

MICHAEL T. NUGENT

OBJECTIVE

Highly qualified Human Resource Generalist seeking Human Resource position with opportunity to impact hiring, training, retention, and employee relations of exempt and non-exempt staff.

EMPLOYMENT HISTORY

United Parcel Service

September 1999 to Present

Area Human Resources Manager 3/15 – Present

- Manages resources and people process to ensure the day to day administration of performance management, career development, training and staffing
- Evaluates recruiting strategies to evaluate success rates and foster process improvement
- Manages candidate sourcing and workforce planning process
- Assesses results of sensitive security investigation to develop strategies for maintain a safe work environment
- Ensures effective compliance with federal and state governing agencies

Human Resources Supervisor 3/04 – 3/05 and 2/08 – 1/14 and 4/14 -3/15

- Manages team that filled over 1000 positions through full cycle recruiting, spanning all functions
- Assigned to largest and most volatile area of a 10,000 employee District. Area had high turnover, low staffing, high concerns and labor issues
- Conducts investigations on employee relation topics that are comprehensive and legally sound
- Coordinates and facilitates training for new drivers, over 100 in 2013 with 0 injuries or accidents
- Conducts Interviewer and Recruiter training and responsible for compliance with Federal and State employment laws

Preload Supervisor 1/14 – 4/14

- Planned the day to day activities for the Oakbrook Preload
- Determined employee training needs to produce continuous development and optimum performance
- Developed and maintained working relationships with local union officials to promote positive labor relations

On Road Operations Supervisor 7/06 – 2/08

- Managed Service Providers to ensure packages are delivered in a safe, timely and professional manner
- Determined employee training needs to produce continuous development and optimum performance

Health & Safety Supervisor 3/04 - 3/05

- Developed programs to comply with OSHA standards that reduced the frequency of injuries and accidents by 13%
- Trained employees in safety programs in a 250 employee warehouse that resulted in passing its first satisfactory audit in the previous 7 years
- Developed a data analysis process, now a district best practice, to focus resources on injury and accident problems by location and area

Employee Services Specialist 7/02 - 3/04

- Created district Human Resources reports that improved data quality to the company goal of 98%
- Achieved compliance to the promotion process as agreed upon by the union contract

Employee Relations Specialist and Recruiter 9/99 - 7/02

- Developed employee retention initiatives including focus groups to identify opportunities
- Resolved employee benefit issues and held classes on benefit changes
- Recruited, interviewed and tracked potential candidates

EDUCATION

Olivet Nazarene University, Bourbonnais, IL
MBA / Focus in Business

January 2005

University Of Kentucky, Lexington, KY
B.A. / Sociology

May 1998