

DAVID A. FERIO
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Faculty and HR Executive Profile

Passionate Human Resource business leader and consultant with in-depth pharmaceutical, electronics and financial human resources expertise with concentration in global leadership and organization development. Competencies include strong HR generalist skills focused on employee relations, labor relations, talent acquisition and retention, reward and recognition, business strategy, organizational change, succession planning/leadership development, and learning.

CAREER HISTORY and ACCOMPLISHMENTS

RUTGERS UNIVERSITY GRADUATE PROGRAM IN HUMAN RESOURCE MANAGEMENT **2005- Present**

Graduate Director and Faculty Member

- Graduate School Professor teaching Global Executive Leadership Development, HR Strategy, HR Metrics, Talent Acquisition, Training and Development, Staffing, Global Workforce Management
- Co-Director of Global HR Executive Leadership Development Program focusing on the development of HR Executive talent on a global basis.
- Consultant to Fortune 100 firms in the area of Performance Management, Succession Planning and Global Leadership Development.

SCHERING-PLOUGH CORPORATION **1988-2004**

(\$8.3 billion global pharmaceutical business with 30,000 employees)

Director, Global Organization Effectiveness (1998-2004)

Responsible for overall strategic direction of staffing, retention and leadership, development initiatives, spanning Global R &D, Global Supply Chain and Quality, Global Marketing and Sales, Finance and Legal.

- Designed and implemented a new performance management and high potential succession planning system, encompassing 13,000 employees worldwide. Results pinpointed performance leaders, differentiated performance levels, and aligned compensation and reward practices to performance outcomes. Overall global talent pool of leaders increased by 20% as a result of new practices.
- Selected and installed an automated recruitment system, reducing time to hire by 30% in the first four months achieving a cost savings of \$300,000.
- Led executive coaching and development planning practices for high potential leaders. Orchestrated creation of 95 development plans centered on increasing leader readiness.

Director, Human Resources, Schering-Plough Research Institute (1997-1998)

- Recruited and employed 85 Clinical Research Associates, 40 MD/Ph.D. Directors, 3 VPs for acute operational needs.
- Reduced turnover from 25% to 12%, improving, by 4 months, the on-time submission of two new products for FDA approval
- Implemented a team development intervention for clinical operations that shortened by four weeks the time taken by clinical study teams to expedite clinical trials. Team intervention addressed enhancing role definition, team leader development, technology skill improvement, as well as communication and presentation skill building

Director, OD/MD Pharmaceuticals (1989-1997)

- Created a senior leader assessment center to build senior level talent pool. Talent pipeline increased by 33% for senior level positions and 75% of key positions filled internally. Time-to-fill key global leadership positions decreased by 18%. Conducted team-building workshops for 500 marketing and sales professionals, reinforcing cultural change centered on a new general manager business model. Pharmaceutical sales increased by 15% as a result of new business practices.

Manager, Human Resources (1988-1989)

- Recruited and hired three Regional Sales Directors, four Marketing Directors and one hundred twenty Field Sales Professionals. In response to a downsizing need, implemented a cost-effective voluntary retirement program that achieved reduction goals without adverse impact.

GE/RCA, SOLID STATE DIVISION

1979-1988

(A global \$800 million 10,000 employee semiconductor business)

Manager, Employment (1986-1988)

- Prepared and defended the Affirmative Action Plan on three occasions with no adverse citations or deficiencies.
- Managed College Relations Program at twenty-five schools, ensuring pipeline of technical and MBA talent. 68% retention rate achieved over a 12 year period.

Manager, Labor Relations (1984-1986)

- Lead negotiator in local I.U.E. contract deliberations. Achieved significant operational efficiencies via reduction in wage and benefit costs (by 19%), and consolidation of occupational positions achieving production efficiencies.
- Championed short and long-term labor relations problem identification and resolution for a 3,000 union workforce. 110 grievances resolved with minimal cost.

Administrator, Organization Development (1979-1984)

- Created Executive RCA Corporate-wide Performance Management System. Certified as lead corporate trainer for internal executive development programs and executive coaching. .

MANUFACTURER'S HANOVER TRUST

1976-1978

Organization Development Specialist

- Researched, produced, and presented OD instruments and methodology with emphasis on job analysis, career development, and selection, reducing employee turnover (from 21% to 11 %) within several key-banking operations.

EDUCATION/PROFESSIONAL ASSOCIATIONS

ABD, Stevens Institute of Technology

University of Michigan HR Executive Program

MS, Applied Psychology Stevens Institute of Technology

BA, Psychology, University of Delaware

Member of SHRM, ASTD, Metropolitan Association of Applied Psychology, and HRPS. IQPC speaker.