

**Robert Seals**  
Memphis, TN. 38125  
901-338-2202 [sealsrobert@bellsouth.net](mailto:sealsrobert@bellsouth.net)

## **EDUCATION**

University of Alabama  
**M.A., Clinical Psychology**

Harvard University  
**B.A., Renaissance History and Philosophy**

## **CORE COMPETENCIES**

- Respected College Professor [Adjunct and Full Time]
- Tested Curriculum Designer
- Advanced Academic Planning Skills
- Natural Leader
- Strategic Thinker
- Trainer/Facilitator – Senior Executive & Middle Management
- Published Author
- Project Management
- Professional Writing and Editing Acumen
- Recruiting, Interviewing, and On-Boarding
- Coalition Building
- Contract Negotiation
- Learning Content Sales to Third Party Users
- Safety and Security Training and Implementation
- State and Federal Reporting – Regulatory Compliance
- Employee Evaluations and Career Progression Assessments
- Team Building and Leadership Development

## **ACADEMIC EXPERIENCES**

The University of Memphis  
2012 to Current

Memphis, TN

### **Adjunct Professor of Psychology**

- Redesigned *The Psychology of Personality* course and have delivered that course every semester [including several summer sessions] since the Fall of 2012
- Teaching *General Psychology* every semester since the Fall of 2015
- Receive consistently positive student evaluations
- Selected as one of the “reviewers” of new course materials for *General Psychology* in the Spring of 2016
- On more than one occasion, students have verbally requested in the Psychology Department Office that I be permitted to teach more courses for The University of Memphis

Bergen Community College & Cornell University  
1990 to 1996

### **Adjunct Professor of Human Resources Management – Bergen Community**

## **Adjunct Professor of Psychology – Cornell**

- Taught *Human Resources Management* every semester for four years at Bergen Community College
- Taught *Introductory Psychology* for two semesters at Cornell University's World Trade Center location in Lower Manhattan
- Received excellent student evaluations in both courses and for both locations
  
- **ADDITIONAL WORK EXPERIENCE In Higher Education**

Adjunct Professor for Psychology or of Human Resource Administration or for Hospitality Management at the following locations:

- Lyndon State College, VT – Full Time Faculty – Assistant Professor of Psychology – 3 years
- Community College of Vermont – Full Time Dean for the Northeast Region – 2 years
- The Citadel – Charleston, SC – Full Time Administrator and Adjunct Faculty in Psychology - 2 years
- Upsala College - New Jersey Adjunct Professor of Psychology - 2 years
- Flagler College – St. Augustine, Florida Adjunct Professor in Business – 2 years
- U.S. Navy Pace Program Through Florida State University – Adjunct Professor of Psychology – 1 year

## **PROFESSIONAL EXPERIENCES**

Rhodes College  
2009-2018

Memphis, TN

### **Assistant Director of Campus Safety**

- Key person in weekly event planning for the entire college
- Oversee all locks, keys, electronic FOB maintenance and issuing process
- In charge of all hiring, recruiting, officer training, and state/federal reporting
- Student outreach and inclusion liaison officer
- Member of President's *Common Table* Advisory Group
- Budgetary control and payroll oversight
- Sole responsibility for all aspects of On-Campus Parking
- Neighborhood liaison
- In charge of all safety and security aspects of *Homecoming Weekend* and *Parents Weekend*
- Communications Training Facilitator for Campus Safety Officers
- Campus Safety liaison to the Office of the President of Rhodes College

Con-Way, Inc. via Barrington Associates  
2007-2008

Memphis, TN

### **Independent Consultant- Facilitator, Trainer, Auditor**

- I conducted manager and supervisor training courses for Con-way Incorporated in Ann Arbor, Michigan – Chicago, Illinois – and Ontario, California – Development Dimensions International
- Built new metrics for assessing manager effectiveness
- Conducted HR audits throughout the Con-way system
- Considerable Input into the Con-way On Boarding process with CFI Trucking

