
BRUCE K. TIRRELL

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ACADEMIC APPOINTMENTS

Professor of Practice, HR Management (January 2023 – present)

School of Labor and Employee Relations
Pennsylvania State University, University Park, PA

EDUCATION

Pennsylvania State University

MS Human Resources & Employment Relations (May 2022) GPA: 4.0

Thesis title: Challenging Veteran Stereotypes: An Investigation Around Veteran Status and Its Influence on Aggression, Ostracism, Stress, and Counterproductive Work Behaviors

Thesis committee members: Kameron Carter (Chair), Dorothea Roumpi, Susan Simkins

BS Labor & Employment Relations (August 2021) GPA: 4.0

ACADEMIC EXPERIENCE

PENNSYLVANIA STATE UNIVERSITY

Professor of Practice, Human Resource Management

Courses Taught:

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|---|---|
| ○ Staffing and Training Strategies in Organizations | ○ HR Fundamentals |
| ○ Total Rewards | ○ Exploring Work and Employment |
| ○ Understanding Business for HR Professionals | ○ Understanding Behavior in Organizations |

Adjunct Instructor

Course: Staffing and Training Strategies in Organizations (Fall 2022; 2 sections)

Graduate Teaching Assistant

Course: Employment Law (Spring 2022)

Course: Introduction to Labor and Human Resources (Fall 2021)

RESEARCH EXPERIENCE

PENNSYLVANIA STATE UNIVERSITY

Research Assistant (2022)

Transgender-friendly organizational practices: Diffusion in an interlocking directory network

Collaborators: Roumpi, D., Giannakis, P., Aydinliyim, L. E.

- Collected, organized, and reported publicly available data on political contributions by public company board members.

Undergraduate Research Assistant (2019 –2022)

Effective Assessment of Group Engagement and Re-Engagement

Dr. Susan Mohammed, Department of Psychology (Principal Investigator)

- Assisted with research on interdisciplinary teams funded by the National Science Foundation (NSF)
 - Conducted literature review on interdisciplinary teams.
 - Collected publicly available data on the collaboration outcomes of NSF-funded interdisciplinary teams (e.g., publications, conferences, grants).
 - Compiled, organized and analyzed archival data and coded transcribed interviews.
- Lead Facilitator in presentation of archival data findings to NSF Program Officer

Research Grant Award, Pennsylvania State University (2020)

Rodney A. Erickson Discovery Grant. "The effect of gender diversity and geographic dispersion on continued interdisciplinary collaboration in NSF-funded teams," Role: Principal Investigator (\$3,500).

CONFERENCE PRESENTATIONS

Mohammed, S., Hamilton, K., Marhefka, J., Tirrell, B., Davis, C., & Hong, H. (2023, July). *What knowledge must team members share for effective collaboration? A mixed methods study*. Presentation to the Fourteenth Annual International Science of Team Science Conference, Bethesda, MD.

Mohammed, S., Hamilton, K., Marhefka, J., Tirrell, B., Davis, C., & Hong, H. (2023, July). *To share or not to share? Knowledge convergence and divergence in cross-disciplinary collaboration*. Paper presented at the Eighteenth Annual Conference of the Interdisciplinary Network of Group Researchers, Seattle, WA.

Mohammed, S., Tirrell, B., Davis, C., Zhang, T., & Basore, C., Liao, X., & Miller, G. (2023, April). *To stay or not to stay: Multidisciplinary collaboration after NSF Funding*. Poster presented to the annual meeting of the Association for Clinical and Translational Science (ACTS), Washington DC.

Mohammed, S., Tirrell, B., Davis, C., Zhang, T., & Basore, C. (2022, July). *Patterns of multidisciplinary collaboration before and after National Science Foundation awards*. Poster presented to the Seventeenth Annual Conference of the Interdisciplinary Network of Group Researchers, Hamburg, Germany.

Mohammed, S., Marhefka, J., Tirrell, B., Davis, C., & Hong, H. (2022, July). *Balancing knowledge convergence and divergence in interdisciplinary collaboration*. Poster presented at the Seventeenth Annual Conference of the Interdisciplinary Network of Group Researchers, Hamburg, Germany.

Tirrell, B., Davis, C., Marhefka, J., & Mohammed, S. (2021, June). What happens to multidisciplinary collaboration after NSF funding? Presentation to the *Science of Team Science Virtual Conference*.

Tirrell, B. (2021, April). The effect of gender diversity and geographic dispersion on continued interdisciplinary collaboration in NSF-funded teams. Poster in the *2021 Undergraduate Exhibition for Research, Inquiry, Creative Activity, and Engagement Experiences*, Pennsylvania State University.

Tirrell, B., & Davis, C. (2021, April). What happens to multidisciplinary collaboration after NSF funding? Presentation to the *Psi Chi Undergraduate Research Conference in Psychology*, Pennsylvania State University.

ACADEMIC AWARDS/HONORS

Academic Award, Pennsylvania State University (2021)

Frieda Rozen Award: School of Labor and Employment Relations graduating senior who, as an adult or member of the Armed Forces, has excelled academically.

