled at providing impartial and independent reviews of employee and labor relations issues while promoting fair and equitable employment decisions.
- Experienced at assessing organizational risk and providing guidance for sustained resolutions.
- Experienced and skill at fomenting working environments where cultural and ethnic diversity thrives.
- Strong and effective written and oral communicator.
- Strong interpersonal and intercultural communications skills.
- Strong recruiting and interviewing skills.
- Experienced in bridging the gaps between human capital and fiscal capital.
- Skilled at researching, understanding and interpreting a wide range of state and federal laws, collective bargaining agreements and organizational policies.
- Strong analytical skills and the ability to use data to identify root causes, trends, and best practices to achieve organizational results.
- Professionally trained and skilled mediator with the ability to understand both sides of an issue and bring about an effective resolution for all parties.
- Skilled in the following on-line HR systems: Banner (HRIS), Noli (electronic personnel files), EmpCenter (payroll and timesheet system), PeopleAdmin (recruitment system), EvalS (employee evaluation system), CORE and Data Warehouse (data collection and reporting systems).
- Skilled at HR data mining to address organizational concerns and increase informed decision making.
- Ability to write, speak, read and translate fluently from English to Spanish and vice-versa.

PROFESSIONAL EXPERIENCE

February 2014 - Present Oregon State University – University Administrative Business Center
 University Plaza
 16000 SW Western Ave., Suite 230, Corvallis, OR 93333

Human Resources Manager

Direct the Human Resources (HR) functions supporting a complex matrix of university departments and colleges at Oregon State University's (OSU)-University Administrative Business (UABC). Lead a team of HR professionals ensuring all initiatives, actions, objectives and processes promote and sustain an employee-oriented, high performance culture that emphasizes employee empowerment, work quality, productivity and goal attainment. Systemically and collaboratively drive the identification and elimination of barriers to attaining University goals through alignment of UABC's goals. Advance the University's mission and vision by creating and sustaining an HR culture through a deep understanding of the impact and connections of HR services and functions to student success. Developed and manage a new on-boarding process and system for new talent, tied to the recruitment of key talent and hard to fill vacancies(all employee groups). Supervise 12 direct reports.

July 2008 - Eugene School District 4J

February 2014

200 North Monroe St., Eugene, OR 97402

Director of Human Resources

District-wide direction and leadership responsibilities for a full service human resources (HR) department including the following functions: labor and employee relations, employee relations, labor negotiations, labor contracts interpretation and application, risk management, safety and health benefits, recruitment, classification, compensation, organizational development, training and professional development and operational functions. Ensure labor agreements, policies and procedures involving 2,500+ employees are followed; ensure compliance with and adherence to federal and state laws (i.e. FLSA, FMLA/OFLA, etc.); provide leadership and direction in advancing the district's vision, mission and goals and ensure that every aspect of human resources incorporates the vision and values of the district. Instill and develop an employee-oriented organizational culture that emphasizes strong customer focus, continuous improvement, collaborate team-work, high performance and quality; ensure HR's mission, vision and goals align with Board goals and objectives. Promote a culture of inclusiveness, respect and collaboration; instrumental in identifying, evaluating, and resolving human relations, employee morale, work performance, and organizational productivity concerns; mentor and develop staff; foster and promote a culture focused on the success of all students while advancing a respectful, inclusive and culturally diverse work force environment. Promote a strong passion and commitment to the success and support of children, youth and adolescents. Foster community involvement and provide prudent management of fiscal resources. Supervise 16 direct reports.

**December 2005-
June 2008**

Dell, Inc.