Con-Way Truckload  
2005-2007

Memphis, TN

**Director of Human Resources & Operations Training**

- Maintained a 42% turnover level in an industry that averages over 100% turnover
- Designed and delivered a unique driver retention program – *That program included: Driver Focus Groups, Daily Driver “Coaching by Phone”, 24/7 Access to a Road Problems Hotline, Live Fleet Manager Monitoring and Coaching During Phone Calls with Drivers, Various Driver Incentive Programs*
- Penned a unique, three-day comprehensive orientation held weekly and involving every department in the Con-way Truckload Corporate Office
- Authored and delivered a training program on *Advanced Communication Skills* for both managers and drivers
- Conceived, developed and delivered a new Associate Opinion Survey
- Spear-headed an effort that lead to a complete benefits overhaul for Con-way Truckload

Dolce International  
1996-2005

Winchester, England

**General Manager of Dolce Norton Manor (2003-2005)**

- Served as Project Manager for the conception, planning and building of a new entrance road to the property
- The new entrance road required extensive lobbying with the Winchester City Council – the environmentally toughest in England
- Purchased the necessary land for the road from a local farmer
- Successfully convinced Winchester City Council to Approve the construction of the new road
- Normalized relations with rural neighbors outside of Winchester, England who had been completely against the very existence of the conference center prior to my efforts
- Next I convinced the same neighbors that the new entrance road would be to their advantage
- Retained the best rural planning group in Southern England to assist me in the ongoing environmental and political struggles involved with the project
- Let out the bids and finally retained a construction company to actually build the new entrance road
- Completed and permitted the new entrance road
- Totally revitalized the food and beverage operation at Norton Manor by hiring a new, award-winning Dutch chef who was also a British resident
- Successfully opened the Norton Spa and sold 500 local memberships to this health club, thus bringing in a new revenue stream valued at \$250,000.00 per year
- Project Managed an entire overhaul of the sewage treatment plant at Norton Manor and repaired the poor relationship with the British Environmental Agency that I inherited when I took over as GM
- Secured a new owner for the property when the 90% owner-partner of Dolce International wanted to sell the property following the completion of the new entrance road
- Also served as the Senior HR consultant to all European properties for major, difficult HR/legal issues during this time period

### **Vice President of Learning (1999-2003)**

Montvale, NJ

- Designed and delivered a total of 10 management training courses that were implemented in both North America and Europe. Courses ranged from *Leadership Mastery* and *Coaching to Skill Training Instruction for Front Line Managers*
- Senior Executive Management Coaching and Personal Development performed both by me and outsourced to resources chosen by me
- Successfully marketed training courses to third party conference center clients resulting in \$800,000.00 in annual revenue.
- Served as facilitator for an entire series of Dolce International Senior Executive Planning Sessions
- Lead Company Culture advocate... *Go To Person* in Europe regarding Company Culture Questions

### **Director of HR and Learning (1996-1998)**

Montvale, NJ

- Conceptualized and implemented *Career Track*, a career advancement system and succession planning tool
- Developed and actualized a new company relocation standard for Senior Level new hires
- Initiated a company-wide, longevity service initiative – complete with service awards
- Totally overhauled the employee/associate evaluation and career progression assessment
- I computerized all HR and Personnel record keeping
- Sole responsibility for Senior Management recruiting
- Redeveloped the HR function at three newly acquired properties within two years
- Approved and over saw every management level *employee termination* in the entire company
- Conceived, wrote, and implemented a video-based manager coaching program and put every Dolce manager through the course within one year

Woodcliff Lake Hilton Hotel  
1992-1996

Woodcliff Lake, NJ

### **Director of Human Resources, Training, and Security**

- Implemented an extremely effective associate retention strategy that lowered annual turn-over to 19%, a very good rate for the hotel business
- Computerized HR office
- Successfully recruited 12 new managers during a “takeover” situation without a single executive search fee being paid
- Lowered property liability insurance experience rating by implementing an *all-staff safety awareness initiative* which included a two-day training module designed by me
- Supervised a Security staff of 7 persons including active NYPD officers
- Trained as a **Hilton Priority One Trainer** and conducted several Priority One classes for the entire management group at the hotel
- Co-Project Manager in charge of *work-arounds*, when a new conference center Amphitheatre was built at the property while the property remained open