Academic Award, Pennsylvania State University (2020)

Dilip and Bharati Shah Award: School of Labor and Employment Relations student of junior year standing with the highest academic achievement.

CERTIFICATIONS

Senior Professional in Human Resources (SPHR/SCP)	2002 - 2026
Certified Compensation Professional (CCP)	2004 - 2026
Certified Benefits Professional (CBP)	2016 - 2026

PROFESSIONAL EXPERIENCE

SELECTIVE INSURANCE, BRANCHVILLE, NJ

2016 - 2017

Human Resources Manager

As member of Information Technology executive management team, provided strategic guidance and tactical HR support to division of 100+ employees, coordinating services with home office centers of excellence and senior management to ensure effective employee engagement and overall management and staff development and retention.

CHUBB & SON, WARREN, NJ

2001 - 2016

AVP Human Resources Manager (2013 to August 2016)

Provided HR support for multiple field and home office business groups, coordinating services with field HR staff, home office centers of excellence, and senior management. Ensured consistent application of employee policies and performance issue responses through collaboration with Employee Relations and local HR offices. Aligned HR policies and procedures with overarching business priorities through collaboration with cross-functional groups and implementation of organizational HR initiatives, such as talent management, employee development planning, performance management, and employee compensation.

Notable Contributions:

- Spearheaded the revitalization of the Trainee Program for all lines of business, resulting in 100% placement of trainees in roles previously affected by high turnover, shoring-up long-term staffing needs.
- In coordination with Talent Center of Excellence and HR peers, headed succession planning and talent review process, identifying critical jobs and turnover patterns, resulting in retention of top talent and a reduction in vacancies.
- Directed the smooth transition and negotiated benefits continuation for 80 employees transferred to an external organization following a corporate sale, ensuring adherence to contracted transition agreement, within a four-month period.
- Managed complex departmental integration and restructuring that affected 100 IT employees, involved streamlining operations, enhancing role clarity, and expanding the re-structure model to other groups.

AVP Human Resources & Governance Manager (2012 to 2013)

Performed dual role of HR manager and HR Governance Manager. Serving as the primary liaison to support outsourcing responsibilities of HR Governance, focused on Benefits and Leave Management Program. Fostered positive relationships and provided effective consultancy, guidance, and direction for outsourcing related issues and initiatives. Ensured optimal planning of all new projects and supervised initiation, tracking, and testing of deployed projects, resulting in effective change management. Researched and resolved problems, unexpected results, or process flaws by recommending solutions or alternate methods to meet requirements.

Notable Contribution:

- Updated and revised Leave Management process in coordination with outsource vendor and HR generalist team resulting in significantly improved employee experience and process efficiencies.

AVP Human Resources Manager (2006 to 2012)

Provided direct Human Resources services for over 275 employees, as well as guidance to local field office HR teams supporting over 1,600+ division employees to ensure effective and consistent implementation of HR programs and initiatives.

Notable Contributions:

- Provided senior management and employee coaching and consultation through significant organizational change realigning the division's business functions, resulting in a positive evolution of the culture tied to employee development and success.
- Supported business line transformation by developing and maintaining a financial model to track all position activity and job movement, ensuring project met budget cost savings projections.

- Provided critical support for multiple organization restructuring projects, including coaching and consulting with senior management, ensuring successful implementation as well as developing financial and staffing models,
- Completed division-wide reporting and analysis for budgeting, position management, staffing, and compensation, through the creation and implementation of a position management database.

AVP Senior Compensation Specialist (2005 to 2006)

Provided consultation to management ensuring compensation programs met organizational goals for talent acquisition and retention of 10,000+ US-based employees. Developed and conducted management and employee training programs, conducted market surveys, compiled, analyzed and interpreted data to make recommendations on overall compensation structure in addition to salary and bonus rate decisions.

Notable Contribution:

- Managed corporate project to develop and implement job families and new pay bands across the entire organization.

AVP Human Resources Manager (2001 to 2005)

Provided Human Resources generalist services to 200+ employees. Implemented HR projects & initiatives in coordination with HR centers of excellence and field HR managers for 1600 employee personal lines division.

Notable Contributions:

- Redirected teambuilding request after identifying gaps in workflow processes. Assisted cross-functional work team in workflow redesign that reduced time, effort, cost and resulted in overall improved process.
- Developed a career path for division job families, streamlined job titles and levels and created job descriptions.
- Developed and implemented a comprehensive position management tracking system to manage staffing levels.

ADDITIONAL PROFESSIONAL EXPERIENCE

CHUBB COMPUTER SERVICES, Regional Director of Human Resources, Parsippany, NJ	2000 to 2001
HUNTERDON HEALTHCARE SYSTEM, Director of Human Resources, Flemington, NJ	1994 to 2000
SOFTWARE PLUS, INC., HR/Payroll Software Product Consultant/Trainer, Rutherford, NJ	1993 to 1994
TRUMP PLAZA HOTEL & CASINO, Compensation and Benefits Manager, Atlantic City, NJ	1987 to 1993
CLARIDGE CASINO HOTEL, Compensation Specialist, Atlantic City, NJ	1985 to 1987