

# Eric Knott, MBA, PHR, CLRL, SHRM-CP

---

Eric.Knott@asu.edu

(602) 821-2212

---

## SUMMARY OF QUALIFICATIONS

---

- Senior leader for global HR division at \$155M, high growth, top-ranked international business
- Senior leader for HR division at a 2012, 2013, and 2014 “Best Place to Work” (*Phoenix Business Journal*) business
- Founded HR consulting firm *FinePoint HR* in 2017 with consistent, strong annual sales growth and a global client list
- Oversaw HR operations for 5,400 employees, directed 36 exempt HR professionals, and developed company-wide, streamlined operational best practices for a Fortune 30 corporation
- Past chairman of the board of the Arizona Small Business Association; four-term president of Phoenix’s HR association; recognized HR expert in Arizona’s business and media communities

---

## PROFESSIONAL EXPERIENCE

---

FinePoint HR <b>Chief Strategist, Founder</b>	2017 – present
W. P. Carey School of Business, Arizona State University <b>Assistant Teaching Professor</b> <b>Lecturer</b> <b>Faculty Associate</b>	2014 – present
BASIS Educational Group <b>Vice President, Human Resources</b>	2015 – 2017
Goodwill of Central Arizona, Phoenix, Arizona <b>Senior Director, Human Resources</b>	2012 – 2015
Cox Communications, Phoenix, Arizona <b>Senior Human Resource Consultant IV, Labor and Employee Relations</b>	2007 – 2012
Target Corporation, Phoenix, Arizona <b>Senior Human Resource Area Manager</b> <b>Executive Recruiting Area Manager</b> <b>Human Resource District Manager</b>	1999 - 2007

---

## EDUCATION

---

Society for Human Resource Management, Alexandria, Virginia <b>SHRM – Certified Professional (SHRM-CP)</b>	2015 - present
Michigan State University, School of Labor and Industrial Relations, East Lansing, Michigan <b>Certified Labor Relations Leader</b>	2010 - present
University of Arizona, Eller College of Management, Tucson, Arizona <b>Master of Business Administration</b>	2008
Human Resource Certification Institute, Alexandria, Virginia <b>Certified Professional in Human Resources (PHR)</b>	2001 – present
Arizona State University, Tempe, Arizona <b>Bachelor of Arts, Psychology</b>	1999

**PROFESSIONAL AFFILIATIONS**

---

W. P. Carey School of Business Faculty Council <b>Council member</b>	2023 – present
Arizona Small Business Association <b>Past Chairman of the Board, Executive Committee (2023)</b> <b>Board Member</b>	2019 – present
SHRM of Greater Phoenix, Phoenix, Arizona <b>Past President, Executive Committee (2023)</b> <b>President, Four Terms; Member, Board of Directors</b>	2002 – present
Society for Human Resource Management, Arizona State Council <b>District Director, Executive Committee (2023 – present)</b> <b>Director; Chapter President</b>	2013 – 2014; 2018; 2020 - present
Maricopa County Workforce Investment Board <b>Board Member</b>	2010 – 2014
Keller Graduate School of Management <b>Visiting Professor</b>	2010 – 2013
University of Arizona, Eller College of Management <b>Business Consultant</b>	2009 – 2012
Maricopa Community College District (Scottsdale, AZ Campus) <b>Chairperson, Cooperative Education Board</b>	2003 – 2009

**AWARDS AND RECOGNITION**

---

Arizona State University <b>Professor of Impact Award</b>	May 2023
W. P. Carey School of Business <b>John W. Teets Outstanding Undergraduate Faculty</b> <ul style="list-style-type: none"><li>Awarded to one undergraduate faculty each academic year; student-awarded</li><li><a href="https://news.wpcarey.asu.edu/20220503-w-p-carey-honors-faculty-john-w-teets-outstanding-teaching-awards">https://news.wpcarey.asu.edu/20220503-w-p-carey-honors-faculty-john-w-teets-outstanding-teaching-awards</a></li></ul>	May 2022
Arizona Business Magazine <b>2022 Who's Who in Arizona Business Leadership</b>	January 2022
W. P. Carey School of Business <b>Dean's List for Teaching Impact</b>	April 2021
W. P. Carey Magazine <b>Recognized Faculty Member: "Guiding Might: Top Professors Inspire Students"</b> <ul style="list-style-type: none"><li><a href="https://wpcareymagazine.com/issue/spring-2021/guiding-might/">https://wpcareymagazine.com/issue/spring-2021/guiding-might/</a></li></ul>	April 2021
Arizona Society for Human Resource Management <b>Al O'Connor Lifetime Achievement Award</b>	August 2019

