

Karl Sparks, Human Resources Consultant

Karl recently completed an interim VPHR position with Southwestern CCD. Earlier in his career, he served as CHRO for Mt. San Jacinto CCD and as Assistant Personnel Director for Rancho Santiago CCD. Karl also served in 4-year universities as CHRO and retired from the University of Wisconsin – Milwaukee in 2011. Karl was not very good at retirement and took a two-year contract as County Administrator in Michigan. While he brings a wide range of human resources experience with him, his favorite areas are Strategic Planning, Benchmarking/Best Practices, Compensation Design, Labor Relations, Change Management, Performance Management, Project Management, Business Process Reengineering, Performance Metrics, Policy Development, Talent Acquisition, and Leadership Development.

When Karl isn't working, he is a "snow bird" and "flies" to northern Michigan for summers on the lake. In winter, he lives in Hemet and travels. This past winter, he and his spouse Brian visited Crete for two months, with side trips to Rome and Athens. This year, they plan an extended trip to Ireland with additional side trips around Europe.

Karl enjoys being engaged in a work environment. Interim assignments allow him to take breaks and travel extensively while continuing to learn and share his experience in human resources.

Karl holds a degree in Psychology from Michigan State University and an MBA in Organizational Behavior and Management from the University of Houston.