

# Credie Eubanks, MBA, PHR

Adjunct Professor - Cultural Diversity at University of Phoenix

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## Summary

Professional Experience includes: Bible Study Facilitator/Teacher, Single Parents & Home Group facilitation, Divorce Care for Kids facilitation, Adjunct Professor, Industrial/Manufacturing Engineering, Purchasing Buyer, Manager, Employee Relations Consultant, Employee Resource Groups, New product development, Retention/ turnover, Change Management, Process improvement, Diversity, Facilities Management, Instructional development Specialties: Teaching application of Biblical principles, Union avoidance techniques, Procurement, Facilities Management, Communication strategies, Diversity, Employee Resource Group development, Retention strategies, Ethics training. Strategic planning, Employment law

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## Experience

### **Adjunct Professor - Skills for Learning in an Info Age at University of Phoenix**

August 2010 - Present (5 years 5 months)

Students are introduced to learning in an information-rich society. Students develop strategies for successful distance learning, time management, and for managing the abundance of information available in today's society. Students also explore the appropriate use of information in an academic environment. Specific topics for the course include computing skills for distance learning, online library use, academic honesty, and the development of effective study skills.

### **Adjunct Professor - Cultural Diversity at University of Phoenix**

2008 - Present (7 years)

Students learn about various facets of diversity: religion, sexual orientation, ethnicity, race, discrimination, melting pots, changing demographics- locally and globally and the societal impact of diverse individuals. Students learn to focus on common attributes enabling them to remove barriers to success.

### **Supply Chain Management Professional at Hallmark Cards, Inc.**

May 2007 - Present (8 years 8 months)

Responsible for establishing strategy and sustaining supplier relationships for the Maintenance, Repair and Operating Supply chain materials for our Operations and Distribution facilities. Responsible for corrugated point of purchase display supply chain strategy within our Mass Visual Merchandising teams-- includes all channels of distribution excluding Gold Crown Network. Responsible for plastic display components for Visual merchandising including molded, hand and extrusion components. Responsible for the strategic buying plans of digital printing and offset/litho printing as it relates to 2-Dimensional printed merchandising for some of our top retailers.

### **Associate Product Manager- Mahogany Cards at Hallmark Cards, Inc.**

May 2006 - May 2007 (1 year 1 month)

Marketing manager responsible for the strategic and tactical facets of the Mahogany African-American product lines: cards- seasonal and everyday, boxed cards, stationery and invitations. Partnered with clients such as The Alvin Ailey company, Tyler Perry , TD Jakes et. al. Included developed 3 year strategic and SWOT marketing plans.

**Employee Relations Consultant - PHR at Hallmark Cards, Inc.**

1999 - May 2006 (7 years)

Developed Change management materials, Liaison for employer and employee to retain union free environment, managerial & employee coaching, employee development, bereavement counseling; performance management, succession planning support, managerial & employee training; chartered African American employee resource group; supported positive employee relations; maintained and trained on policy and employment guidelines; Work + Life manager; developed tools & web site curriculum for Work+ Life programs; managed employee skip level sessions and feedback collection with action plans; arbitration disputes; managed grievances, researched and recommended policies, practices re: benefits, union and management practices, grievances and other contractual requirements; cognizant of employment and work+ life trends; Supported HR, Finance, Legal and Charitable & Crown business goals.

**Professional and Collegiate Recruiter at Hallmark Cards, Inc.**

1997 - 1999 (2 years)

Responsible for the recruitment of internal and external talent for the Operations Division. Responsible for the development of a Recruiting Sourcing Guide to ensure continual availability for Succession Planning was available to the organization. Worked with organizations such as the Society of Women Engineers, Nationals Society of Black Engineers, Society of Hispanic Professional Engineers and others for the purpose of relationship building and retaining diverse talent.

**Operations Engineer at Hallmark Cards, Inc.**

1996 - 1997 (1 year)

Responsible for the development and attainment of process improvement techniques. Supported our Kansas City Manufacturing facility in layout work, time studies, process improvement techniques.

**Purchasing/Manufacturing/Industrial Engineer at AlliedSignal**

1988 - 1996 (8 years)

\* Responsible for development of supply chain strategies for the introduction of new product launches. \* Responsible for development of commercialization and reproducibility within manufacturing of new product launches. \* Responsible for plant equipment moves and building of additional floor space capacities. \* Responsible for leadership change management training. \* Developed & reported corporate metrics

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Volunteer Experience

## **Group Leader Evening Women KCKS at Bible Study Fellowship**

September 2012 - Present (3 years 4 months)

Facilitate weekly non-denominational focused discussions and shepherd women's group as we journey together through the Bible studying His Word. The study is a total of nine years to complete the whole book and includes studies on Genesis, The Life of Moses, Acts, Romans, Minor Prophets, The Life of John, Revelations and others.

## **Volunteer Leader at Hallmark Cards**

April 2005 - Present (10 years 9 months)

Developer and Chair of HAAL - Hallmark African American Leadership employee resource group

## **Volunteer at Junior Achievement USA**

September 2009 - Present (6 years 4 months)

Volunteered in middle schools educating youth on budgeting, planning and preparation for college skills

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## Organizations

### **Society of Human Resources**

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## Honors and Awards

### **Black Achiever of the Year 1999**

Southern Christian Leadership Council - Kansas City

January 1999

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## Certifications

### **Professional in Human Resources (PHR)**

Society of Human Resources      June 2007 to June 2016

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## Skills & Expertise

**Corrugate - P.O.P.**

**Mentoring**

**Employee Relations**

**Career Path Planning**

**Discipleship**

**Strategic Sourcing**

**Recruiting**

**Facilities Mangement**

**Work/Life**

**Management**

**Supply Chain Management**

**Change Management**

**Sourcing**

**Succession Planning**

**Cross-functional Team Leadership**  
**Program Management**  
**Strategy**  
**Executive Coaching**  
**Strategic Planning**  
**Process Improvement**  
**Human Resources**  
**Personnel Management**  
**Performance Management**  
**Team Building**  
**Leadership**  
**Procurement**  
**Product Development**  
**Leadership Development**  
**Talent Management**  
**Diversity Training**

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## Education

### **MidAmerica Nazarene University**

MBA, Business Administration and Management, General, 2005 - 2007

### **University of Missouri-Columbia**

BS, Industrial Engineering, 1980 - 1984

Activities and Societies: Honor Society, National Black Society of Engineers

### **University of Missouri-Rolla**

Engineering Management, 1978 - 1980

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## 1 person has recommended Credie

"I have known Credie to be a person of the utmost integrity and very focused on meeting the needs of her internal customer group. She relates quite well with all levels with her organization and has built a solid reputation of reliability. She can balance the needs of both her employees and the needs of the organization. Her company is most fortunate to have someone of Credie's professionalism and competence."

— **Dan Chojnacki**, was with another company when working with Credie at Hallmark Cards, Inc.

[Contact Credie on LinkedIn](#)