**AWARDS AND RECOGNITION (CONTINUED)**

---

*Arizona Business Magazine* August 2018  
**2019 Who's Who in Arizona Business Leadership**

*Arizona Business Magazine* September 2017  
**2018 Who's Who in Arizona Business Leadership**

**PUBLICATIONS**

---

*InBusiness Magazine* November 2023  
**Author:** The Data's In: The Secret Sauce for Making Hybrid Work Work  

- <https://inbusinessphx.com/special-section/the-datas-in-the-secret-sauce-to-making-hybrid-work-work>

*Phoenix Business Journal* May 2022  
**Featured Editorial Author:** "Arizona Senators' Independent Leadership Protects Small Businesses"  

- <https://www.bizjournals.com/phoenix/news/2022/04/25/arizona-small-business-no-tax-increase.html>

National Public Radio (NPR) November 2021  
**Cited HR Expert:** "White House Orders Workplace Vaccinations; Arizona Officials Vow Fight"  

- <https://azbigmedia.com/business/white-house-orders-workplace-vaccinations-arizona-officials-vow-fight/>

National Public Radio (NPR) November 2021  
**Cited HR Expert:** "Labor Shortage for Arizona Businesses"

*Arizona Republic* September 2021  
**Featured Editorial Author:** "Methane Fee Is Really a Tax on Consumers Who Use Natural Gas"  

- <https://www.azcentral.com/story/opinion/op-ed/2021/09/22/methane-fee-really-energy-tax-consumers-who-use-natural-gas/8385526002/>

*Arizona Republic* July 2021  
**Featured Editorial Author:** "More Boom Times Are Ahead, Thanks to Ducey's Tax Cuts"  

- <https://www.azcentral.com/story/opinion/op-ed/2021/07/14/arizona-boom-times-ahead-thanks-gov-duceys-bold-tax-cuts/7934456002/>

*Arizona Republic* July 2021  
**Cited HR Expert:** "Arizona Municipal Employees Less Diverse than Cities"  

- <https://www.azcentral.com/story/news/local/tempe/2021/07/06/arizona-city-employees-less-diverse-than-cities-and-towns/4970764002/>

*InBusiness Magazine* December 2020  
**Author:** "The 2021 Workplace"  

- <https://inbusinessphx.com/partner-section/the-2021-workplace#.YCTHcmhKjD4>

*ASU Now* August 2020  
**Cited HR Expert:** "Searching for a Job During a Pandemic"  

- <https://asunow.asu.edu/20200827-searching-job-during-pandemic>

*InBusiness Magazine* June 2020  
**Author:** "Returning Employees to Work During a Pandemic" (cover story)  

- <https://inbusinessphx.com/partner-section/returning-employees-to-work-during-a-pandemic-whats-so-hard-about-that#.Xuf5w0VKjD4>

