

Kirk J. Thompson

EXECUTIVE PROFILE

Dynamic leader and highly skilled administrator with over 20 years of diversified experience and an established record of accomplishments. Strong leadership, problem-solving, and organizational skills. Expertise includes:

- Recruiting and Hiring
- Human Capital Management
- Organizational Development/Strategic Planning
- Classification and Compensation
- Collective Bargaining
- Employee Services
- Policy Development and Implementation
- Budget Oversight
- Training and Development
- Mentoring, Coaching, Team-Building

PROFESSIONAL EXPERIENCE

CONSULTING

HOWARD COMMUNITY COLLEGE (HCC), Columbia, MD

CONTRACTED CONSULTANT

2019 - Present

Provide human capital consulting services to the HCC Human Resources Department and Title IX Office. Services include internal investigations and reporting related to staff relations, labor relations, and Title IX issues involving students and staff.

EXECUTIVE LEADERSHIP

HOWARD COUNTY PUBLIC SCHOOL SYSTEM (HCPSS), Ellicott City, MD

EXECUTIVE DIRECTOR OF HUMAN RESOURCES

2005 - 2018

Provided oversight of daily human capital management operations for the largest employer in Howard County, Maryland, which serves over 8,000 permanent employees and 2,000 temporary employees.

Daily operations included:

- Development, implementation, and oversight of \$3.8 million annual budget
- Management of a nationwide recruiting and hiring network which onboarded over 1,400 staff members annually
- Supervision of position control and staffing operations for over 8,000 permanent employees
- Representing the Office of Human Resources during labor negotiations with multiple bargaining units
- Interpretation and administration of four negotiated agreements and two memorandums of understanding
- Conducting internal investigations and working collaboratively with staff to resolve labor relations issues
- Management of classification and compensation operations
- Coordinating operations for the Human Resources Human Capital Management System
- Representing the Superintendent and Chief Human Resources and Leadership Development Officer during meetings and presentations
- Engaging in policy development and implementation and providing professional development for staff
- Human resources data collection, monitoring and reporting
- Supervision of employee FMLA and Maryland State Retirement services, as well as certification, licensure, and tuition reimbursement operations
- Pre-employment background checks and employee on-boarding
- Overseeing the operations of the Temporary Services Office
- Representing the Office of Human Resources on the HCPSS Benefits Advisory Committee
- Regular presentations to Board of Education, state and local government agencies, and community organizations

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ADDITIONAL LEADERSHIP/ADMINISTRATION

HOWARD COUNTY PUBLIC SCHOOL SYSTEM (HCPSS), Ellicott City, MD

- *OPERATIONS MANAGER, Office of Human Resources*
- *MANAGER OF TEACHER STAFFING*
- *SPECIALIST IN HUMAN RESOURCES*
- *ASSISTANT IN HUMAN RESOURCES*
- *TEACHER (Secondary Psychology/Social Studies)*

EDUCATION

- *Master of Science, Human Resource Development; Towson University, Baltimore, MD*
- *Graduate Program for Administration & Supervision; Loyola University, Baltimore, MD*
- *Bachelor of Arts, Secondary Education; University of Pittsburgh, Pittsburgh, PA*

CERTIFICATIONS

- Federal Mediation and Conciliation Service - Interest-Based Bargaining Training
- Maryland State Retirement Agency - Certified Retirement Coordinator
- Maryland State Department of Education Certification - Administration and Supervision, Psychology and Social Sciences Education

SELECTED TRAINING

- Interest-Based Bargaining, Federal Mediation and Conciliation Service
- Cultural Proficiency, Howard County Public School System

LEADERSHIP/ACCOMPLISHMENTS

- Superintendent's Liaison for the HCPSS Community Advisory Counsel
- HCPSS Benefits Advisory Committee
- Core Planning Team for the Superintendent's Strategic Plan; Vision 2018
- HCPSS Middle School Advisory Committee
- HCPSS Emergency Management Team
- Deputy Superintendent's Cross-Functional Leadership Team
- Facilitator, Chief of Staff's Division of Support Services Team
- President, Maryland Association of School Personnel Administrators
- President, Mid-Atlantic Association for Employment in Education
- Recipient, Ralph J. Mele Distinguished Service Award, Mid-Atlantic Association for Employment in Education
- Superintendent's Recruitment, Retainment, and Renewal Commission
- Chairperson, Superintendent's Committee to Evaluate Substitute Services
- Chairperson, HCPSS Employee Wellness Program

AFFILIATIONS/VOLUNTEER

- Zaching Against Cancer
- Howard County Human Resources Society
- Society for Human Resources Management
- American Association of School Personnel Administrators
- Maryland Association of School Personnel Administrators
- Association of School Business Officials
- Mid-Atlantic Association for Employment in Education
- Howard County Public School System Child Development Center: Board of Directors
- Howard County General Hospital Special Care Nursery Parent Group
- Youth Baseball and Softball Coach, Howard County, MD

