

BRIAN K. CHUPP

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EDUCATION

The University of Toledo, Toledo, OH

Ph.D. Major: Human Resource Development, May 2010
Minor: Business Administration
Dissertation: An Analysis of the Learning Processes of Successful
Entrepreneurs

M.Ed. Agency Counseling, 1992

B.A. Psychology, 1990

ACADEMIC EXPERIENCE

Teaching

Purdue University, West Lafayette, Indiana

Academic Director for OL MSHRM (2020)

Clinical Assistant Professor (2019)

Academic Director for MSHRM (2019)

Continuing-Term Lecturer (2016-2018)

Limited-Term Lecturer (2013-2016)

Krannert School of Management

Organizational Behavior and Human Resource Management

HR Systems: This graduate course provides an introduction and overview of the major topics in Human Resource Management (HRM). HRM is a fundamental component of the competitiveness, effectiveness, and sustainability of any organization, as it influences who is hired, how they are trained, evaluated, compensated, and what steps are taken to retain them. In turn, HRM plays a critical role in predicting employees' behavior, attitudes, and performance.

Staffing: Talent Acquisition: This undergraduate course focuses on the effective management of the flow of talent into and through organizations. It covers workforce planning, recruiting and selection, career transitions and other workforce movement. It is designed to teach students the skills to recruit and select the best talent to help drive organizational strategy. It will also prepare

students to evaluate methods for job analysis and selection. Students will also learn how to design a process and framework for final individual or group selection.

Negotiation & Decision Making: The purpose of this course is to understand the theory and processes of negotiation so that you can negotiate successfully in organizational and management settings. This course covers a wide variety of negotiation problems faced by business people. In addition, models of effective and ineffective decision-making are introduced and students will have the opportunity to make decisions at both the individual and group levels.

Organizational Behavior: This course investigates the impact that individuals, groups, and organizational structure have on behavior within organizations for the purpose of applying such knowledge toward improving an organization's effectiveness. Attention is given to such topics as motivation, leadership, group processes, organizational structure, technological innovation, and conflict management. Emphasis is placed on developing management skills and application of organizational behavior theories.

Human Resource Management: Survey of the techniques and practices used in human resource management. Emphasis is on legal requirements, cost/benefit considerations, and strategic needs in managing human resources. Topics include recruitment, selection and placement, compensation, work design, and reactions to work. Specific techniques reviewed include assessment centers, incentive plans, structured interviewing, and autonomous work groups. Current issues and managerial decision making are emphasized.

Brian Lamb School of Communication
Online Master of Science in Communication program

Seminar in Strategic Communication: This on-line course surveys the theories and processes of strategic communication and its practice by business, government, politicians and nonprofits in domestic and international arenas. It also emphasizes the application of theory to provide an in-depth understanding of planning, executing and evaluating strategic communication plans.

Leadership and Global Strategic Communication: This on-line course provides students with theoretical background in leadership and global strategic communication, as well as the opportunity to apply what they learn to strategic communication cases and their own professional experiences. It also encourages them to handle leadership challenges and articulate theoretically-informed analyses and evaluations of leadership in action.

Research Methods: This on-line course provides students with a general background in strategic communication research methodologies, including qualitative (e.g., interviewing, focus groups) and quantitative (surveys, experiments) methods. The course will introduce students to practical considerations in study design, data collection, analysis and reporting.

Strategic Communications and Ethics: This course explores various approaches to ethical decision-making and applies them to diverse aspects of strategic communication in professional settings. You will be exposed to a variety of ethical perspectives in theoretical contexts, and will learn to apply these theoretical concepts into professional situations.

Department of Technology Leadership and Innovation

Strategic Management: Provides a broad overview of the strategic management process including assessment of strategic inputs, elements of strategy formulation, and structures for strategy implementation. Strategic Management deals with the organization, management, and strategic positioning of the firm in order to gain long-term competitive advantage. To accomplish these objectives, this course introduces and employs various analytical frameworks that help us to identify the sources of competitive advantage from both an industry and firm perspective.

Leadership Principles: This is a 200-level course in a large lecture format. As one of the five foundation courses required for all students enrolled in any OLS undergraduate program of study, this course focuses exclusively on the most important principles, processes, and techniques practiced by individuals to effectively lead others in organizations in order to achieve desired performance results.

Leading Teams: A hybrid online/weekend for students in the MS in Leadership degree program. This course focuses on leadership processes both internal and external and the leadership functions that help teams satisfy their critical needs and regulate their behavior through goal accomplishment.

Human Capital Management: A hybrid online/weekend course for students in the MS in Leadership degree program. This course focuses on an examination of current topics and issues in global human capital management. Emphasis on creating organizational strategic advantages within the leadership to workforce interface.

Ivy Tech Community College, Lafayette, Indiana

Adjunct Professor (2014-current)

Business Administration Department

Principles of Management: This course describes the functions of managers, including the management of activities and personnel. Focuses on application of guidance principles in management.

Business Ethics and Social Responsibility: This course examines the individual, organizational and societal ethical issues and the social responsibility of business organizations in the resolution of these issues. Critical thinking and informed decision making are emphasized.

The Entrepreneur and the Enterprise: This is an introductory entrepreneurship course that focuses on the creation of new ventures and the relationship between ideas, entrepreneurs, markets and enterprise as well as the role that entrepreneurship plays in our economy. The course evaluates the business skills and commitment necessary to successfully operate an entrepreneurial venture and help students decide if they have an interest in starting or being part of an entrepreneurially driven business.

Introduction to Microcomputers: This course introduces the physical components and operation of microcomputers. Focuses on computer literacy and provides hands-on training in four areas of microcomputer application software: word processing, electronic spreadsheets, database

management and presentation software. Use of a professional business integrated applications package is emphasized.

