

JACK P. HARSH

Contact information:

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EDUCATION

2008	M.M.	UNIVERSITY OF PHOENIX Masters of Management with emphasis in Human Resource Management
1974	B.A.	PENNSYLVANIA STATE UNIVERSITY University Park, PA. Labor Studies

ADDITIONAL QUALIFICATIONS

2009		Completed AACSB Bridge Program for Professionally Qualified University faculty
2008		Certificate of Director Education from the National Association of Corporate Directors (NACD) Corporate Directors Institute in concert with NACD membership
2004		SRHR Certification through Society for Human Resource Management

EXPERIENCE

2009 – Present	UNIVERSITY OF RICHMOND
2002 (one course)	Richmond, VA

Adjunct Professor – MBA program

- Teaching MBA elective courses in the Robins School of Business
 - Strategic Talent Management (Spring 2009 and Spring 2010)
 - Board of Directors & Corporate Governance (Scheduled for Fall 2009)
- Taught programs provided through the university's Executive Education department, including HR Management, Talent Management, and Organization Behavior
- Conduct engagements in organizational consulting and executive coaching areas developed both through the university and independently

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1998 – 2008

ALBEMARLE CORPORATION
Richmond, VA.

Vice President, Human Resources
Richmond, VA and Baton Rouge, LA

- Worked with CEO to build world-class corporate team that delivered a 4X increase in market cap between 2000 and 2008 with sustainable growth in revenues, margins and cash flow.
- Worked extensively with the Board of Directors and management to develop executive compensation programs designed to reward shareholder value creation and support transparency and accountability.
- Developed an Albemarle Leadership Academy to accelerate the development of high potential leaders globally and developed a culture characterized by integrity, flexibility, execution excellence, active communications, and a sense of urgency.
- Provided HR leadership for multiple acquisitions totaling >\$1B in revenue. Transformed pension, savings and health and welfare plans to reduce liability and entitlements and to promote individual responsibility. Supported establishment and staffing of green field sites in China, Dubai, India and Russia. Led union relations strategy globally leading to significant flexibility in contract terms at competitive rates in the US and effective relations in Europe.

1978 – 1998

UNION CARBIDE CORPORATION - Danbury, CT

- 1997-1998 Director, Human Resources
Solvents, Intermediates, Monomers Division
- 1995-1997 Director, Human Resources
SAP implementation Project
- 1993-1995 Director, Compensation and People Excellence
Corporate HR
- 1987-1993 Director, Human Resources
Specialty Chemicals Division
- 1978-1987 Labor Relations Negotiator
Linde Division

1977-1978

WALWORTH VALVE COMPANY
Industrial Relations Supervisor

1974-1977

PITTSBURGH FORGINGS COMPANY
Employment Supervisor