



Philip S. Deming, CPP, CFE, SPHR

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Biographical Profile: Mr. Deming has over twenty-five years of experience in consulting on human resource, security and risk management. He has served as the senior human resource leader in a range of organizations. He has designed the restructuring concepts for organizational improvement and implemented these recommendations. He has developed human resource policies and procedures; organizational development programs, and talent recruiting and management programs. Mr. Deming has conducted organizational investigations; provided corporate training programs; conducted employee climate surveys; performed terminations of “high risk” employees; and designed functional security programs for clients worldwide. He has served as an expert witness on human resource practices and premises security claims.

Area of Expertise: Mr. Deming's areas of expertise include human resource and security practices in the workplace. With regard to the human resource practice, he has an emphasis on negligent hiring; negligent retention; internal investigations (i.e., defalcation, fraud, sexual harassment, discrimination, workplace violence); wrongful terminations; and organizational policy and procedure development. In terms of the security practices, he has an emphasis on risk assessment; premises liability; adequacy of state of security; security processes; and training.

Professional Experience: Senior Vice President of Administration at Trans Healthcare, Inc.,
(a healthcare organization with over 220 healthcare centers in 20 states and with over 22,000 employees)
Interim Deputy Director of Human Resources at The Pew Charitable Trusts
Special Agent with the United States Treasury Department
Special appointment to the Senate of Pennsylvania - Judiciary Committee
Consulting services to corporations relative to developing multifaceted approaches utilizing human resources, organizational dynamics and security expertise
National spokesperson on cable security and risk management for Showtime Network
International faculty member for the ASIS International Certification Review Program
Vice Chairman of the Board – The Hill at Whitemarsh, a Continuing-Care Retirement Community

Professional Qualifications: **Certified Protection Professional (CPP)**
by ASIS International – Board Certified in Security Management
Certified Fraud Examiner (CFE)
by the Association of Certified Fraud Examiners
Senior Professional in Human Resources (SPHR)
by the Society for Human Resource Management

Philip S. Deming & Associates

Education: Masters of Human Organizational Science, Villanova University, Villanova, PA
Masters of Human Resource Development, Villanova University, Villanova, PA
Bachelor of Science in Criminal Justice with Honors, Northeastern University, Boston, MA

Publications: A Systemic Process for Creating Business Watch Programs in Private Organizations
The Police Chief (January 2010)
Premises Security Liability: From a Workplace Violence Perspective
SHRM® Information Center – White Paper – July 2004
Crisis Management Planning: A Human Resource Challenge
SHRM® Information Center – White Paper – April 2002
Safeguarding HR Records
SHRM® Information Center – White Paper – March 2002
Sample Policy - Human Resource Policy on Investigating Workplace Conduct
SHRM® Information Center - Policies - February 2002
Workplace Prevention Violence Programs: From an Organizational
Development Approach
SHRM® Information Center - White Paper - July 2001 and March 2006
Workplace Violence: Trends and Strategic Tools for Mitigating Risk
SHRM® Information Center - White Paper - October 2000 and March 2006

Services: Professional human resource consulting on acquisition and merger of organizations; serving as the interim human resource leader; developing human resource policy and procedure development; consulting on organizational staffing and talent management; designing workplace violence prevention programs; assessing security risk and mitigation program design; conducting workplace investigations; providing corporate training programs; and expert testimony.
