

**CHARLES E. CAMPBELL**

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**OBJECTIVE:**

Management position in Human Resources, Employee Relations and/or Staffing.

**SUMMARY:**

Extensive hands-on Human Resources, Employee Relations & Staffing management in both large and small High technology companies. Have successfully developed, implemented, and managed programs and staff in the areas of:

- ◆ Cost Effective Recruiting & Staffing
- ◆ Executive Coaching/Conflict Resolution
- ◆ Management Succession Planning
- ◆ Acquisition & Mergers Due Diligence
- ◆ International Field HR Operations
- ◆ Career Development/Employee Retention
- ◆ Successful Employee Relations
- ◆ Compensation & Benefits

**PROFESSIONAL EXPERIENCE:**

*ARGYLE CONSULTANTS, Holliston, MA*  
A full service Human Resources consulting firm.

*2001 to Present*

**Principal**

Retained by numerous firms to develop and implement resourcing, retained search and recruiting programs, both nationally and internationally. Implement and conduct Human Resources programs including compensation studies, employee counseling, outsourcing, outplacement, and job development.

*INTRINSIX CORPORATION, Westboro, MA*

*1998 to 2001*

A \$50M privately held and largest independent ASIC design and verification consulting services company in the U.S.

**Director of Human Resources & Staffing**

Member of Executive Operating Committee reporting to the CEO, manage all facets of Human Resources strategy, nationwide staffing, operations, program development and implementation for this pre-IPO company growing at 40% per year, which previously never had a cohesive HR Department:

- Manage acquisitions of three companies from the HR perspective including International
- Brought company through IPO process – actual implementation halted due to flagging economy
- Introduced and implemented first time annual compensation review program including performance bonuses and realistic salary ranges
- Added benefits improvements and modernized 401(k) program to help increase employee retention
- To meet significant worldwide recruiting demands, grew staffing group to ten by adding five technical recruiters nationwide, implemented first time ever internet and website recruiting, use of competitive research, developed use of placement firms, brought in new applicant database with resume search capability, and upgraded Employee Referral Program to ensure applicant flow
- Developed company's Policy & Procedures
- Developed and managed formal employee retention program due to intense recruiting competition
- Developed and managed senior management/employee coaching and communication

*XYPLEX NETWORKS (now iTouch), Littleton, MA*

*1996 to 1998*

*A then \$96M company engaged in the design, manufacture, distribution, and support of data communications equipment, bridges, routers, and systems worldwide.*

**Director, Human Resources**

Reporting to the Vice President of Human Resources, managed all international and domestic Human Resources programs for the Sales, Marketing, and Customer Service/Support organizations.

- Completely revitalized annual salary planning process to maximize budget dollars and motivate employees
- Revamped entire Policy & Procedures package to meet federal/state/ISO 9000 requirements
- Managed the HR "Due Diligence" process to help sell Xyplex Networks to potential buyers
- Revitalized staffing and recruitment programs by upgrading resources and recruiting tools to compete more effectively in an intense recruitment market nationwide & Canada
- Developed working employee development and retention programs
- Introduced much needed senior management conflict resolution and executive coaching

SHL SYSTEMHOUSE, INC. (now WorldCom/MCI)

1994 to 1996

A \$1B international client server technology company with headquarters in Canada.

**Director, Corporate Human Resources & Staffing**

Initially managed Northeast Region Human Resources functions for systems integration firms acquired by SHL before being promoted into corporate office consistently traveling 75% to Chicago, Dallas and Canada. Corporate responsibility involved worldwide staffing, domestic and international compensation, policies and procedures, and corporate acquisition and merger management. Managed staff with a \$3.8M budget.

MOTOROLA CODEX CORPORATION, Mansfield, MA

1978 to 1993

A then \$500M subsidiary of Motorola, Inc. engaged in the design, manufacture, distribution, and support of Commercial data communications equipment and systems worldwide.

**Director, Human Resources** (1989 to 1993)

**Director, Human Resources & Staffing, Worldwide Field Employee Relations** (1982 to 1989)

**Manager, Human Resources & Staffing, USA Field Operations** (1978 to 1982)

- Designed and implemented organizational development and management succession strategic plans for Sales, Service, and Marketing organizations with five-year cycles. This led to implementation of career ladders that satisfied long-term requirements of the company's Strategic Business Plan still currently utilized.
- Successfully defeated union organizing in Mid-Atlantic and West Coast regions designed to convert 105 Customer Service Engineers. After developing employee communications program and intensive management training, campaigns were abandoned by the IBEW.
- Established a computerized staffing and sourcing capability which automated employment systems, applicant tracking, and volume recruiting with cost per hire being reduced 58% from \$7.2K to \$3K and lower.
- Restructured the College Relations Program by increasing use of faculty contacts, targeted advertising programs, alumni mailings, and focused campus recruiting. Over a twelve-month period, the program progressed from zero campus hires to a total of 60 offers and 48 acceptances, including 18% minorities/females.
- Developed and implemented a flexible relocation policy for executives, homeowners, and renters designed to attract qualified applicants to Massachusetts.
- Directed three major reductions in force totaling 1,025 employees, and with the services of a consulting firm, established three full-service, off-site outplacement centers that generated a placement rate of approximately 75% in a significantly depressed economy.

**AFFILIATIONS:**

Member, Board of Directors, Apogee Information Systems, Inc. (now IMPRISE)

Member, Board of Directors, Employment Management Association (SHRM)

**COMPUTER SKILLS:**

*Hardware/Software:* High degree of sophistication with PC systems, and Microsoft packages including Excel, Word Processing, Windows 2000 and XP, and Internet, Intranet, and E-mail.

**EDUCATION:**

M.Ed., Counseling, Northeastern University, Boston, MA

B.A., Journalism, Northeastern University, Boston, MA