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#### Professional Experience:

September 2003 to September 2014 (Retired), Human Resources Manager, Washington State Criminal Justice Training Commission. HR management responsibilities for civil service and exempt employees at Washington's sole law enforcement and corrections officer academy. Implement complex civil service reform provisions and collective bargaining agreements. Strategic HR Planning within agency's Strategic Plan. Perform extensive public disclosure duties, media relations, and acquisition competitive contracting.

July 1999 - July 2002: Professor of Human Resources Management, U.S. Army War College, Carlisle Barracks, PA. Taught Strategic Human Resources Management and Organizational Theory to senior military officers and Federal Executives. Conducted research and authored articles in Organizational Behavior, Human Resource Management and EEO/AAP policy.

1990-1994: Assistant Professor of Management, Southeastern Oklahoma State University. Taught Organizational Behavior, Human Resources Management, and Principles of Management. Conducted research and published articles in Organizational Behavior, Human Resource Management and EEO/AAP policy.

1987 to Present: Consultant to businesses and trade associations; including EEO/AAP, FMLA and other HR policy development, HR Department start-up or process-improvement, recruiting strategies, contract recruiting, wage surveys, and supervisory skills training. HR and statistical Expert Witness in more than 175 cases.

1975-1987: Corporate or Regional Human Resources Manager with....  
Ericsson Network Systems 1986-1987.  
RES, Inc. 1983-1986.  
Sperry Univac (now UNISYS) 1979-1983  
Moncrief-Lenoir Manufacturing Company 1976-1979.  
ARMCO Steel Houston Works. 1975-1976.

#### Education:

Doctor of Business Administration. Nova-Southeast University, 1988.

Master of Science, Management. Texas A & M University, 1974.

Bachelor of Arts, English. Texas A & M University, 1970.

Also, graduate of the Army War College, Command and General Staff College and Army Logistics Executive Development Course.

#### Credentials:

Member, Society for Human Resources Management.

Certified Senior Professional in Human Resources (SPHR)

Member, American Statistical Association.

Life Member, Disabled American Veterans (50% Special Disabled Veteran).

Named to Who's Who in the Southwest, 1988 through 1998.

Named to Who's Who in America 2000 through 2013.

Publications:

“Reconsidering the Black-White Disparity in Federal Performance Ratings”  
Public Personnel Management. Summer 2012.

“What We Know About the Value of Diversity”,  
US Army War College Required Readings. Fall, 2000.

"Over There: Enforcing the 1991 Civil Rights Act Abroad",  
Employee Relations Law Journal, Vol. 19, No. 2, Autumn, 1993.

"The Elite Minority: Homosexual Workers and Title VII",  
Presented at the Academy of Legal Studies in Business, August 1993 convention.

"Arbitration or Litigation in Civil Rights Disputes?",  
The Journal of Individual Employment Rights, Vol. 2 (1) 1993-1994, pp. 19-27.

"Is Big Brother Watching?: Perceptions and Research on the Effectiveness of the EEOC",  
D. Payne, S. Hartman, M. Villere, B. Nelson, G. Baxter.  
Labor Law Journal, April 1992.

"EEOC Enforcement: A Nine-Year Summary With Forecasts",  
Proceedings of the Southwest Academy of Management, March 1992.