**PUBLICATIONS (CONTINUED)**

---

- InBusiness Magazine* June 2019  
**Author:** “Ever-Changing World of Small Business Employment” (cover story)  
• <https://issuu.com/mediapublishersgroup/docs/inbusiness-june-06-01-2019-issuu-1>
- Phoenix Business Journal* May 2018  
**Cited HR Expert:** “Cover Story: Phoenix’s Low Cost of Living Means CEOs Take a Hit in the Wallet”
- National Public Radio (NPR) April 2018  
**Cited Expert in News Story Regarding Labor Relations:** RedForEd Movement  
• <http://fronterasdesk.org/content/638043/trade-unions-stand-solidarity-arizona-redfored-movement>
- The Daily Courier* (Arizona daily newspaper) April 2018  
**Cited HR Expert:** “‘Ban the Box’ Is It Working?”
- Arizona Public Broadcasting Station (PBS) November 2017  
**Cited HR Expert:** Arizona HR Expert: ‘Time Will Tell’ If High-Profile Sexual Harassment Allegations Impact Number of Claims”  
• <https://cronkitenews.azpbs.org/2017/11/22/arizona-hr-experts-reevaluate-sexual-harassment-policies/>
- A Recruiter’s Guide to Job Hunting*, AuthorHouse Publishing March 2012  
**Author**
- Society for Human Resource Management (SHRM) Magazine* March 2008  
**Cited HR Expert:** “SHRM Chapters Help Members Get Ready for Arizona Immigration Law”  
• Article discussed impact of current immigration legislation on Arizona employers

**ABBREVIATED PROFESSIONAL EXPOSURE**

---

- Arizona Coalition for Military Families Annual Symposium April 2024  
**Panelist**  
• Employment and development issues related to veteran employment
- SHRM National Talent Conference April 2024  
**Seminar Presenter**  
• Tactical Strategies for Recruiting, Retaining, and Developing Veteran Employees
- Duley Bolwar Pederson Corporate Conference April 2024  
**Keynote Presenter**  
• Managing the Modern Workforce: People-Management Data and Best Practices for 2024
- Strategic Services Institute, Center for Service Leadership February 2024  
**Seminar Presenter**  
• Generational Influences on Impending Workplace Changes
- Internal Revenue Service Guidance on Updated Payment Transaction Regulations July 2023  
**Seminar Moderator**  
• <https://www.asba.com/events/EventDetails.aspx?id=1705493&group=>
- 2022 Arizona Bar Convention June 2022  
**Seminar Presenter**  
• Progressing Beyond Workplace Bias and Seats at the Table (ethics credit)

**ABBREVIATED PROFESSIONAL EXPOSURE (CONTINUED)**

---

2021 Labor Law Conference, by Snell & Wilmer & SHRM of Greater Phoenix <b>Master of Ceremony</b>	July 2021
City of Phoenix Economic Forum (“Bagels, Breakfast, and Business”) <b>Seminar Presenter</b> <ul style="list-style-type: none"><li>Engagement and Legal Complexities of Extended Remote Work</li></ul>	April 2021
Society for Human Resource Management of Northern California <b>Seminar Presenter</b> <ul style="list-style-type: none"><li>Returning to Work in a Pandemic: The Economics and the Employment Laws</li></ul>	July 2020
Google for Work (Alphabet) <b>Seminar Presenter</b> <ul style="list-style-type: none"><li>Guest of Google (Alphabet) to discuss tech employment dynamics</li></ul>	June 2020
Society for Human Resource Management (National) <b>Seminar Presenter</b> <ul style="list-style-type: none"><li>Employment in Post-Pandemic America (Encore Presentation)</li></ul>	May 2020
Arizona Small Business Association <b>Seminar Presenter</b> <ul style="list-style-type: none"><li>Returning Employees to Work During a Pandemic: How Hard Could This Be?</li></ul>	May 2020
Society for Human Resource Management of Greater Phoenix <b>Seminar Presenter</b> <ul style="list-style-type: none"><li>Returning Employees to Work During a Pandemic</li></ul>	April 2020
Society for Human Resource Management (National) <b>Seminar Presenter</b> <ul style="list-style-type: none"><li>Employment in Post-Pandemic America</li></ul>	April 2020
Arizona Small Business Association <b>Seminar Presenter</b> <ul style="list-style-type: none"><li>2-part webinar series on small business loans and workforce strategies in the age of COVID-19</li></ul>	April 2020
Society for Human Resource Management of Greater Phoenix <b>Seminar Presenter</b> <ul style="list-style-type: none"><li>2-part webinar series on workforce management strategies given new COVID-19 employment regulations</li></ul>	April 2020
KPHO (CBS) Phoenix Channel 5 <b>HR Expert</b> <ul style="list-style-type: none"><li>Interviewed regarding employment aspects of COVID-19 small business loans</li><li><a href="https://www.azfamily.com/news/continuing_coverage/coronavirus_coverage/scam-sba-website-adds-to-confusion-over-small-business-loans/article_c227f458-78e6-11ea-b5ca-97f54603bedd.html">https://www.azfamily.com/news/continuing_coverage/coronavirus_coverage/scam-sba-website-adds-to-confusion-over-small-business-loans/article_c227f458-78e6-11ea-b5ca-97f54603bedd.html</a></li></ul>	April 2020
Fleet Professionals (“FleetPros”) National Industry Conference <b>Seminar Presenter</b> <ul style="list-style-type: none"><li>Top employment trends for US employers</li></ul>	October 2019
Arizona Society for Human Resource Management Conference <b>Seminar Presenter</b> <ul style="list-style-type: none"><li>Employment law update focusing on ACA, unemployment, and workers’ compensation</li></ul>	August 2019

