

Marvin Recht
(317) 940-9264

SUMMARY

Seasoned Human Resources Management executive with extensive experience in a large international multi-plant unionized company with additional teaching experience at a university in both the undergraduate and graduate level programs as well as career counseling consulting assignments.

WORK EXPERIENCE

Executive-in-Residence September, 1992 - Present
BUTLER UNIVERSITY
College of Business Administration Indianapolis, IN

Responsibilities include teaching business courses in both the undergraduate and graduate level programs. Duties include Faculty Advisor for Delta Tau Lambda and Lambda Chi Alpha, social fraternities and Mortar Board, an honorary senior fraternity.

- Instructor in undergraduate course for juniors/seniors which includes matters relating to career planning and development including interviewing, networking, job search, and other related career matters. Utilize lecture, guest speakers, and instructive videos.
- Instructor in MBA program in Leadership concentration. Course includes matters relating to the effective management of human resources including change management, collective bargaining, performance evaluations, communications and other related matters.
- Faculty Advisor to student organizations responsible for providing linkage between Administration and student group.

Consultant January, 1998 - Present
DBM

Responsibilities include providing career consulting services to clients in career transition.

- Conduct client workshops which include information regarding all aspects of the job search process including networking, career transition, self assessment tools, research, interviewing, negotiations, and other related matters.
- Serve as Acting Managing Consultant in the absence of the Managing Consultant
- Work with individual clients during career transition providing advice on all aspects of the job search process
- Meet with individual clients at time of employer notification of separation

General Motors Corporation July, 1957 – August, 1992
General Director of Personnel and Communications August, 1983 – August, 1992
ALLSION GAS TURBINE DIVISION Indianapolis, IN

Responsibilities included the management of all functions within the Personnel Staff of a 7,500 employee division of General Motors which included the manufacture of aircraft engines for military and commercial uses.

- Participated in establishing a separate division of General Motors from the Detroit Diesel Division of GM in Indianapolis including a separate UAW bargaining unit
- Created a stand-alone Personnel Staff for the newly established Allison Gas Turbine Division of GM
- Provided the management of functions including labor relations, employment, education and training, organizational development, plant security, salaried compensation, and health and safety.
- Developed employee relations' programs including a Company Store, employee newsletter, union/management Christmas event, and other programs devoted to maintaining a positive employee relations' climate

Director of Central Office Personnel Department July, 1981 – July, 1983
General Motors Corporation Headquarters Detroit, MI

Responsible for the management of the Personnel Department which served the 5,500 employees of the headquarters' location of General Motors Corporation

- Managed the Personnel Department which provided all personnel services to GM Central Office employees including all of the senior management of the Corporation
- Coordinated executive compensation for all executive-level employees in Central Office

Director of Policy Administration and Employee Relations July, 1979 – June, 1981
General Motors Corporation Detroit, MI

- Responsible for maintaining a union-free salaried workforce in all General Motors locations
- Coordinated the Corporation's Open Door Policy which provided a process for enabling salaried employees to seek a redress of their individual concerns
- Responsible for ensuring the implementation of salaried policies and procedures throughout the Corporation

Administrator of Executive Compensation and Employee Relations August, 1974 – June, 1979
General Motors Corporation Detroit, MI

- Responsible for executive compensation matters for the Corporation's Car and Truck Group and maintaining a positive salaried employee relations' climate in the Body and Assembly Group