401 Dell Way, Round Rock, TX 78682-7000

Regional Senior Manager for Ethics, Compliance, and Privacy

Regional direction and leadership responsibilities for policies, procedures and regulatory compliance involving the Code of Conduct and related policies for 5,000+ employees in the Latin American Region; exercised judgment in development methods, techniques, and evaluation criteria for obtaining organizational results; managed and monitored the effectiveness of the Ethics, Compliance and Privacy program, final decision maker on operational matters in order to ensure organizational effectiveness; developed and implemented training and communications plans targeted towards heightening awareness, education and awareness of the Code of Conduct and related policies. Developed strong relationships with, and provided direction to key executives, managers and supervisors; championed and drove Code of Conduct compliance initiatives within all departments and business organizations; provided leadership, direction, coaching/feedback and development for direct reports and business partners; managed all aspects of investigations involving the Code of Conduct and related policies; maintained statistics necessary to monitor the effectiveness of the programs. Emulated and infused in all employees a genuine desire and commitment to embrace Dell's culture of winning with integrity. Supervised 10 to 15+ individual contributors.

**September 2003-
April 2005**

MILLENNIUM MANAGEMENT VI, LLLP

321 King St. Suite # 7; Frederiksted, VI 00840
Tel: 340-791-7990

Executive Director

Responsible for direction, design, implementation, administration and operation of high value, quality human resources programs, business practices and procedures at corporate headquarters responsible for providing administrative services to 17 retirement homes; assisted in the integration of complex business factors to build business capability, develop leaders, and drive business change efforts; administered programs designed to establish and maintain effective employee relations through the uniform and equitable application of policies and procedures; headed the transition from a satellite office to the establishment of the Corporate Office supporting 19

retirement homes located in the states of Louisiana and Texas; directed and managed full service HR functions for 3,000+ employees including recruitment, retention, employee relations, benefit administration and payroll functions; implemented and communicated compensation policies and programs to ensure compliance with applicable legal and government regulations associated with compensation; developed and drove compensation, payroll, and HR policies and practices that affected immediate operations with business-wide impact. Introduced and managed Sage Abra, a human resource management system comprising of HR, payroll, benefits, training, recruiting, and compliance segments. Managed the day-to-day operation and functions of the Corporate Office. Supervised 12 direct reports.

December 1993- UNIVERSITY OF NEVADA, COOPERATIVE EXTENSION
June 2002 1664 N. Virginia St.; Reno, NV 89557
Tel: 775-784-1110

Human Resources Specialist and AA Officer:

Statewide responsibility for the direction, administration and management of the Human Resources (HR) and Affirmative Action/Civil Rights functions for the college of Cooperative Extension; directed initiatives and programs to assist with organizational change management; provided advice and counsel on all aspects and issues involving recruitment, labor relations, policy, labor law interpretation, mediation, and alternate dispute resolution for faculty and classified staff in accordance with university bylaws, administrative manual, Board of Regents Handbook and State of Nevada personnel administrative policies; participated as key driver in HR and diversity policy and program development in partnership with faculty, USDA, state classified administrators, and other stakeholders; implemented and communicated HR and AA policies, procedures and programs to ensure compliance with applicable legal and government regulations; developed and drove cross-discipline initiatives culminating in administrative policies and practices that affected the long range operations of the college as it relates to delivery of community-based programs; developed and delivered skill-based training to broad audiences including faculty, staff, supervisors and administrative personnel; managed and directed recruitment and retention process; managed the Federal Employee Retirement System for faculty with federal appointments. Introduced Sage Abra, a human resource management system comprising of HR, payroll, benefits, training, recruiting, and compliance segments. Supervised 4 (directly) and 12 (indirectly) direct reports.

EDUCATION

2000 Ed. D. Higher Educational Leadership. University of Nevada, Las Vegas.
 1993 M.P.A. Public Administration. University of Nevada, Las Vegas.
 1982 B.S. Business and Hotel Management. University of Nevada, Las Vegas.

REFERENCES

- Mr. George Russell, former Superintendent, Eugene School District 4J; Tel: 541-953-0120.
- Ms. Christine Nesbit, Assistant Director, Employee and Labor Relations, Eugene School District 4J; Tel: 541-790-7664 or 541-870-5060
- Ms. Sara Green, Director, Elementary Education, Eugene School District 4J: Tel: 541-285-1743
- References at OSU will be provided upon request. Reason: I would like to notify my current employer prior to contact.