

Dr. Patrick K. Collard

RJS Law Building | 303 A Street, Suite 307, San Diego, CA 92101 | 1(888) 462-2251 Ext. 83 | patrick@trustHR.com

Work Experience

trustHR | GObackgrounds - San Diego, CA (1991-Present)

- *Managing Member*
 - Founded and built the employment background check company for over 250+ clients across the U.S.
 - Manage, lead, and empower multiple employees and vendors to deliver quality work product in a timely fashion
 - Educate clients on all matters of the Fair Credit Reporting Act and state-specific compliance (e.g., Ban-the-Box, fair chance laws, 7-year rule)

- *Evidence-based Human Resources Consultant*
 - Educate employers on federal and California compliance (e.g., FEHA, Title VII, ADA, ADEA, FMLA) matters with evidence-based management practices through concise verbal and written risk analysis and video conferencing
 - Source, interview, screen, onboard candidates
 - Write job descriptions, job offers, letters of termination
 - Create policies, handbooks, succession plans
 - Analyze employment law issues, salary determination, Employee vs. Independent Contractor, Exempt vs. Non-Exempt
 - Implement job satisfaction surveys, performance reviews, progressive warnings

Education

THE UNIVERSITY OF MARYLAND GLOBAL CAMPUS

Doctor of Management (D.M.) – Human Resources

- Dissertation - Recruiting the Untapped Talent Pool of Hiring an Employee with a Criminal Record: A Systematic Review
- Classes: Dissertation Methodology and Analysis I, II, and III, Producing Original Management Ideas that Influence: Publishing and Conferencing, Design Evidenced-Based Management Solutions, Data Analytics in Practice, Evidence-Based Research Methods, Research as a Tool for Management Decision Making, Interpreting and Translating Management Theory in Practice, Foundations of Doctoral Study

Doctoral Scholarship

- How Do Small Businesses Determine Which Personality Traits are Associated with Successful Teleworking? - A Systematic Review
- A Systematic Review of the Goal Setting Intervention's Impact on Employee Performance
- How Leadership Influences Goal-Setting: A Rapid Evidence Assessment
- A Systematic Review to Address [an Organization's] Staffing Crisis
- Management Resistance to Telework: A Critically Appraised Topic

Dr. Patrick K. Collard

RJS Law Building | 303 A Street, Suite 307, San Diego, CA 92101 | 1(888) 462-2251 Ext. 83 | patrick@trustHR.com

THE PENNSYLVANIA STATE UNIVERSITY

Master of Professional Studies (M.P.S.) – Human Resources and Employment Relations

- Concentration: Employment and Labor Law
- Thesis - A Small Business Perspective: Minimizing Discrimination in Recruiting, Interviewing, and Screening
- Classes: Diversity in the Workplace, Labor and Employment Law I and II, Organizations in the Workplace, The Law of Labor-Management Relations, International and Comparative Employment Relations, Seminar in Human Resources, Seminar in Employment Relations, Strategic Business Tools for HR Professionals, Staffing and Training, Scholarship and Research Integrity Training, and Thesis

Graduate Scholarship

- Has the Right-to-Work, worked?
- Analysis of Millennials & Management: The Essential Guide to Making it Work at Work
- A Proposal for Reducing Turnover at Everyday Lives: A Generative Plan of Action
- The Internationalization of Allen-Edmonds Corporation: Identifying and implementing the human capital resources required to expand into Australia, Brazil, and Japan
- Non-Union Private Sector Employment: A Case for *Weingarten* Protection
- Sexual Orientation and Gender Identity: A Case for Title VII Protection
- A Cultural Look at Working with Mexican-Americans in the United States

THE PENNSYLVANIA STATE UNIVERSITY

Bachelor of Arts (B.A.) – Law and Society, Phi Kappa Phi

- Major Classes: American Constitutional Law, Employment Law and Policy, Law and Society, Rights in America, American Legal Process, Legal Brief Writing and Analysis, Philosophy of Law and Legal Ethics, Conflict Resolution and Negotiation, American Criminal Justice

HUMAN RESOURCES CERTIFICATION INSTITUTE

- Generations in the Workplace: Appreciating our Differences
- Driving Results through Employee Engagement and Workplace Culture
- Continuous Improvement and Org. Development: Strategy, Tactics, and Culture
- A Guide to Reasonably Accommodating Employees with Disabilities
- Conducting Serious Incident Investigations: An Introduction
- Giving Voice to Values: A New Approach to Ethics and Values

Dr. Patrick K. Collard

RJS Law Building | 303 A Street, Suite 307, San Diego, CA 92101 | 1(888) 462-2251 Ext. 83 | patrick@trustHR.com

Volunteer Experience

FAMILY PROMISE, INC. - Low-Bono Service Provider

Currently, conduct low-bono background checks on homeless persons entering 150+ facilities across the U.S.

SAN DIEGO LGBT COMMUNITY CENTER - Fundraiser

The Center provides targeted programs and services to the full diversity of the San Diego LGBT community, including men, women, youth, seniors, trans and non-binary individuals, families, LGBT Latino community members, their families, and those living with HIV.

RADY CHILDREN'S HOSPITAL - Fundraiser

Rady Children's is the only hospital in the San Diego area dedicated exclusively to pediatric healthcare and is the region's only designated pediatric trauma center.

FRIENDS OF SCOTT FOUNDATION - Fundraiser

A non-profit organization whose mission is to help children with cancer and their families.

THE PENNSYLVANIA STATE UNIVERSITY – Alumni Ambassador

Provided accepted Law and Society major's practical guidance in achieving work-life balance.

THE PENNSYLVANIA STATE UNIVERSITY – Graduate Research Assistant

Researched and identified legal issues, ethical problems, performance management/discipline, and training/education for a symposium.

THE PENNSYLVANIA STATE UNIVERSITY – Undergraduate Research Assistant

Researched, analyzed, and synthesized 30 appellate court opinions of the lower courts paper trails and how they impacted federal judicial confirmations.

Societies & Associations

- Society for Human Resource Management (SHRM)
- University of Maryland Global Campus Alumni Association
- The Pennsylvania State University Alumni Association
- The Honor Society of Phi Kappa Phi (ΦΚΦ)

Personal Interests

UNITED STATES POWERLIFTING FEDERATION – Competitive Athlete

Competed and medaled in 30+ regional, state, and national championships. California State Bench Press Record of 617.2 lbs./280 kilos.

Thurgood Marshall, Martin Luther King, Jr., Charles Hamilton Houston, Langston Hughes, Weight Training, Swimming, Horology, Vintage Movie Posters, Classical Music, and Midcentury Modern Furniture.