

DR. MARGARET OLUND

Owner, HR Expert Guidance, a Human Resources Consulting Firm

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Summary: 30 years in senior and leadership HR roles across public sector organizations, nonprofits, and Fortune 500 companies. Now, Owner, HR Expert Guidance, a firm that offers HR strategic services, workplace investigations, risk mitigation/compliance, policy development, training, and expert witness services.

EXPERIENCE

Owner

HR Expert Guidance

📅 2026 - Present 📍 Washington, United States

- Principal of Human Resources (HR) firm offering consultation as an HR practitioner, leader, and executive in public and private sectors, Fortune 500 companies, and non-profits.
- Specialties include: HR investigations, case analyses, risk mitigation and compliance, performance management, HR policy development, and HR training.

Executive Director

Educational Services District 113

📅 2023 - 2026 📍 Olympia, Washington

- Served as a senior HR executive. Provided expert level advisory services and leadership coaching on complex organizational HR and equity challenges in a mixed union/non-union environment.

Senior Human Resources Professional

Clark County

📅 2022 - 2023 📍 Vancouver, Washington

- Advised managers on performance management and misconduct challenges; recruited for vacant positions; provided organizational training; and promoted and increased compliance with established practices.

Equal Employment Opportunity Officer

Department of Defense (DOD), US Army

📅 2020 - 2022 📍 Corpus Christi, TX

- Brought EEO Programs back into compliance with existing DOD standards, Army standards, and Equal Employment Opportunity Commission mandates.

Senior Employee Relations Professional

Department of Agriculture, US Forest Service

📅 2020 - 2020 📍 Portland, OR

- Led comprehensive workplace investigations and offered actionable recommendations for corrective action. Provided expert guidance and support to leaders and managers in resolving complex workplace issues.

Organizational Effectiveness Practitioner

Intel

📅 2017 - 2019 📍 Hillsboro, OR

- Served as a global strategic partner to three Vice Presidents and 50 line managers on impacts of proposed business decisions, people engagement, talent strategies, inclusive workplace, leadership coaching, complex organizational design, organizational health, and systemic culture challenges.
- Impacts of this work included risk mitigation and assisting assigned groups and the overall company in becoming more efficient, effective, productive, and profitable.

EDUCATION

PhD, Business Administration (Emphasis Industrial Psychology)

Northcentral University

📅 2012 - 2017 📍 Location

MBA, Business Administration (Emphasis HR)

American Intercontinental University

📅 2010 - 2011 📍 Schaumburg, IL

BBA, Business Administration (Emphasis HR)

American Intercontinental University

📅 2008 - 2010 📍 Schaumburg, IL

PUBLICATIONS

Dissertation: "How HR Policies Affect the Diversity of Applicant Pools-A Qualitative Study"

ProQuest, Number 10283340

Margaret Olund

📅 2017 🔗 URL

The purpose of this qualitative study was to analyze historical data from organizations that hire for STEM to understand how HR policies affect the diversity of applicant pools.

Recruiting for Excellent Decision Makers

Research paper

Margaret Olund

📅 2017

This research paper was written to provide guidance to employers about recruitment for executives with high emotional intelligence and business acumen.

Striving for a Workforce that Reflects American Society

University of Idaho, Women in Natural Resources Magazine, Volume 22, Number 4

Margaret Olund

📅 2001

EXPERIENCE (cont)

Americans with Disabilities Act Case Manager

Intel

📅 2015 - 2017 📍 Hillsboro, OR

- Managed, led, and facilitated company's compliant, risk mitigating ADA interactive process covering all U.S. employees.
- Implemented 250+ accommodations, and trained 200+ managers on ADA interactive process.

HR Business Partner

PacifiCorp

📅 2014 - 2015 📍 Portland, OR

- Provided guidance & expert consultation services for 1 CEO, 3 Vice Presidents, 40-line managers, and 2500 employees in five states in the areas of workforce planning, inclusion, retention, training, performance management, compensation challenges, & business unit restructuring.
- Responsible for employee relations, discrimination complaint/hotline investigations, and defending the organization during unemployment hearings

Human Resources Specialist

State of Oregon Department of Environmental Quality

📅 2012 - 2014 📍 Portland, OR

- Independently managed agency Classification Program, ADA, Leave Administration, and Inclusion Strategic Programs. Implemented best practice process improvement initiatives resulting in these programs returning to compliance, with union support, which significantly mitigated risk for the organization.
- Served as HR consultant for assigned business lines. Responsible for employee counseling, investigations of ER/LR and discrimination issues; issuing disciplinary documents; handling grievances and appeals; and consulting on recruitment, classification, diversity, succession planning, and restructuring/reorganizations.

HR Consultant

Multiple clients in Aerospace, Agriculture, Financial, Government, Media, and Sales industries

📅 2005 - 2012 📍 Location

- Consulted with organizations in the public and private sectors regarding HR and equity challenges.

Affirmative Employment Officer (Senior EEO Specialist)

Department of the Interior, US Fish and Wildlife Service

📅 1997 - 2004 📍 Portland, OR

- Implemented, managed, and developed policy on the agency's multi-state diversity outreach, recruitment, minority college (HBCU, HACU, NACU) partnerships, environmental justice, affirmative employment, retention, ADA, and student internship programs.

CERTIFICATIONS

**Senior Professional in Human Resources (SPHR),
HRCI (HR Certification Institute), 2013-2026**

CERTIFICATES (non-degree programs)

Labor Relations, eCornell

**Diversity, Equity, and Inclusion in the Workplace,
University of South Florida**

PROFESSIONAL MEMBERSHIPS

**Society for Human Resources
Management**

2023-2026

