

Professional History

Manufacturing Management

- Operations Manager for a high-volume, labor-intensive plant with 120 employees producing custom wood products. Reduced an eight-month backlog of orders to six weeks through alignment of resources, including supervisory training, redesigning product flow, improving production processes, and implementing a computerized inventory management system.
- Plant Manager for a metal working facility producing oil field products. After replacing the plant manager, instituted just-in-time concepts, empowerment of employees, raw material price negotiations with prime suppliers, and innovative rework processes for tooling. Prudent fiscal responsibility resulted in a 20% increase in productivity, reduced work-in-process and raw material inventories over \$1.3 million, and reduced manufacturing costs by 30%. Became a recognized plant by corporate management.

Quality Management

- Managed a material review board in a large metal working plant for oil field drill bits. Led a team of engineers for material disposition and corrective action implementation. Quality activities included process analysis, capability studies, and writing quality procedures. Leadership role for implementing waste reduction and process improvement.
- As a Senior Engineer, addressed product quality issues by documenting manufacturing processes, introducing control instrumentation, and applying statistical tools. Major interaction with preventive maintenance planning and development of work instructions that improved plant capacity. Efforts resulted in significantly improved product performance and reduced customer returns. Drafted documentation leading to ISO-9000 certification. Trained others to use problem-solving tools. □
Member of the American Society for Quality and hold Certified Quality Engineer credentials.

Engineering Management

- As Plant Engineer, erected a 100,000 sq.ft., \$10 million manufacturing plant. During construction phase, responsible for the contractor's progress, equipment qualifications, material handling design, and installation of all equipment. During production operations, managed maintenance, materials laboratory, field failure analysis, and customer technical service. Promoted to Plant Manager.
- As a Process Engineer, developed an innovative systems approach for process analysis that reduced undesirable variation adversely affecting the product. The team-based effort reduced scrap approximately \$500,000 per year. Had responsibility to evaluate statistical software packages applicable to the needs of the business. Supervised numerous Designs of Experiment for process characterization and product development. Added to the technical knowledge base of the business. Mentor engineers in Six Sigma Methodology.

Training Management

- Designed the training curriculum and delivered basic equipment operator training programs onsite for my industrial employer. Topics: Industrial Math, Reading Mechanical Drawings, Using Mechanical Gauges, Working in a Production Environment, Quality Principles, and Safety. □ Directed a two-year scrap reduction effort by concurrently training and leading twelve project teams that reduced production scrap and customer returns over \$1 million annually.

- Conducted product knowledge seminars for customers and sales people in the oil field.
- Taught Industrial Technology courses at Texas A&M University-Commerce and North Harris County Community College as adjunct faculty, including Facilities Management, Quality Assurance, and Industrial Math.
- Member of the Technical Advisory Council for the Department of Industrial and Engineering Technology at Texas A&M University-Commerce.
- Worked as a team member achieving ISO-9000 certification by writing work instructions and conducting employee training.
- Led Six Sigma Deployment at a newly acquired plant for significant gains in operating performance.
- Key Skills: Teaching and Training Experience, Curriculum Development

Employment History

<u>Cytec Engineered Materials</u>	<u>Greenville, Texas</u>	<u>1990 – Retired 2014</u>
Global Sr. Process Engineer		
<u>Cannon Craft Company</u>	<u>Sulphur Springs, Texas</u>	<u>1988 - 1990</u>
Operations Manager		
<u>Trico Industries</u>	<u>Greenville, Texas</u>	<u>1981 - 1988</u>
Plant Engineer, Plant Manager		
<u>Reed Tool Company</u>	<u>Houston, Texas</u>	<u>1980 - 1981</u>
Quality Engineer, Training Manager		

Education

Texas A&M University	B.S. Industrial Arts	1971
Texas A&M University-Commerce	M.S. Industry and Technology	1993
Texas A&M University-Commerce	Ed.D. Supervision, Curriculum, and Instruction	1999

Certifications

Texas Teaching Certification	Industrial Arts	
American Society for Quality	Certified Quality Engineer	1993
Sigma Science Group	Six Sigma Master Black Belt	

Conference Presentations

- “Assessing the Test Process: Quick tools for the non-statistician” ISSSP, Houston TX, 2000
- “A Tactical Approach to Variation Reduction” ISSSP, Atlanta, GA, 2001

Patents

Apparatus and Methods for Spreading Fiber Bundles for the Continuous Production of Prepreg”	Patent No. US 8,490,253,B2	July 2013
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