

COLRAIN M. ZUPPO

PhD, SHRM-SCP, SPHR, GPHR

PROFESSIONAL PROFILE

- Strategic human resource management & employee relations professional with experience in union & non-union environments
- Proven expertise in program & training development
- Trusted advisor, director, business partner & advocate
- Consistently builds relationships, partnerships, & consensus between employees and leadership
- Expert communication & presentation skills
- Extensive conflict resolution, facilitation & mediation experience
- HR department start-up, administration & management experience
- Highly technical background
- Partnered with SHRM to conduct research in organization and technology policy
- Successful history of coaching, mentoring, and leadership
- Corporate legal background with emphasis on employment law

KEY STRENGTHS

Employee & Labor Relations - Negotiation & Contract Administration
Grievance Administration/Investigation - Conflict Resolution
Onboarding - Employer Branding - Data Analysis - Expedient
Problem Resolution - Change Agent & Leader - Project Planning
& Execution - Training & Design - Invited Speaker/Presenter
Compliance & Risk Management - Performance Management - Policy
Development- HR Audits - Vulnerability Assessments - Engagement
& Retention - HRM & Business Strategy

SELECT ACHIEVEMENTS

- Committee leadership and participation for technology selection
- Led HRM student project to provide framework for employee training
- Significantly reduced turnover via restructuring of hiring processes, attendance policy and compensation/incentive plans
- Initiated risk reduction program relating to worker's compensation and short term disability management realizing a savings in non-production paid wages
- Developed strategy to increase productivity by 50% during worker's compensation group rating period via re-engineering process/workflow
- Revised marketing collateral for program to reflect job market needs
- Designed model labor relations HRIS module
- Compiled and refined procedures for training of supervisors/managers in labor relations (on an average rotation of 6 months per assignment)
- Designed/ facilitated HRM & labor relations seminars/training
- Course and program design/redesign in bachelor's and master's programs to ensure outcome alignment with employer needs
- Consultant for governance and curriculum alignment for RAMTEC

EDUCATION

PhD
Technology Management
Specialization: HRD/IT
Indiana State University
2011; GPA 4.0

MAEd
Leadership
& Administration
George Washington
University
2007; GPA 4.0

BSS
Conflict Analysis
& Resolution
The Ohio University
2005; GPA 3.96
Rank: 4 of 573
Summa Cum Laude

CERTIFICATIONS

SHRM-SCP
SPHR
GPHR
CUE Positive Employee Relations
PMP, expected 5/16

COLRAIN M. ZUPPO

HONORS & AWARDS

- Nomination, Teaching Excellence Award, University of Maryland, 2013
- Fellowship, BGSU, 2008-2011
- Epsilon Pi Tau, International Academic/Professional Technology Honor Society
- Phi Kappa Phi Academic National Honor Society
- Gamma Pi Delta of Ohio University Honor Society
- Departmental and University Honors, Ohio University



EXPERIENCE

BOWLING GREEN STATE UNIVERSITY (8/15-Present)

College of Technology, Architecture, & Applied Engineering
Part Time Faculty, Consultant, Bachelor's/Master's programs

- Faculty training sessions, reaccreditation, learning design
- Doctoral Fellow, Researcher & Instructor (8/08-12/12)
- Invited lecturer and co-presenter, faculty development training

ZUPPO CONSULTING, Principal (5/06-Present)

- Facilitation, coaching, training & development, employee & labor relations, HRM, leadership, communication, organizational strategy

MARION TECHNICAL COLLEGE

Professor, Business & Information Technologies; Engineering Technologies, Business Management Program; Human Resource Management Program Chair

- Co-chair Advisory Board, advisor; program design & consulting

UNIVERSITY OF MARYLAND UNIVERSITY COLLEGE

Adjunct Assistant Professor, M.S. Technology Management

ST. MARGARET OF CORTONA CHURCH

Director of Music

CASPIAN COMPUTER TRAINING, Instructor, Contractor

MERCK & CO. (Medco)

Compensation Benefits & Compliance Administrator
Human Resources Administrator

- Benefits, worker's compensation, unemployment, disability, OSHA, EEO, incentive plans, salary ranges and job descriptions, temporary agency coordination, recruiting/incentive programs, employee relations, performance management, training

JONES, DAY, REAVIS & POGUE, Legal Assistant

MILLISOR & NOBIL CO., L.P.A.

Worker's Compensation Department Administrator

THE STATE CHEMICAL MANUFACTURING CO., INC.

Executive Assistant/Legal Assistant

- Corporate risk management, compliance, mergers & acquisitions, incorporation, trademark/patent searching/applications
- International business research on compliance, insurance, operations, tariffs, banking & shipping.

UNITED PARCEL SERVICE

Labor Relations Generalist

- training of rotational supervisors, grievance administration, case writing, benefits, worker's compensation, EEO and NLRB
- negotiated agreement administration, vulnerability assessments