

Kim Russell

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Background: Executive-level human resources professional, with a broad knowledge of current HR trends, practices and labor laws and with practical, hands-on experience.

PROFESSIONAL EXPERIENCE

Collin County Community College District

1985 to present

Associate Vice President, Organizational Effectiveness and Human Resources - 2002

Director of Human Resources - 1990

Director of Personnel - 1985

Serve as a member of the district's Leadership Team with executive responsibility to address a broad range of organizational effectiveness and accountability issues, and to plan, direct and evaluate the college's Human Resources program.

A significant accomplishment was the development and implementation of an on-line employment process in 2002 that significantly reduced the time-to-fill for all college positions; improved communication with applicants; and enhanced the efficiency of the Human Resources staff. In addition, a new compensation plan was designed and implemented in 2001 for staff, administrators and faculty.

A current project involves piloting an on-line performance appraisal system for staff and administrators. Benefits of the system will include on-line maintenance of performance feedback from both the employee and supervisor throughout the year, and on-line archival and retrieval of performance documentation for easy access and review of performance trends.

LTV Aerospace and Defense Company

1981 to 1985

Sr. Personnel Representative

Generalist: Managed the employee relations function for 700 employees in Finance, Marketing, Test Operations and Logistics, Research, Studies and Mission Analysis, and two major program offices. **Recruitment:** Established the Missile Division's college relations function, developed recruitment materials, and coordinated campus recruiting at over twenty colleges/universities. Recruited to fill non-exempt and hourly skilled, semi-skilled and unskilled positions. Coordinated relocation processes for transferring and new employees, including working with third party home purchase firms in managing

properties in inventory. **Training:** Facilitated company-wide HR and benefit training programs.

EDUCATION

M.S., Labor and Industrial Relations 1981
University of North Texas

B.S., Education (Economics and Business) 1979
Baylor University

PROFESSIONAL ASSOCIATIONS

College and University Professional Association for Human Resources (CUPA-HR), and the Southwestern Regional Association of CUPA (Board Member 1999-2001)
Texas Association of Community College Human Resources Professionals
Texas Access and Equity Association
Plano Chamber of Commerce Human Resources Committee
Volunteer Center of North Texas Human Resources Committee (Chair 2003 – present)

PROFESSIONAL DEVELOPMENT

Southwest Way Leadership Development Seminar; 2003

Texas Association of Community College Human Resources Professionals Summer Conference; 2003

College and University Professional Association for Human Resources: Executive Leadership Development Program (Inaugural Class); 2002