

EMPLOYMENT:

Michigan State University E. Lansing, MI

2000 – Present

School of Packaging

Instructor

Placement Coordinator

Distance Education Program Developer

Course Development and Teaching Experience:

Packaging 485 – Package Development (Core Course)

- Instructed students in product and package development methodologies and the concepts of business justification and cost analysis.
- Coordinated the work of students with small companies on creating functional, sustainable and cost effective packages for newly developed products.
- Mentored students to utilize experience attained during internships as well as core course study and apply it to package design projects.

Packaging 315 – Packaging Decision Systems (Core Course)

- Redesigned the course to improve the student's introduction to business. The course teaches students to use computer programs to solve packaging problems and effectively communicate results.
- Computer programs taught include Microsoft Project, AutoCAD, ArtiosCAD and CAPE.
- Developed case study with Kraft to provide realistic experience for students.
- Identify new materials and packaging trends and introduce concepts in class setting.
- Have taught the course twice a year for seven years averaging 95 students each semester.
- Consistently rated excellent instructor by students.
- Supervise Teaching Assistant each semester, providing instruction and guidance.
- Identify key TA strengths and encourage growth by providing development opportunities.

Packaging 101 – Packaging Basics (Core Course)

- Created positive learning environment to introduce students to packaging industry.
- Course open to non-packaging majors resulting in large classroom (over 150 students) which required structured presentations providing both big picture and finite detail.
- Engaged students by utilizing real-life examples from personal experiences.

International Experience:

Study Abroad Program 2004 and 2006 through 2012 – United Kingdom

- Planned, coordinated and taught a multiple week study abroad program in the United Kingdom
 - Responsible for establishing budget for program and completing program under budget.
 - Established the curricula and coordinated company visits with UK Representative. Have active contacts in all major sectors, materials and users in industry.
 - Actively market program to students by creating marketing materials, attending study abroad fairs and hosting information sessions.
 - Awarded 2012 H. Paul Roberts Award For Distinguished Service In Study Abroad Programs
- Faculty Liaison on Italian Trade Commission Italy Tour
- Chaperoned seven students from multiple Universities on tour of Italian machinery manufacturers.
 - Provided insights to students and answered questions on tours.
 - Established relationship with UCIMA (Italian Machinery Manufacturers Association).

Placement Coordinator:

Head School's placement program coordinating student internships and post-graduation positions

- Responsible for managing annual School of Packaging career fair.
 - Coordinate space acquisition, vendor coordination and overall planning of fair.
 - Manage budget of approximately \$50,000
 - Responsible for managing company registrations.
 - Provide customer service by identifying needs and providing appropriate response.
- Work with key stakeholders to post positions and coordinate interview opportunities with students.
- Assist students in preparation of resumes and development of interviewing skills.
- Prepare students to transition into professional setting.
- Responsible for assessing student reports and employer performance reviews in determining grade.

Distance Education Program Development:

Developed and instituted the School of Packaging's Online Education Programs

- Program has become self-sustaining, providing funds to hire adjunct faculty and promote further course development.
- Responsible for assisting faculty in development of courses translatable to an online format, acting as a liaison between faculty and the Virtual University which hosts the classes.
- Point person for the promotion of the program, which has included numerous speaking engagements, development of promotional materials, cross-marketing development through multiple channels, such as PackExpo.com and MSU Global Connection.
- Handle all incoming requests for information on the program, and enroll all Lifelong Education students into the online classes. Work with Controller's Office and Office of the Registrar to insure proper pricing and class sizes.
- Managed development of a new website for the School, taking faculty input on content and working with University relations to insure connection with overall University vision.

Presentations:

- Institute of Packaging Professionals Medical Device Packaging Group Task Group Update, March 2004, Chicago, IL. Spoke on development of a sterile barrier methodology.
- Institute of Packaging Professionals Technical Committee, September, 2003, Michigan State University School of Packaging. Spoke on the School of Packaging online program.
- International Safe Transit Association Dimensions '02, March, 2002, Anaheim, CA. Spoke on online learning from a student perspective.
- International Association of Packaging Research Institutes, June, 2001, Warsaw, Poland. Spoke on developing the school's online program.

Publications:

- "Update from the Institute of Packaging Professional's Sterile Barrier Integrity Task Group," *Global Health Care- Advanced Medical Technologies*, 2004 Business Briefings, Ltd., London
- "Examining Defects of Various Sizes in Device Packages: Do We Have the (W)hole Story?," *Global Health Care- Advanced Medical Technologies*, 2004 Business Briefings, Ltd., London

S. C. Johnson and Son Racine, WI

1997 – 2000

Research Engineer, Packaging

Windex Brand Packaging Engineer

Projects included: Manage day-to-day business of the brand from a packaging standpoint, including vendor management, solving manufacturing issues and establishing project priorities based on Marketing and R&D direction.

