Katie Stull, MBA, PHR, SHRM-CP

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I am a positive and honest leader aspiring to challenge the now, seek growth and act with intention in all aspects of my life.

Professional Experience

**Employer: Willis Auto Campus, Clive, IA**

**HR Manager** *August, 2014 - present*

*HR Responsibilities:*

* Lead HR efforts for more than 350 employees, including sales, service technicians, administrative staff, and leadership team
* Develop and implement training initiatives for all employees and managers
* Recruit exempt & non-exempt employees for all positions
* Conduct and close employee relations investigations
* Coordinate HR strategies for organic growth & organizational change initiatives
* Develop and implement new operational policies

**Employer: Hydro-Klean, LLC, Des Moines, IA**

**HR Manager** *April, 2013 – August, 2014*

*HR Responsibilities:*

* Lead HR efforts for more than 100 employees in three states (Iowa, South Dakota & Minnesota)
* Recruit exempt & non-exempt employees for all positions with average time to fill at 32.5 days for 2013
* Conduct and close employee relations investigations (6 in 2014, 8 in 2013)
* Coordinate HR strategies for organic and acquired growth
* Administer benefits in conjunction with Holmes Murphy
* Develop and implement new operational policies
* Coordinate and deliver training to all levels within the organization, including Crucial Conversations

**Employer: UTC Aerospace Systems, West Des Moines, IA** (Formerly Goodrich Corporation)

**HR Generalist** *January, 2011 – April, 2013*

*HR Responsibilities:*

* Lead recruiting efforts for production and exempt employees with average days to fill of 50.21 days (exempt) and 37.47 days (production) in 2012
* Mentor managers and supervisors in regards to coaching, counseling, developing their workforce and planning for change
* Conduct and close employee relations investigations (20 investigations in 2012)
* Drive change within the West Des Moines sites through communication tools and management by walking around
* Actively support CI activities throughout the organization- participated in/co-lead three events in 2011 that supported increased OTD and inventory metrics and significant increases in 5S scores within Human Resources
* Project Management: participate in UTC Aerospace Systems-wide HR Teams to develop SW for recruiting tools and train EC team members using the tools
* Conduct training for employees and leaders on functional and soft skills

**HR Specialist** *May, 2006 – December, 2010*

*HR Responsibilities:*

* Trained compliance and change management topics to all employee groups
* Recruited for nonexempt and exempt employees
* Performed benefits administration including annual enrollment and addressed employees’ questions and issues
* Participated in six CI events resulting in SW, improved TAT and OTD and decreased Inventory numbers to improve site metrics
* Coordinated workers compensation communication between employees, medical facilities and third party insurance and nurse companies
* Managed a project to develop and administered internal production certification program for five production jobs across Iowa
* Performed HRIS entry and managed employee files

Education

**MBA** (HR Emphasis) August, 2010 Drake University, Des Moines, Iowa

**BA Communications** May, 2006, Drake University, Des Moines, Iowa

Technical Experience

PC and Mac Operating Systems, Microsoft Office 2003-10, HRMS EV4 & EV5, SumTotal Learning Management System (Goodrich), TalentStream (Goodrich, Administrator), ADP VirtualEdge CMS, UTC Job Connection, HodesIQ

Professional Awards & Certifications

Community Connect Class – May, 2016

Society for Human Resource Managers – Certified Professional – October, 2014

Professional in Human Resources Certification – May, 2013

Lean Practitioner Certified – October, 2010

Human Resource Generalist Certified (SHRM) – November, 2008

Professional Alliances & Volunteering

President-Elect, CISHRM – January, 2016 - present

VP, Workforce Readiness Committee (CISHRM) – Committee Member since 2007, VP in 2015

Marketing Committee, Ronald McDonald House of Central Iowa – 2016 - present

Wish Granter, Iowa Make-A-Wish – 2015 – present

Founding Member/Integrator, Women of Willis – 2015 – present

Campaign Chair, Willis Auto Campus United Way Campaign – 2014 – present

Campaign Chair, UTC Aerospace Systems United Way Campaign – 2006 - 2014

SHRM – Member since 2005

CISHRM – Member since 2006

Mentor to Drake students – 2010-present

Resume Critiquing with Drake University – 2009 – present