

PHILIP S. DEMING, CPP, CFE, SPHR, SHRM-SCP

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EXPERIENCE

PHILIP S. DEMING AND ASSOCIATES, King of Prussia, PA

1982-present

Principal

Managed all aspects of a human resources and risk management consulting practice serving clients both domestically and internationally. Served as the chief human resources officer in multiple interim assignments for private equity firms and publicly traded companies, which included managing the human resources, training/organizational development, talent acquisition and succession planning functions for large healthcare organizations as well as served in like capacities with an international nonprofit organization and a specialty pharmaceutical company with branded and generic products. Served as national spokesperson in the cable industry for Showtime. Received special appointment to the Senate of Pennsylvania – Judiciary Committee and responsible for conducting an inquiry in connection with the Pennsylvania Parole system. Consulting assignments have also included developing multi-faceted approaches utilizing human resources *Best Practices* to address organizational dynamics as well as assisted in shaping strategic teams in highly competitive and risk-intensive environments. Additionally, Mr. Deming has served as an expert witness on security claims relating to premises liability and human resource matters involving workplace investigations, negligent hiring, negligent retention and wrongful termination.

Pernix Therapeutics, PTX (NASDAQ), Morristown, NJ

2017

Head of Human Resources

Responsible for all aspects of Employee Relations, Recruitment, Compensation, Benefits, Human Resources Employee Training, Employee Services, and policies and procedures. Mr. Deming was charged with the overall HR strategy, internal communications, employee assessment, performance management, employee development and succession planning for key roles within the organization.

Western Dental Services, Inc., Orange, CA

2012-2014

Vice President of Human Resources

Responsible for all aspects of Human Resources Management, Training/Organizational Development, and Talent Acquisition/Recruiting. Mr. Deming managed a staff of 42 employees and contractors, which provided services to over 4,500 employees located throughout five states.

The Pew Charitable Trusts, Philadelphia, PA and Washington, D.C.

2009-2010

Interim Deputy Director of Human Resources

Responsible for the function areas of Employee Relations, Recruiting, Benefits, Compensation, and Performance Management. Managed a professional staff of 17 employees and contractors in Philadelphia, PA and Washington, D.C.

TRANS HEALTHCARE, INC., Sparks, MD

2004-2006

Senior Vice President

Responsible for all aspects of Human Resource Management, Organizational and Talent Development, Recruiting, Risk Management, External Marketing and Administrative Services for over 220 healthcare centers in 20 states, with more than 35,000 employees and 30,000 patients.

BUREAU OF ALCOHOL, TOBACCO AND FIREARMS (ATF), Philadelphia, PA

1977-1982

Special Agent

Responsible for conducting criminal investigations relating to violations of federal law of alcohol, tobacco, firearms, explosives and arson. Assigned to Presidential and foreign dignitary protection details.

EDUCATION

Bachelor of Science in Criminal Justice with Honors, Northeastern University, Boston, MA

Masters of Human Organizational Science, Villanova University, Villanova, PA

Masters of Human Resource Development, Villanova University, Villanova, PA

PROFESSIONAL QUALIFICATIONS

Senior Professional in Human Resources (SPHR)

by the HR Certification Institute™

SHRM-SCP

by the Society for Human Resource Management

Certified Protection Professional (CPP)

by the ASIS International

Certified Fraud Examiner (CFE)

by the Association of Certified Fraud
Examiners

PUBLICATIONS

“Proving Security’s Value,” *Security Management*, September 2012, p. 148

“A Systematic Process for Creating Business Watch Programs in Private Organizations,”

The Police Chief, January 2010, Volume LXXVII, Number 1, pp. 53-55

Premises Security Liability: From a Workplace Violence Perspective

SHRM® Information Center – White Paper – July 2004

Crisis Management Planning: A Human Resource Challenge

SHRM® Information Center – White Paper – April 2002

Safeguarding HR Records

SHRM® Information Center – White Paper – March 2002

Sample Policy – Human Resource Policy on Investigating Workplace Conduct

SHRM® Information Center – Policies – February 2002

Workplace Prevention Violence Programs: From an Organizational Development Approach

SHRM® Information Center – White Paper – July 2001 and March 2006

Workplace Violence: Trends and Strategic Tools for Mitigating Risk

SHRM® Information Center – White Paper – October 2000 and March 2006

CPP Study Guide (11th, 12th and 13th Editions)