The University of Toledo, Ohio

Adjunct Professor, College of Business (2010 - 2011)

Managerial and Behavioral Processes in Organizations: This was a 3000 level course for students in the B.B.A. program. The course focused on an introduction to managerial and organizational concepts designed to develop knowledge, attitudes, techniques and skills in creating and managing innovative, adaptive organizations. Interactive exercises, videos, cases, discussions and lectures were used.

Graduate Teaching Assistance, College of Education, (2004-2005)

Human Resource Development: This was a 4000 level course for students in the Educational Technology and Human Resource program. This course focused on an introduction to the professional practice of Human Resource Development (HRD) for the interested undergraduate student. The course focuses on HRD within the context of Human Resources in organizations.

Service

Faculty Advisor for Student Chapter of SHRM

Co-Chair committee for the development of the HRM Minor.

Committee participant for the MSHRM program

Faculty Fellow - mentor 60+ students in Shreve Residence Hall

Member of Active Learning Community of Practice at Purdue University

IMPACT Fellow - completed training and revision of MGMT 44428 course

Presentations/Guest Speaker

Mandela Washington Fellowship Institute - (2016 & 2017)

Purdue Entrepreneurship Bootcamp for Veterans with Disabilities Program (EBV) - (2016 & 2017)

Emerging Leaders' Retreat for Young Women in High School

Navigating Gender in the Workplace

Summer Teacher Symposium

Teaching Awards

- Outstanding & Distinguished Teacher recognition - I've been on this list every semester since beginning with Krannert in Fall2015.
- 2017 Finalist for Krannert Outstanding Undergraduate Teaching Award

PROFESSIONAL EXPERIENCE

Advance Auto Parts, Remington, Indiana (February, 2012 -April, 2014)

DC HR Manager

HR Manager for a 568,000 sq. foot distribution center employing 335 team members. Worked as a strategic business partner to deliver all professional HR services to employees and the leadership team ensuring organizational goals and objectives are met. Administer policy and procedure and maintain compliance with all state and federal laws. Managed worker's compensation program and return to work program. Facilitated the ongoing training and development of the leadership team. Engaged team to create and maintain a positive work environment.

The Home Depot, Toledo, Ohio (2000- 2012)

World's largest home improvement specialty retailer, with annual sales of \$77.3 billion, 2,275 stores and 300,000 associates.

DC HR Generalist (March 2010 to 2012)

Executed HR plans and programs to ensure most effective utilization of HR in facility of 250 associates with an annual volume of 15 million cartons. Resolved Associate Relations issues including investigations and fact finding.

- Y Oversaw hourly staffing process through partnering with HRM, Production Planning Manager, AGMs, and GM to ensure proper staffing levels at all times. Successfully captained 8 mini hiring events which netted over 150 offers to qualified candidates.
- Y Developed and implemented a 6-week On-Boarding program for hourly associates which has aided in the reduction of turnover of new associates.
- Y Developed and implemented a leadership program to aid in building a high performing management team.
- Y Developed an On-Boarding manual for salaried leaders that was benchmarked by subsequent RDCs
- Y Successfully implemented the hourly training program in preparation of Grand Opening. At the time, the training completion percentage was highest of any previous RDC at Grand Opening.

Human Resource Manager (2008 to March 2010)

Ensured HR initiatives/processes are executed consistently for a district with \$123 million in sales, seven stores, and 700 associates through regular store visits, as well as weekly conference calls and quarterly meetings with the store representatives.

Drove execution of HR performance through the development and communication of a weekly spreadsheet containing 15 key performance indicators delivered to senior management.

Led a team of seven Associate Coordinators in leveraging workforce by providing training and accountability. Maintained excellent customer service coverage while saving 1% in payroll and beating sales plan by 2.6%.

Increased customer satisfaction scores through associate cross training and certification from 15% to 86% within 1 year.

Developed and implemented a district-wide High Potential program to prepare Supervisors for the Assistant Store Manager position which resulted in positive feedback from both participants and store management.

Store Human Resource Manager (2000 to 2008)

Held positions of increasing HR responsibility at three stores with \$20-25 million sales and 100-200 associates including staffing, talent development, associate relations, and performance management.

Selected by senior management as District HRM peer from 2003 to 2008.

Took over Westgate store that was 5000 hours over plan and under staffed on weekends and achieved targeted payroll and staffing expectations. Turnover decreased by 40% within first year. Achieved corporate goals in Curriculum, Turnover, Payroll, and 401K participation.

Decreased turnover by 50%, documented associate concerns from 12 to 2 at Rossford store. Employer of Choice (EOC) score of 70% was the highest in the district.

HRD International, Inc., Maumee, Ohio (1992- 2000)

Consulting firm assisting organizations with HR initiatives.

Senior Consultant

Consulted with small to medium size organizations on HR issues including: performance reviews, organizational development, conflict resolution, and coaching.

The University of Toledo, Toledo, Ohio (1988-1992)

The Placement Office (1990 -1992)

Delivered job search and career planning workshops

Counseled students in career development and job search

Coordinated Career Development Program with the university's football team

Presented office and programs to HR professionals in the NW Ohio area

Career Information Center (1988 - 1990)

Counseled students in the career decision making process

Facilitated workshops for new student orientations

Promoted to Co-Coordinator position

Planned outreach programs for various student populations

PROFESSIONAL MEMBERSHIPS

Society for Human Resource Management

PUBLICATIONS

Chupp, B. K., Longenecker, C. O., & Ariss, S. (2013). The Mind of the Entrepreneur: How Successful Entrepreneurs Learn. *Effective Executive*, 16(1), 7-15.