- Developed packaging and oversaw launch of Windex Antibacterial and 2-Liter Refill
- Development and qualification of new PET bottle molds for sole supplier transition.
- Redesign of 32 ounce HDPE bottle to eliminate pallet overhang and associated damage from warehouse stack failures.
- Identified and corrected bottle/closure flaw that resulted in under torque on manufacturing lines and bottle/sprayer disengagement during consumer use.
- Received Officers Award for identifying and implementing a displayable bliss case for Windex resulting in a \$1.1 Million savings for the brand. Worked with cross category partners to understand case display needs. Conducted usage trials and user interviews in five cities to assess usability. Resultant change increased manufacturing speed in production.

Coordinated and Chaired the "Council of Packaging Professionals."

- Developed in response to internal reorganization to assist management in packaging-related opportunities.
- Acted as council chairman, organizing individual efforts toward developing and writing the charter document, including the Vision, Mission and Strategies statements.
- Solicited involvement of co-chairs and empowered them to initiate stated strategies.
- Liaison to upper management.

SCJ Technology Commercialization Equity Management Group

Responsibilities included acting as Category Focal Point for the identification and implementation of cost savings on primary packaging components. Projects included:

- Lightweighting of HDPE bottles resulting in annual savings of \$500,000.
- Process improvements on bottles resulting in annual savings of \$250,000.
- In-Line Dip Tube process for trigger components. Proposed savings of \$500,000 annually.

Also served as Category Focal point for insect control product line cost savings projects.

- Generated new cost savings ideas through cross-category brainstorming.
- Identified resources necessary for project completion.
- Experience with product registration process and required timing.

Intern Recruitment and Mentoring Program

Led on-campus recruitment at Michigan State University in the interviewing and selection of students.

Mentored students during internship:

- Provided feedback and coaching.
- Assumed role of coach, teacher and advocate by providing timely support and encouragement.
- Reviewed plans, progress and project milestones, capturing contributions and allowing intern ownership.

Job Description Oversight Team

Actively participated in the Job Description Oversight Team (JDOT). Committee reviewed, revised and updated all RD&E job descriptions. Continued participation on committee to review and draft new job descriptions as positions developed.

S. C. Johnson and Son Racine, WI

1992 – 1997

Packaging Engineer

Carpet Care New Product Development

Participated in product ideation project targeted for the carpet care category. Recommendations for new product launches were developed by undertaking the following steps:

- Developing SCJ hurdles for launch.
- Category research.
- Consumer research identifying need gaps in the category.
- Idea generation around identified need gaps.
- Concept to Copy.
- Consumer review of concepts.
- Cost analysis and feasibility review.

Possess a keen understanding of the interrelation of the Packaging Engineering group in relation to key business divisions including Marketing, Sales, Finance, Purchasing, Engineering and Manufacturing. Led cost analysis section and feasibility review.

Distribution Dynamics Laboratory

Led technology development of the Distribution Dynamics Laboratory (DDL). Responsibilities included:

- Management of work flow and establishment of priorities.
- Identifying and recommending new equipment and upgrades to established equipment.
- Development of test methodologies.
- Management of technician and training of new engineer.

Cost Savings, Sustainability and Other Support

Received Officers Award for implementing corporate goals of reduction of virgin materials used in all packaging. Specifically:

- Worked with corrugated suppliers to implement 100% recycled content in all aerosol and 25% recycled content in all liquids corrugated packaging.
- Eliminated PVC bottles on the Windex brand.
- Implemented 25% recycled content on all PET bottles.

Identified and implemented use of engineered papers for the Drano line, resulting in a savings of \$105,000 and a source reduction of 580,814 pounds of paper annually.

Supported various projects requiring diverse packaging forms and materials, including films and flexible packaging, paperboard, corrugated, non-liquid HDPE bottles, aerosols, triggers and other closure systems.

Successfully implemented corrugated improvements required by SCJ's purchase of the Drackett Company. All corrugated packaging required modifications to run successfully on Waxdale manufacturing lines. Insured and delivered manufacturability and safety in transit of all products.

PROFESSIONAL ORGANIZATIONS: Fellow, Institute of Materials, Minerals and Mining, United Kingdom
Institute of Packaging Professionals (IoPP)
American Society for Testing and Materials (ASTM International)

EDUCATION: **Michigan State University East Lansing, MI**
Master of Science (MS) – Packaging
Degree Studies included the following:
- Masters thesis on Tamper Evident Packaging
- Research work in Child Resistant Packaging and Label Legibility.
- Teaching Assistant to Major Professor

Michigan State University East Lansing, MI
Bachelor of Science (BS) - Packaging

REFERENCES: Available upon request