

Theresa R. Tibbs (Terri)

A collaborative senior professional with strong Strategic and Human Resources Operations experience.

Skilled in the following areas:

- Organizational Planning, Employee Engagement, Diversity, Inclusion, Talent Management, Professional Development, Performance Management and Facilitation.
- Project Management and Human Resources Operations.
- EEO and Conflict Dispute Resolution.
- Classification, Compensation, Benefits, Organizational Development, Employment, HRIS, Payroll, Staff Development, Employee Relations and Title IX.

Professional Experience

**Presbyterian College, Clinton, SC
Vice President Human Resources & Title IX**

2021 – Present

Provides campus wide leadership development in the planning and administration of the Human Resources unit to include Title IX, Benefits, Classification, Compensation, Payroll, Employment, Performance Management and Employee Relations. Active participant on the President's Leadership Team and the college's Diversity Inclusion Advisory Council (DIAC).

Accomplishments include:

- Developed a hiring process, and implementing an Applicant Tracking System (ATS).
- Launched the first Employee Assistance Program (EAP) for the college.
- Provided strategy on organizational changes to support a newly assigned President in building his executive leadership team.
- Researched and recommended a bias/civility compliance program for the college.
- Successfully managed a Title IX/Student Conduct investigation including 11 respondents.

**Fayetteville State University, Fayetteville, NC
Associate Vice Chancellor, Human Resources**

2016 – 2021

Provided campus wide leadership in the planning and administration of the Human Resources department to include Classification and Compensation, Employee Relations, EEO, Benefits, Professional Development, HRIS, Performance Management and Employment:

- Supported a workforce of 1000 employees, including faculty, staff, temporary and student employees.
- Led a staff of 18 employees and a total of 6 direct reports.
- Active participant of the university Pandemic, Emergency Management and Employee Engagement teams.
- Served as Deputy Title IX Coordinator, EEO Officer, Diversity/Inclusion Officer and HR university lead for Campus Re-Accreditation and Strategic Planning committees.

Led the following initiatives at the university:

- **Process Improvement/Metrics:** Introduced Lean Manufacturing Process Improvement initiatives/tools for Human Resources department and a cross section of university faculty and staff. Using Lean Manufacturing reduced the time to hire by 45% and developed a strategy consisting of expansion of job channels and improved inefficiencies in the hiring process. Provided analyses of various data to include turnover, engagement and pay metrics.

- **Employee Engagement:** Co-Led campus effort in developing an Employee Engagement strategy for the institution. Planning included enhancing communication, supervisor/manager training/development of competency models and mechanism for continued two- way feedback/communication.
- **Performance Management:** Provided oversight of the campus performance management processes, which was tied to compensation. Facilitated the development and launch of a new performance management process for Non-Faculty employees.
- **HR Operations:** Facilitated effort which automated approvals for processes resulting in over 50% reduction of time and effort for approvals. Led the development and execution of a HR/Payroll Contingency Plan which ensured successful processing of payroll during adverse weather and emergency events. Provided oversight for implementation of a new campus-wide Cornerstone Learning Management system (LMS) and Performance Management system, to include funding, team assignments and collaboration with various stakeholders.
- **COVID19 Return to Work (RTW):** Led Human Resources Return to Work (RTW) efforts that ensured the safe return of staff and faculty back to campus. Effort included communication, protocols, training, staffing and review of employee flexibility requests.
- **Student Success:** Championed a Mental Health First Aid (MHFA) initiative which was aimed at increasing awareness and confidence of faculty and staff in responding to their peers and students who may be experiencing a mental health crisis. Provided eight (8) hour training sessions for over three hundred (300) faculty and staff and facilitated the certification of fifteen (15) Faculty and Staff trainers.
- **Human Resources Team optimization:** Rebuilt the Human Resources team over a two-year period. Efforts included filling over seven vacant positions and creating a culture of team effectiveness, customer focus, process improvement and automation.
- **Cost Savings:** Led effort in reducing cost avoidance of \$2MM in Workers Compensation projected future cost through settlement of claims. Recouped over \$100,000 in disability expenses back to the university through efforts of human resources.
- **Budget:** Managed a budget of \$2 million (state funds) and \$300 thousand (grant funds).

Elizabeth City State University, Elizabeth City, NC
Chief of Staff

2015 – 2016

Advisor and key member of the Office of the Chancellor. Managed a staff of three.

- Facilitated execution of the staff functions of the Chancellor's Office, including daily operations, office budget and staff support.
- Collaborated with Communications and Marketing in developing and implementing key communication strategies and messages to be conveyed by the Chancellor.
- Partnered with Academic Affairs in developing and implementing a community initiative involving an on-campus computer training event for senior citizens in the community.
- Managed the strategic agenda for the Chancellor and worked with senior leadership to ensure implementation of the Chancellor's directives and initiatives.

Fayetteville State University, Fayetteville, NC

2014 – 2015

Adjunct Lecturer – Human Resources Management HRM 410 and HRM 415 level courses.

Fayetteville State University, Fayetteville, NC

2013 – 2015

Employee Relations and Training Manager

Collaborated and consulted with managers concerning Discipline, Performance Management and Staff Development.

PACTIV Reynolds (Formerly Tenneco Packaging/Mobil Chemical)

1996 - 2011

Director Human Resources – Foodservice (FS) Business Group

Pactiv Corporation (Sales over \$4 Billion), Lake Forest, Illinois

Led activities during the integration/merger of Pactiv and Reynolds organizations: consisting of integration of policies, processes, and payroll activities. Successfully implemented the HR synergy activities to create new sales and operation organizations. Activities included 12 plant closures and one newly acquired company. Partnered with operations and finance in the analyses of cost savings.

Provided HR leadership for a business group, encompassing 61 union and non-union facilities. Managed 6 direct reports. Had functional responsibility for over 80 human resources professionals throughout North America.

- Led Succession Planning and Leadership Development processes resulting in cost savings of search fees. Spearheaded the development of competency models for client group.
- Established HR transformation process for Lean Manufacturing implementation, which significantly reduced time to hire for sales personnel. Process included metrics and project planning.
- HR Lead for acquisitions of companies to include their integration into Pactiv.

Served as Director of Corporate Human Resources during Pactiv Corporation's spin-off from Tenneco Packaging Corporation as a publicly traded organization. Provided support to senior executives during the launch of the new company.

Professional Certifications

- Extended DISC Facilitator Certification
- Mental Health First Aid (MHFA) Facilitator Certification
- Equal Employment Opportunity & Diversity Fundamentals (EEO/DF) Facilitator Certification
- MBTI Facilitation Certification
- Title IX Coordinator Certification
- Employee Mediation Certification - Carolina Dispute Settlement Service
- Diversity and Inclusion Certification – Cornell University
- Korn Ferry Leadership Architect Certification

Education

- MS Management Science (Human Resources Management), SUNY, Binghamton, NY/ SUNY, Plattsburg NY
- BS Psychology, N.C. A&T State University, Greensboro, North Carolina

Military Experience

- Captain, United States Airforce