

Patti Ippoliti, MBA, PhD.
602 High Avenue, Hatboro, PA 19040
Cell: (203) 559-7878 Email: paippoliti@gmail.com

EDUCATION

PhD. in Organizational Development, 1989
M.B.A. in Human Resources, 1979
TEMPLE UNIVERSITY, Fox School of Business, Philadelphia, PA

B.S. in Accounting, Cum Laude, 1975
VILLANOVA UNIVERSITY, Villanova, PA

ACADEMIC EXPERIENCE

Rutgers Business School, Newark, NJ 2011 – Present
Assistant Professor of Professional Practice (Jan 2017 – Present)
Adjunct (MBA and IEMBA Programs) (Jan 2011 – Dec 2016)
IEMBA Courses: Managing Strategic Transformations (Singapore 2017 and 2018)
Global Leadership (Shanghai 2012)
MBA Courses: Executive Leadership, Managing Strategic Transformations, Human
Resource Management, Managing Organizational Diversity, Team Building and
Group Process, Cross Cultural Management

University of Connecticut, Storrs, CT 2009 - 2012
Adjunct (Online MBA Program)
MBA Courses: Human Resource Courses

Montclair State University, Montclair, NJ 2007 - 2010
Adjunct (MBA Program)
MBA Course: Executive Leadership

Temple University, Philadelphia, PA 2002 - 2003
Adjunct (MBA Program)
MBA Course: Organizational Behavior

Widener University, Chester, PA 1989 - 1992
Adjunct (MBA Program)
MBA Course: Organizational Behavior

WORK EXPERIENCE

PI Associates, LLC 2008 - present
Consults to clients on M&A, change management, HR strategy, executive coaching, leadership development, talent management and organizational effectiveness.

United Retail Group, Inc, Rochelle Park, NJ 2006 – 2008
Specialty retailer with over 6,000 associates and 500 locations
SVP, Human Resources, reported to the CEO and worked with BOD; recruited to prepare for M&A event in 2007 and lead post-merger integration work.

Elizabeth Arden Red Door Spas, Stamford, CT 2004 – 2006
Private equity-owned global market leader in premium beauty services and products
SVP, Human Resources, reporting to the CEO; recruited in Jan 2004 to develop and lead the HR strategy to support the company's high growth strategy.

International Specialty Products, Wayne, NJ 2002 – 2004
\$1+ billion chemical developer/manufacturer/marketer of personal/industrial products
SVP, Human Resources, reported to the CEO; recruited to prepare for an M&A.

Interpublic Group of Companies (IPG), Boston, MA 2000 – 2001
\$8+ billion global advertising company
Chief Human Resource Officer, reported to the CEO, Zentropy Partners, IPG's global digital advertising and web development and design business; position created to integrate IPG's digital advertising capabilities and prepare for an IPO.

Aon Consulting, New York, NY 1996 – 2000
\$8+ billion global professional services firm
SVP and National Practice Leader, HR Strategy; integrated several HR consulting acquisitions; built the National HR Strategy Practice; leveraged lines of business.

KB Toy Stores, Pittsfield, MA 1994 – 1996
\$1+ billion toy retailer with 1,200 locations and 20,000 associates
SVP, Human Resources and Strategic Planning, reported to the CEO; recruited to do a business turnaround; business was successfully turned and sold in 1996.

Reebok, Stoughton, MA 1992 – 1994
\$3 billion global designer/marketer of sports and fitness footwear/apparel/equipment
Vice President, Human Resources, reported to the CEO and worked with BOD; built and led the global HR strategy/function to support business growth strategies.

Scott Paper Company, Philadelphia, PA 1977 – 1992
\$5 billion global manufacturer and marketer of consumer and commercial products
Director of Human Resources & OE – Consumer Business (1988-1992)
Organizational Effectiveness Consultant (1982-1988)
HR Lead on growth, M&A, divestiture, post-merger integration teams (1977-1982)

PUBLICATIONS/WEBINAR

“Migrating Knowledge Across Generations”, ERE, January, 2016
“Using Generational Pings to Build Talent”, CRL Journal, October 2011
“The Buy or Rent Question in Talent Acquisition”, CRL Journal, September 2010
“Talent Acquisition in Today’s Perfect Storm”, CRL Journal, July/August, 2009
“State of the Economy/Implications for Recruiting & HR” Webinar, April 2008
“The Talent Factor in Mergers and Acquisitions,” CRL Journal, April 2008
“Business Initiatives Need Special Leadership Skills”, CRL Journal, March 2007
“High Volume Hiring, Behind the Red Door”, CRL Journal, February 2006
“Strategic HR Behind the Red Door”, Fidelity Investments, February 2005

PRESENTATIONS

“Understanding Unconscious Bias in the Workplace”, 2017 NJ Conference for Women, Princeton, NJ, October 2017

“Talent Management and the Future of Work”, SEI Executive Conference, Scottsdale, AZ, March 2016

“Leveraging Cross-Generational Differences to Build Talent and Grow Businesses”, 2016 NJ Conference for Women, Princeton, NJ, October 2016

AWARD: “Best Professor in the MBA Program” from the MBA Class of 2015

DIRECTED STUDENT LEARNING

Faculty Supervisor: April Leavy, MGB, “Develop and Operationalize a Revenue-Generating Initiative to Expand Kite&Key Concept”, Jan – May 2018

Faculty Supervisor: Farah Sayyed-Unas, MGB, “Assess the Impact of the Workforce Shift from Permanent Jobs to a Flexible Workforce”, Jan - May 2018

Faculty Supervisor: Diane Hanna, MGB, “Improving Employee Engagement”, September 2014 – March 2015

SERVICE to Rutgers Business School

Faculty Advisor to the Rutgers Women in Business (RWIB) Fall 2016 – Present
Works with RWIB to identify and provide mentoring, continuing education and networking opportunities for the professional growth of MBA candidates.

SERVICE to Management and Global Business (MGB) Department

MBA MGB Boot Camp	Fall 2017
Executive Leadership UG Course Upgrade Committee	Spring/Summer 2016
MGB Concentration Review/Upgrade Committee	Spring 2015