

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

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### EXPERIENCE

**PHILIP S. DEMING AND ASSOCIATES**, King of Prussia, PA /Sarasota, FL

**1982-present**

#### **Principal and Consultant**

Managed all aspects of a human resources and security risk management consulting practice serving clients both domestically and internationally. Served as the chief human resources officer in multiple interim assignments, which included managing the human resources, labor relations, training/organizational development, talent acquisition and succession planning functions for large healthcare organizations as well as served in a like capacity with an international nonprofit organization. Served as national spokesperson in the cable industry for Showtime. Received a 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. As to his security risk management practice, Mr. Deming has designed security programs, including workplace violence prevention initiatives, for publicly traded companies, nonprofit organizations and law firms. He serves as a security advisor to organizations in connection with internal and external threats, including high-risk terminations and threats made against members of the board, officers of the corporation, employees and their representing professional services (e.g., outside legal counsel).

**Pernix Therapeutics**, Morristown, NJ

**2017**

#### **Vice President of Human Resources** (Interim)

Responsible for the function areas of Employee Relations, Recruiting, Benefits, Compensation, Performance Management and change management. Managed a professional staff of 3 employees and contractors in multiple jurisdictions.

**Western Dental Services, Inc.**, Orange, CA

**2012-2014**

#### **Vice President of Human Resources**

Responsible for all aspects of Human Resources Management, Labor Relations, Training/Organizational Development, and Talent Acquisition/Recruiting. Mr. Deming managed a staff of 42 employees and contractors, which provided services to over 5,000 employees located throughout five states.

**The Pew Charitable Trusts**, Philadelphia, PA/ Washington, D.C.

**2009-2010**

**Interim Deputy Director of Human Resources**

Responsible for the function areas of Employee Relations, Recruiting, Benefits, Compensation, Performance Management and change management. Managed a professional staff of 17 employees and contractors in multiple jurisdictions (domestically and internationally).

**TRANS HEALTHCARE, INC.**, Sparks, MD

**2004-2006**

**Senior Vice President (Chief Administrative Officer)**

Responsible for all aspects of Human Resource Management, Labor Relations (42 collective-bargaining agreements), Organizational and Talent Development, Recruiting, Risk Management, External Marketing, and Administrative Services, including security programs, for over 220 healthcare centers in 20 states, with more than 35,000 employees and 30,000 patients.

**U. S. TREASURY**

**1977-1982**

**Special Agent**

Responsible for conducting criminal investigations relating to violations of federal law of alcohol, tobacco, firearms, and explosives. 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