

D. STEPHEN MITCHELL

PROFESSIONAL HISTORY

University of Missouri – Kansas City, MO 2005 - Present
Henry W. Bloch School of Business and Public Administration

Business Instructor

Instruct courses in Statistics at the graduate and undergraduate levels. Instruct Management Science which includes linear programming, quantitative decision analysis, and project management.

Weld Racing – Kansas City, MO

Weld Racing is a \$50 M company supplying wheels to the racing and aftermarket wheel industry

Engineering Manager

2004 - 2005

Responsible for design, process, and project engineering

- Began a rigorous system of testing and reengineering to ensure all products meet safety standards
- Managed the successful launch of 48 new products from design to production in 90 days
- Provided upper management with continually updated information on 135 active projects
- Instituted an engineering change system compliant with ISO 9000
- Directed engineering in outsourcing a product line of forgings from China

Metaldyne – Hydraulic Controls Division – Plymouth, MI

A multi-billion dollar tier one supplier of metal components and assemblies to the auto industry

Director of Program Management – Solon, OH

2002 - 2004

Direct all new business launches and major initiatives within Hydraulic Controls

- Leading the team in successfully launching \$45 M in new casting, machining and assembly business with GM and Ford Motor Company
- Directed 4 additional programs which include a Six Sigma scrap reduction initiative on target to yield \$1.2 M in additional profit and a plant capacity increase at Twinsburg

Director of Manufacturing, Ohio Operations – Bedford, OH

2001 - 2002

The decision making and problem solving ability that lead to Twinsburg's world-class status was expanded to include the Bedford facility, previously targeted for downsizing, in order to maintain overall company profitability. Jointly, the casting, machining, and assembly facilities generated \$125 M in combined sales with 450 employees encompassing 270,000 total square feet

- Implemented 5S projects at both plants improving worker morale and customer's perception

Plant Manager - Twinsburg, OH

1997 - 2001

Total fiscal and policy responsibility for a fully automated, state-of-the-art aluminum die casting and machining facility producing \$73 M in sales and 205 employees with total square footage of 160,000.

- Implemented an employee involvement committee as well as fourteen focus groups involving employees in decision making at all levels of the organization.
- Founded Project HOPE, partnering with Summit County Children's Services to aid local families
- Twinsburg was awarded the Ohio Award for Excellent in manufacturing
- Hosted numerous international tours of our facility showcasing quality, process control and 5S
- Consistently exceed profitability targets (\$14 M - \$16 M) by 9% by strategically reinvesting in technology, human resources and equipment to sustain long-term growth
- Facilitated developmental plan yielding a 45% reduction in scrap and a 21% increase in utilization

Ahresty Wilmington Corporation – Wilmington, OH

A Japanese-owned facility that casts, machines, and assembles aluminum castings for the automotive industry with sales of \$40 M. Learned Japanese business planning and problem solving techniques

Manufacturing Manager

1994 - 1997

Directly responsible for profit and loss of manufacturing operations encompassing: die casting, machining, assembly, die maintenance and equipment maintenance departments. The position oversees 240 hourly

associates and reports directly to the president

- Interacted daily with the Japanese president to implement Japanese problem solving techniques, 5S and lean manufacturing techniques
- Successfully implemented pay for performance and skill as well as operator responsibility for quality resulting in total rejects decreasing from 16% to below 10%

Regal Rugs, Inc. – North Vernon, IN

Regal is a multi-plant textile manufacturer with \$34 M in annual sales

Plant Manager - Ellijay, Georgia 1993-1994

Responsible for training and motivating 9 supervisors overseeing 172 employees

- Increased profitability 40% while sales increased 64% vs. the same quarter of the previous year

Director of Continuous Quality Improvement

1993

Successfully re-established a 4% profit margin through employee involvement, training, statistical process control, design of experiments, and TQM

- Placed non-VA process steps on the floor raising awareness and reducing non value-added activities 62%
- Implemented statistical process control in our dye house reducing reworks by 37%

Engineering Manager

1991-1993

Responsible for chemical, industrial, facilities and environmental engineering, safety, maintenance and related purchasing for our Indiana and Georgia plants

- Reduced the maintenance department labor by 21% while increasing up-time 10%
- Designed and supervised in-house construction of a curing oven vendor quoted at \$125,000 for \$23,000
- Developed Regal's prototype rug printing process to \$.6 M in annual production in under 90 days

Trace Die Cast, Inc. - Bowling Green, KY

Trace is a privately owned state-of-the-art die casting facility with \$12 M in sales (currently \$100 M)

Facilities, Safety, and Environmental Engineer 1988-1991

Supervised the on-time completion of new facility, designed plant layout and purchased and set all equipment \$185,000 under budget. Performed all scheduling, tracked metrics and purchasing

- Developed "trend analysis" maintenance program yielding 96% up-time to schedule
- Designed and directed in-house construction of process waste water evaporator saving the corporation \$120,000 over the new equipment purchase
- Plant safety program - reduced 1991 OSHA reportable accidents by 70%

Ajax Die Casting - Broken Arrow, OK Plant Engineer 1986-1988

ITT Paniplus - Olathe, KS Class A "Lead" maintenance technician 1980-1986

Automotive Industry Asst. Service Mgr., Finance and Sales Mgr. 1972-1980

EDUCATION

Vanderbilt University - Owen Graduate School of Management Nashville, TN

Master of Business Administration

University of Kansas Lawrence, KS

Bachelors Degree: General Studies, Engineering, and Mathematics