

JOHN E. COLÓN

CURRICULUM VITAE

Human resource management and organizational leader, strategic and creative thinker, seasoned senior manager, and organizational consultant and trainer with significant experience in consulting to and preparing diversified teams that function in an environment of equity and inclusion in support of the organizational mission.

CONSULTANT & TRAINER

Have worked collegially with organizational managers designing and building organizational structures and business unit functions that reflect the core values and first principles of the enterprise. In addition, worked collegially in academic environments training current and prospective human resource professionals in total compensation, performance management, talent acquisition, organizational behavior, labor relations, collective bargaining, and inclusion and equity. This leadership work reflects an advanced understanding and application of HRM and group systems, transactional analysis, and the multicultural process of change.

HUMAN RESOURCES MANAGEMENT STRATEGIC AND CREATIVE THINKER

Have worked with HR leaders in designing and implementing major human resource programs including compensation and benefits, performance management, equal employment metrics and affirmative action, employee development, and talent retention and acquisition.

SEASONED HRM LEADER

Have partnered with organizational leaders in four major reorganizations resulting in three reductions-in-force by designing and implementing strategies providing humane responses for those leaving and refocusing those remaining while minimizing legal action and related costs.

MANAGEMENT OF FULL-SERVICE HR TEAM

Have formed and led teams responsive to the needs of employees seen as clients deserving the very best service. This includes clearly communicating the mission of an HR team and directing employees to the appropriate team member as well as transitioning the HRM function from an analog to a digital environment.

EDUCATION

Colgate University, Hamilton, NY: Bachelor of Arts

State University of New York, Binghamton, NY: Master of Arts

Continuing Education:

National and Regional Group Relations Conferences (A.K. Rice Institute: <http://akriceinstitute.org/>)

Two Traditions of Group Development: NTL & Tavistock (NTL Institute: <http://www.ntl.org/>)

Consulting an Appreciative Inquiry Process Certification (NTL Institute)

Consulting A Personal Approach to Change & Equity Certification (VISIONS Inc.: <http://visions-inc.org/>)

NYC Peer Supervision Group (VISIONS Inc.)

Diploma: Education for Ministry (University of the South – Sewanee School of Theology)

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Transactional Analysis Certification (Southeast Institute: <https://www.seinstitute.com/ta-practitioner-certification>)

The Art of Hosting (The Episcopal Church: <http://www.artofhosting.org/>)

EMPLOYMENT HISTORY

Baruch College of the City University of New York, New York, NY

Adjunct Lecturer (1/18 – Present)

Consultant: Colón DEI & HR Consulting & VISIONS Inc., New Hampton, NY

(3/17 – Present)

The Episcopal Church in the United States of America, New York, NY

Director, Human Resources (6/89 – 2/17)

Director, Facilities Management (12/91 – 10/95)

Associate Staff Officer, Human Resources (9/88 – 6/89)

The Christian Herald Association; Christian Herald Children's Home, and Bowery Mission and Young Men's Home, New York, NY

Corporate Secretary and Director of Personnel (12/79 – 9/88)

Director, Christian Herald Youth Program (5/78 – 12/79)

Cornell University – NYS School of Industrial and Labor Relations (HR Certificate Program) New York, NY

Lead Adjunct Instructor, Selection & Staffing Workshop (2001 – 2010)

Interim Co-Instructor, Managing a Diverse Workforce (Spring 2001)

Camp Viva (Family Services of Westchester), White Plains, NY

Day Volunteer & Adult Education Coordinator (2015 – Present)

Adult Age Group Manager (2007 – 2014)

Spiritual Specialist (2001 – Present)

Specialists Coordinator (2003 – 2006)

New York University School of Continuing and Professional Studies

Adjunct Faculty Member, Recruitment and Selection Course (1999 – 2005)

VOLUNTEER COMMUNITY & LEADERSHIP EXPERIENCE

The Gay Men's Health Crisis, New York, NY

Member, Board of Directors (7/2001 – 6/2007)

Chair, Board of Directors (7/2005 – 6/2007)

Former Roles:

*Board of Trustees, **Cathedral Church of St. John the Divine**, New York, NY*

*Board of Directors (Member, Secretary and Vice Chair), **Project Equality**, Kansas City, MO*

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OTHER INFORMATION

A proficient and experienced communicator (written and oral) with advanced skills in Microsoft Office and other business software applications. Committed to evolving productive work environments that feature the balance of efficiency, equity, and inclusion.

Trained voice talent (spoken word and music).