

Diana Southall

Buffalo New York
(716) 830-7669

Education

- M.B.A. School of Management, University at Buffalo (operations, HR)
M.A. Psychology, University at Buffalo
B.A. Economics and Social Psychology, Tufts University (Boston, MA)

Experience

- 1999 - Present **HR Foundations, Inc.**
Lead Consultant, Human Resource Consulting with Dr. Jerry Newman
- 1991-1999 **Botanicus Interior Landscaping**
Vice President and Co-owner, responsible for operations, sales, finance, human resource management (Top 25 Woman Owned Business)

Professional Experience

Ms. Southall's consulting projects have featured:

Human Resources: Compensation design, analysis, and surveys, design of compensation and variable pay plans, job evaluation, salary structure development, performance management systems, quality of work life surveys, hiring and selection, employee surveys, productivity studies and analysis.

Compensation: Surveys, compensation systems and market/benchmark studies, variable and skill-based pay plans.

Facilitation: Coordination/facilitation of conferences, team-building programs, focus groups, planning retreats.

Operations: Timekeeping and costing systems, operational benchmarks and measurement, inventory control and planning.

Accounting/Financial: Activity based costing (ABC), job costing, accounting system set-up, financial reporting and controls, budgeting and forecasting.

2001/02, 2008/09 **SUNY at Buffalo-** Adjunct Faculty, School of Management

2001 – 2004 **Medaille College-** Adjunct Faculty, Human Resource Management

Professional Affiliations

Secretary, *UB Center for Entrepreneurial Leadership Alumni Association*
Former Board Member, *Erie Co. Meals on Wheels* (First Vice-Chair)
VP Marketing, ESB Chapter, *Toastmasters International*