



## Phil Penn

Volunteer Consultant  
**Consultant Since:** 2015

### OneSource

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### Professional History

- Penn, Inc., Human Resource Management Consulting
- St. Paul, Minnesota Public Schools

### Education

- Ph.D., Counseling Psychology, University of Minnesota
- M.A., Counseling Psychology, University of Minnesota
- B.S., Special Education, University of Cincinnati

Phil is a human resources management specialist focused on improving school systems. He was the owner and senior consultant of his own firm, Penn., Inc., for a twelve-year period. During that time, he was retained by school districts, charter schools, and colleges to develop HR policies and procedures, job classification systems, workplace safety and health monitoring, performance and compensation systems, and general human resources management consulting. Prior to setting up his company, he was Director, Human Resources for St. Paul Public Schools. Phil has lectured at the American Association of School Personnel Administrators, and at the University of Minnesota. Although now retired, Phil continues to pursue his interests in HR data and statistical analyses.

Phil's passion for excellence in education extends to his involvement in community activities. He served on the board of the St. Paul Area YMCA and the St. Paul Private Industry Council/Workforce Development Council. He is a past president of the Minnesota Career Development Association and served as treasurer of the National Career Development Association. Locally, he completed a job classification study for Vineyard Cincinnati Church and revised personnel policies and procedures for the Life Learning Center of Covington.

### OneSource Experience

Phil is assigned to the Oxford Seniors project.