

# Christopher DeClerk, DM, SPHR, SHRM-SCP, CCP, GRP, CBP

Dallas/Fort Worth Metroplex

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## Human Resources Leader and Educator

A transformational leader who is passionate about teaching students to solve complex problems by building relationships, leveraging data for opportunity understanding, collaborating to strategically plan, and mentoring a team to execute while leveraging a proven track record of over 20 years leading HR teams in education, sales, manufacturing, healthcare, and a high growth startup.

## Functional Experience

### Tarrant County College District

**Director of Compensation Administration** – Fort Worth, TX

11/2021 – Present

Lead the compensation function for an organization supporting over 40,000 students across six campuses in the Fort Worth area.

### City Storage Systems / Cloud Kitchens

**Head of Global Total Rewards (VP Level)** – Los Angeles, CA

8/2019 – 6/2020

Built and led a team to support global compensation, benefits, and payroll for a stealth startup.

### *Confidential Key Team Achievements:*

- Collaborated with CEO Travis Kalanick (Uber's Founder), to develop a compensation philosophy, implemented external compensation benchmarking, developed incentive plans for all sales channels, and crafted the framework for a full compensation, bonus, and equity structure.
- Built a benefits team, completely rebuilt domestic benefits to improve offerings and lower cost 35% while designing and implementing benefits from scratch in over a dozen countries.
- Developed a payroll team, made changes to software and policy to support exponential global growth.

### MORSCO, Inc.

**Director of Total Rewards** – Dallas, TX

4/2018 – 8/2019

Led a team to support 2,600 employees' compensation and benefits, using the Workday HCM system.

### *Key Team Achievements:*

- Collaborated with leaders to standardize commission plans resulting in 13 variations instead of over 400 at start. This enabled automation and accuracy needed to fully engage the sales force.
- Marketed and updated key benefits, resulting in a 20% cost reduction in core benefits. Most notably, pharmacy costs decreased by \$800,000 year over year without decreasing care, by targeting bulk contracts and rebates.
- Led the retirement committee to change 401(k) plan funds to maximize shareholder returns with higher fund performance and lower fees 30%, aligned to the company's investment strategy.

### University of North Texas System

**Assistant Vice Chancellor (VP) of Total Rewards** – Fort Worth, TX

8/2015 – 4/2018

Led a team of five managers and 18 indirect reports supporting the Compensation, Benefits, Compliance, Records, and HRIS functions to support 13,000 faculty, staff, and student workers of UNT, the UNT Health Science Center, UNT Dallas, and UNT System Administration who enrich 43,000 students.

### *Key Team Achievements:*

- Envisioned and executed retirement plan improvements to the products offered, vendors used, and technology, resulting in a strong user experience and ongoing savings of over \$20 million annually.
- Completely rebuilt salary structure and compensation bands for over 500 roles and 12,000 employees.
- Collaborated with HSC leadership to champion a performance, potential, and merit program.

## **Professional Experience Continued**

### **Hypertherm, Inc.**

**Director of Total Rewards** – Hanover, NH

2/2012 – 7/2015

Led a team to deliver compensation, benefits, and HRIS services to 1,300 associates in 26 countries.

#### *Key Team Achievements:*

- Led the efforts with the Board of Directors Compensation Committee to design, implement, and maintain executive and Board of Directors compensation programs including market competitive base, short-term incentives, and long-term equity programs to stimulate and reward growth.
- Championed benefits innovation by crafting a vision and partnering with Dartmouth Hitchcock Memorial Hospital to implement primary care at two on-site clinics integrated with a multi-faceted wellness and rewards program, resulting in engagement, improved health, and bending the trend of healthcare expenses 50% lower than regional norms. During this time, Hypertherm did not have a single heart attack.

### **Hilti North America**

**Director of Total Rewards** – Tulsa, OK

1/2011 – 1/2012

Led a team of eight compensation and benefits professionals to support 3,000 North American employees.

#### *Key Team Achievements:*

- Revitalized sales compensation plans and set future strategic organizational guidelines helping end the year with a 10% sales increase.
- Implemented online benefits enrollment, Healthy Campus, and wellness programs.
- Total Rewards recognized as 2011's most improved category in the Employee Opinion Survey.

### **RadioShack Corporation**

**Divisional Human Resources Director** – Fort Worth, TX

6/2007 – 1/2011

As a member of the divisional cabinet, led a team of sixteen HR generalists to support two divisions of company-owned stores and kiosks, comprised of 3,100 locations and 18,000 employees. Collaboratively created and implemented recruiting, talent development, succession planning, and retention strategies to support the Central Division's consistent top ranking three years in a row. Continued to act as a field compensation liaison on the corporate compensation team.

### **RadioShack Corporation**

**Retail Compensation Manager** – Fort Worth, TX

11/2003 – 6/2007

Researched alternatives, piloted programs, and led a cross-functional team to implement new base and incentive plans and organizational structure for 35,000 employees, contributing to the turnaround in the mid 2000's. Was recognized as one of the top two corporate employees to receive the Serve the Server award in 2006.

