

CURRICULUM VITAE

**MARC S. MILLER - consultant, speaker, author, Adjunct faculty:
HRM/HR technology**

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EXPERTISE: A nationally known independent consultant – sole proprietorship – specializing in HR Technology Service Delivery options and strategies, Overall HR Technology Strategies, and the utilization of Technology within the HR function, HRMS vendor evaluation and selection, contract negotiations, HR Metric identification and implementation. Mr. Miller is a nationally known Thought Leader in HR Technology and is frequently a Keynote or Session Presenter at HR Conferences throughout the United States.

May 2002 - present and August 1983 – August 1999	Marc S. Miller Associates, President and Founder Focus - HR Technology Delivery solutions, especially outsourcing decisions, business process design, HR technology (HRMS/HCMS) purchase cost justifications, HR Technology performance metrics, business development and HR Technology software provider evaluation. Website: www.marcsmillerassociates.com
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PROFESSIONAL RECOGNITION

- Opening Keynote speaker at Michigan HR DAY – Lansing, Michigan – April 2018
- Closing Keynote - Oracle's Global Human Resources User Group Annual Conference (OHUG) – Las Vegas – June 2010
- Featured Speaker (5/08) at the National Association of Legal Administrators Annual Conference - Seattle, WA on "Heroic HR – Leveraging Technology for a Strategic HR".
- Featured Co Presenter (7/07) at the SHRM National Conference on "E-Discovery: the intersection of Law, HR and Technology"
- Featured Speaker (9/05) at the National Association of PEO's Annual Conference on "The future of HR Outsourcing"
- Selected speaker for the first DISRUPT HR – Westchester meeting – Sept 2017 – "Who Killed H. (Harriet) R. (Rose) Job?"
- HR Technology Columnist for *Benefits and Compensation Solutions Magazine* and *Outsourcing Ventures Magazine*
- Nearly 100 appearances at HR and HR Technology conferences as a session presenter – 1993-2017
- Multiple Webinars for HRMS providers and Industry forums 2005- present

SELECTED SPEECHES/SEMINAR TOPICS

Formal Presentations: "Heroic HR – Is it Possible?", "Leveraging Technology, or How to Avoid the 'Dirty Harry' Syndrome", "Increasing the Visibility of an HRIS", "The Role of the HRIS Manager in the Year 2000 and Beyond", "Why Projects Fail, the Project Sociology and Its Impact on Success", "Emerging Technologies in HRM", "Process Re-engineering with an HRIS", "Clout - Getting it and Keeping it with HR Technology!", "HR Folks are from Mars, Systems People are from Venus", "Who Killed H(arriet) R(ose) Job?" and "Strategic HR Outsourcing – Has HRO lived up to its Expectations?"

WRITING

- **Published Book** – “**The Death of HR: Who Killed H. (Harriet) R. (Rose) Job?**” – March 2018 – A fictionalized discussion of why Ms. H. R. Job was targeted for removal by others in her company. – **Second Edition: Publish Your Purpose Press – October 2018**
- **Published Book** – “**HeroicHR**” – May 2012 – Thoughts related to the use of technology to enable a company’s Human Resources function to add strategic value.
- **Published Book** – “**HeroicHR**” – Second Edition – July 2015
- **Many articles related to HR Technology** – since 1983 – Personnel, IHRIM Journal, Compensation and Benefits Magazine, others.
- **Blogs** – on Consultancy Website – www.MarcSMillerAssociates.com

TEACHING AFFILIATIONS:

- **Adjunct Professor** – NYU – Tandon School of Engineering – Fall, Spring and some Summer Semesters 2013 – 2018 “**Human Resources Management and HR TECHNOLOGY** – MG 6123 - both on campus and INET delivered
 - **Adjunct Professor** – Manhattan College – Summer 2016, Fall 2016, Fall 2017, Fall 2018 – “**Human Resources Management**” – MBA
 - **Adjunct Professor** – LIU - HUDSON, Westchester Campus, MBA program, **Human Resources Management** – Full Semesters – every year beginning in: January 2009 then every September 2011 thru September 2015, Fall 2017.
 - Adjunct Professor/Lecturer – Columbia University, NYC (March 2004) – HR Management
 - Baruch College - January 2007 – HR Management – Fall Semester
 - Guest Lecturer – HR topics: IONA College, Pace University – 2010-2017
- **LMS UTILIZATION:** Strong familiarity in BLACKBOARD, MOODLE and ZOOM – used for online class delivery at NYU, Manhattan College and LIU- HUDSON

EDUCATION

- **MBA, Industrial Psychology, Iona College, NY**
- **BA, City University of New York, Hunter College**

PERSONAL

- Residence : White Plains, New York
- Amateur Photographer
- Racquetball Player