Christopher J. Ryan

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CAREER OVERVIEW

Following a 25-year career filled with successful achievement of goals in corporate leadership roles, began a second career in teaching and research in 2009.

EDUCATION

Ph.D., Technical Communication & Rhetoric
Texas Tech University, Lubbock, Texas, August, 2011

M.A., Advertising
The University of Texas at Austin, Austin, Texas, May, 1983

B.A., English
St. Edward's University, Austin, Texas, December, 1980

EXPERIENCE

The University of Texas at Dallas

Director of Rhetoric and Senior Lecturer, January, 2009 – Present
Oversee Rhetoric and Professional & Technical Communication programs for the University and teach Professional and Technical Communication course to undergraduate Engineering and Computer Science students as well as Teaching First-Year Writing course to graduate students. Began as part-time lecturer in January, 2009 and became full-time faculty member August, 2009. Promoted to Associate Director of Rhetoric September, 2011, and served as acting Director spring, 2013 before promotion to Director in August, 2015.

EDS/HP

Talent Manager/Executive Talent Management Consultant September 2008 – October 2009
Responsible for the performance management processes of sales and account executive talent through leadership of executive assessments, recruiting, and on-boarding. Responsibilities included integrating EDS assessments and executive recruiting with HP and establishing processes that helped to serve the EDS unit and the company in ensuring the selection, placement, development, and retention of top talent. Before acquisition of EDS by HP, responsible for managing a global program to assess and select Account Executives, Applications Services Executives, and Regional Hub Executives. Also engaged in program management of development and change management for these groups of executives and development plan coaching for senior executives.

Director, ExcellerateHRO Human Resources October, 2004 – September, 2006
Served as human resources director of joint-venture business. Oversaw and directed all human resources elements of transition of 2,779 employees into ExcellerateHRO, the third largest employee transition in EDS history. Responsible for all strategic facets of human resources for the business,

including recruiting, compensation, transition and post-transition people-related messaging, and development.

Director, Recruiting December, 2002 – October, 2004
Simultaneous to serving as Human Resources Business Partner for the company's Product Lifecycle Management business for the first 13 months of this role, led the Recruiting organization, fortifying core profiles for hiring into the company and initiating a change from country-specific processes toward a more global-oriented service.

Director, Product Lifecycle Management November, 2001 – December, 2003
As senior HR leader for a line of business that was created after the acquisition of two groups, established and implemented practices and policies of the organization, tying the business to EDS standards. Was aligned as the strategic Human Resources Business Partner with the senior executive of the business, and directed the human resources activity of the roughly 4,000-person organization.

Director, Southwest HR Delivery January, 2000 – November, 2001
Responsible for delivery of Human Resources for the U.S. Southwest Region during a period of time when the company organized geographically. Directed recruiting, compensation, transition support, training, advertising, collateral materials, and all other delivery-related functions for the region. Team consisted of 85 members supporting a region of just over 13,000.

Director, Recruiting September, 1998 – January, 2000
Led team of over 300 employees and a budget of $29 million in a period of significant hiring that produced over 9,600 new employees. Responsible for overseeing functions including staffing systems, advertising, collateral materials, campus relations, student programs, and technical, professional, and clerical recruiting.

Director, Human Resources, Asia Pacific July, 1995 – September, 1998
Led the human resources efforts for the Asia/Pacific Region during a period of growth that saw employee population swell from 3,000 to over 8,000 in 15 countries. Aligned with the senior executive of the region and responsible for the strategy and delivery of recruiting, orientation, compensation, payroll (in some countries), and various additional aspects of human resources.

Campus Relations National Manager, U.S. July, 1990 – July, 1995
Moved the high quantity recruiting efforts of college and university graduates to a more relationship-driven, quality-oriented approach. Established student programs, selected and maintained targeted universities, owned responsibility for advertising, contributions, and collateral materials, and hired up to 3,000 graduates a year into the company.

Regional Manager, Recruiting June, 1988 – July, 1990
Managed the professional, technical, and clerical hiring for needs in the Southwest and Western Regions. Also oversaw an internal temporary pool of more than 100 temporary employees who served clerical roles for the company. Team produced over 2,500 hires during each of these years.

Manager, Editing & Writing June, 1987 – June, 1988
Oversaw ten-person team that produced internal communications and wrote and edited proposals and marketing pieces for the company.

Supervisor, Recruiting June, 1986 – June, 1987
Supervised a team of 14 recruiters who filled openings for several General Motors accounts, including Buick-Oldsmobile-Cadillac, Saturn, and Dealer Systems. With the team, creatively built organization charts of all of the dealership systems industry competition, and recruited top talent to our organization.

Recruiter January, 1985 – June, 1986
Hired into company as technical and professional recruiter for the EDS General Motors account. Led the Midwest Region in 1985 with 120 technical position hires.

St. Edward's University

Admissions Counselor/Assistant Director August, 1982 – January, 1985
Served one year as an Admissions Counselor, increasing applications and enrollment from assigned territories by over 20%. Promoted to Assistant Director and took ownership of targeting strategies, counselor assignments, advertising and collateral material campaign. Increased freshman applications and enrollment each year.

Sports Information Director August, 1980 – January, 1985
In this part-time capacity, led the planning and delivery of public relations for the athletic programs for all men's and women's sports. Primary responsibilities included writing and delivering press releases, reporting team and individual statistics, and responding to inquiries from the press and sports information directors of other universities.

Publications

"The Need for Rules: Determining the Usability of Adding Audio to the MOO," by Lora Arduser, Julie Davis, Rob Evans, Christine Hubble, Deanna Mascle, Cheri Mullins, and Christopher Ryan. *Computers and Composition*, Vol. 28, Issue 1, March 2011, pp 57-72.

Book Review of: *Complex Worlds: Digital Culture, Rhetoric and Professional Communication*, edited by Adrienne P. Lamberti and Anne R. Richards, Amityville, NY: Baywood, 2011, 250 p. Review published *in Journal of Technical Writing and Communication*, Vol. 42, Number 4 (2012) p 461-466.

Business and Technical Communication: A Guide to Writing Professionally by Maribeth Schlobohm and Christopher Ryan. Dubuque, IA: Kendall Hunt (2013) 227p.

Business and Technical Communication: A Guide to Writing Professionally, Second Edition by Maribeth Schlobohm and Christopher Ryan. Dubuque, IA: Kendall Hunt (2014) 277p.

"History of Communication and Media," Chapter 1 in *Communication and Emerging Media: What's Trending Now*, edited by Carie S. Lambert and Maribeth Schlobohm. Dubuque, IA, Kendall Hunt (2015) 339 p.