Stacey Harper, MBA, SHRM-CP

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Experience

US Digestive Health, Exton, PA

June 2019 – November 2019

**VP, Human Resources** responsible for all Human Resource functions for a Management Services Organization serving 500+ employees of gastroenterology practices and endoscopy centers.

* Ensured ERISA compliance with Health &Welfare and Retirement plans post merger
* Engaged in the evaluation and selection of Health & Welfare broker, Financial Advisor and Retirement Plan Recordkeeper
* Established the 100 Day plan Human Resource goals, as well as the 2020 Departmental Plan and Budget
* Established the HR team and department structure
* Eliminated use of outside HR resources
* Lead the implementation of the Paylocity HRIS

Weidenhammer Systems Corp., Wyomissing, PA

December 2015 – June 2019

**Human Resource & Facilities Director** responsible for all Human Resource and Facilities Management functions for a national, 160+ team member technology consulting firm.

* Develops and administers Training & Development Programs
* Oversees maintenance, purchases, lease negotiation and facility planning
* Ensures regulatory compliance: FLSA, EEOC, Medicare, SOC
* Administers Compensation and Benefit programs
* Conducts annual Engagement and Salary Surveys
* Committee Oversight: Safety, Wellness, Suggestions, 40th Anniversary
* Plans Corporate Events: Annual Kick Off Meeting, Fall Picnic
* Implements new HR systems: Talent Management, HRIS, Compensation, Succession Planning
* Full life cycle staffing management
* Serves on the Senior Leadership Team, Retirement Plan Committee and IT Steering Committee
* Rookie of the Year Award 2016
* Maintains zero injury workplace 3+ years

Nueterra, dba Physicians Care Surgical Hospital, Royersford, PA

June 2014 – December 2015

**Human Resource Director** for a 12-bed specialty surgical hospital responsible for recruitment, employee relations, compensation, training, culture development and medical staff credentialing.

* Implemented orientation program for staff, vendors and medical staff to comply with DNV requirements
* Developed a 90 day, as well as annual staff and leadership evaluation programs
* Conducted personnel file audit to bring the facility into compliance with DNV, Federal and State requirements
* Administered the Employee Health Program to include blood-borne pathogen exposure tracking, annual vaccinations / testing and worker’s compensation
* Supervised the Administrative Assistant and Credentialing Specialist
* Member of the Senior Leadership team

Knoll, Inc., East Greenville, PA

June 2012 – June 2014

**Human Resource Generalist** for a 3,000 associate global high design furniture manufacturer, serving as a business partner for the Product Development, IT, Marketing and Knoll Office salesforce in US & Canada.

* Chair of the United Way committee and member of the Go Red for Women and Knoll75 committees
* Implemented eVerify and Acheck America Pre-employment Screening programs
* Project Lead for Employee Performance Review and Development Plan improvement project resulting in the implementation of Silkroad’s Wingspan product.

Reading Health System, Reading, PA

November 2007 – May 2012

***Accreditation Regulatory Coordinator*** *May 2012*

***Human Resource Generalist*** *April 2010 – April 2012*

* Administered leave management, educational assistance, accommodation requests and contract recovery programs
* Collected over $260,000.00 in contract defaults over 3 years
* Lead a cross functional team to improve Orientation leading to cost reduction and faster time to start
* Assisted in the development of ADA Accommodation policy and procedure
* Member of the Employee Wellness and Domestic Violence committees

***Human Resource Associate*** *November 2007-April 2010*

Education

Kutztown University, Kutztown, PA, MBA – Human Resource Mgmt.

Summa Cum Laude Graduate, 3.8 GPA

Communication

* HR Roundtable Presenter at Greater Reading Chamber HR Conference in November 2016 on the topic of *The* *Multi-generational Workplace*
* Quoted in the Reading Eagle article *‘Millennials want to enjoy their jobs’* November 22, 2016
* Greater Reading Chamber Breakfast 4 Success presenter November 2017 on the topic of *Communicating in an Inter-Generationally Diverse Workplace*

Tools

Microsoft Office, Lotus Notes, Halogen, Successfactors, UltiPro, Ascentis, ADP, Ceridian, Lawson, Paylocity, Policystat, MDStaff, Origami, Healthstream, Nowhire, Silkroad, Applicant Stack, Payscale, Zip Recruiter, Payfactors