### **RadioShack Corporation**

**District Manager / HR Generalist** – Oklahoma City, OK

11/1998 – 11/2003

Created local strategy to hire, retain, develop, and motivate a sales team. Full HR Generalist and operational/P&L responsibility for 250 employees in 29 stores.

### **RadioShack Corporation**

**Operations Roles** – Jonesboro, AR, Memphis, TN, & Nashville, TN

3/1993 – 11/1998

Sales Associate (1.3 years), Assistant Manager (6 months), and Store Manager (3.8 years).

**McDonald's** –Pocahontas and Jonesboro, AR

5/1988 – 3/1993

**Training Manager**

## **Education**

Doctor of Management in Organizational Leadership, University of Phoenix, Phoenix, AZ  
Master of Business Administration, University of Phoenix, Oklahoma City, OK  
Master of Arts, Psychology, with Honors, American Public University, Charles Town, WV  
Bachelor of Science, International Business Studies, Arkansas State University, Jonesboro, AR

## **Certifications**

Senior Certified Professional, Society for Human Resource Management (SHRM-SCP)  
Senior Professional of Human Resources (SPHR), Human Resources Capital Institute Corporate Education Board / Duke University Leadership Certification  
Certified Compensation Professional (CCP), WorldatWork  
Global Remunerations Professional (GRP), WorldatWork  
Certified Benefits Professional (CBP), WorldatWork  
Social and Behavior Research Certification, Collaborative Institutional Training Initiative (CITI)  
Profile Method of Job Evaluation Certification, The Hay Group  
Master SCUBA Instructor, Professional Association of Dive Instructors (PADI)  
CPR, AED, and First Aid Instructor Trainer, Emergency First Response Corporation

## **Memberships**

North Texas Compensation Association  
Society for Human Resource Management  
WorldatWork, The Total Rewards Association  
University of North Texas Health Science Center Fellow

## **Volunteer Community Leadership Experience**

<b>Boy Scouts of America</b> Merit Badge Counselor – Southlake, TX	11/2017-Present
<b>Visiting Nurse and Hospice of Vermont and New Hampshire</b> Trustee, Governance Committee Chair, Executive Committee – White River Junction, VT	6/2012 – 4/2016
<b>Granite United Way of the Upper Valley</b> Working Bridges Champion – West Lebanon, NH	9/2014 – 7/2015
<b>New Hampshire Division of Children, Youth, and Families</b> Licensed Foster/Adoptive Parent – Claremont, NH	7/2013 – 7/2015
<b>The Winds House Nonprofit</b> Board Member – Oklahoma City, OK	11/2001 – 11/2003

## Teaching Experience

### University of North Texas Dallas

**Human Resources Professor** – Dallas, TX

8/2017 – Present

Design, build, and deliver online and in-person/online hybrid HR and leadership courses. SHRM Chapter Co-Advisor and frequent speaker. Began as Adjunct Faculty Fall 2017 and full-time Fall 2020.

## Scholarship

DeClerk, C. (2019). *Total rewards overview*. Keynote presentation at North Texas Compensation Association Compensation Career Exploration Program, Dallas, TX.

Connor, C., DeClerk, C., & Muniz, E. (2018) *Leading in volunteer organizations*. Presentation at Prospanica Leadership Conference, Fort Worth, TX.

DeClerk, C. (2018). *Total rewards for the generations*. Keynote presentation at the Connex Benefits Sector Conference, Rockwall, TX.

DeClerk, C. (2018). *Creative approaches to employee benefits*. Think Tank Facilitator at the Connex Benefits Sector Conference, Rockwall, TX.

DeClerk, C. (2017). *Transformational leadership, human development, and results*. Available online: <https://www.unthsc.edu/administrative/transformational-leadership-human-development-results/>

DeClerk, C. (2017). *Collaborative total rewards leveraging horizontal connections*. Presentation at the Connex Benefits Sector Conference, Houston, TX.

DeClerk, C., & Muniz, E. (2017). *Cross-functional total rewards*. Presentation at the Texas Total Rewards Conference, Fort Worth, TX.

DeClerk, C., & Zuniga, J. (2017). *Communicating the value proposition of your total rewards program*. Panel Discussion at the Connex Benefits Sector Conference, Dallas, TX.

DeClerk, C. (2017). *Employee population health: Promoting a culture of wellness*. Think Tank Facilitator, Connex Benefits Sector Conference, Dallas, TX.

DeClerk, C. (2015): *The Hypertherm Associate Wellness Center*. Presentation at the New England Chapter of the Employee Stock Ownership Program Association Conference. Boston, MA.

DeClerk, C., Harper, M., & Harding, P. (2014). *Trends in human resources: The certification process*. Podcast available online: <http://onlinecareertips.com/2014/09/trends-in-human-resources-the-certification-process/>

DeClerk, C. (2008): *The relationship between retail store manager leadership styles and employee generational cohort performance and satisfaction*. (Doctoral Dissertation). University of Phoenix, Phoenix, AZ.