**ABBREVIATED PROFESSIONAL EXPOSURE (CONTINUED)**

---

Arizona Society for Human Resource Management Conference <b>Seminar Presenter</b> <ul style="list-style-type: none"><li>AI, blockchain, and advanced technology integrating with HR strategy</li></ul>	August 2019
Society for Human Resource Management of Greater Phoenix <b>Keynote Presenter</b> <ul style="list-style-type: none"><li>Employment strategy and trends for 2020 for Arizona employers</li></ul>	July 2019
Arizona Total Rewards Association <b>Keynote Presenter</b> <ul style="list-style-type: none"><li>Job analysis and compensation benchmarking across industries</li></ul>	July 2019
Arizona Construction Innovation Conference <b>Panel Presenter</b> <ul style="list-style-type: none"><li>2019/2020 employment trends in the construction industry; presented with a home builder and bank</li></ul>	July 2019
Eye Bank Association of America <b>Seminar Presenter</b> <ul style="list-style-type: none"><li>Leadership strategy and development in medical offices and hospitals</li></ul>	June 2019
Arizona Total Rewards Association <b>Keynote Presenter</b> <ul style="list-style-type: none"><li>Compensation strategy and compensation law update for 2019 for Arizona employers</li></ul>	May 2019
United States Department of Veterans Affairs <b>Seminar Presenter</b> <ul style="list-style-type: none"><li>Presented to military family members on the employment market and job hunting strategies</li></ul>	April 2019
Arizona Coalition for Military Families <b>Seminar Presenter</b> <ul style="list-style-type: none"><li>Presented with ADP and Intel on strategies for effective integration of veterans into corporate roles</li></ul>	April 2019
Legal and Legislative Action Conference <b>Keynote Presenter and Moderator</b> <ul style="list-style-type: none"><li>Presented on employment laws and HR strategy; moderated employment law discussion</li></ul>	January 2019
Virginia G. Piper Foundation <b>Keynote Presenter</b> <ul style="list-style-type: none"><li>Presented on HR best practice trends and employment law update for 2018 to Arizona non-profit CEOs</li></ul>	September 2018
Arizona Society for Human Resource Management Conference <b>Seminar Presenter</b> <ul style="list-style-type: none"><li>Presented workshop on the strategic deployment and utilization of valid and reliable behavioral assessments for selection and development in the workplace</li></ul>	August 2018
United States Air Force <b>Seminar Presenter</b> <ul style="list-style-type: none"><li>Employment update for veterans; entering HR careers from the military</li></ul>	July 2018

**ABBREVIATED PROFESSIONAL EXPOSURE (CONTINUED)**

---

Arizona Medical Group Management Association <b>Seminar Presenter</b> <ul style="list-style-type: none"><li>• “2018 Employment Law and Economic Climate Update”</li></ul>	June 2018
Arizona Department of Economic Security (AZ@Work Annual Conference) <b>Keynote Presenter</b> <ul style="list-style-type: none"><li>• Coming workplace changes related to generational shifts in employee demographics</li></ul>	June 2018
Arizona Coalition for Military Families <b>Seminar Presenter</b> <ul style="list-style-type: none"><li>• Presented on impacting barriers to veteran employment in corporate roles</li></ul>	April 2018
Employment Law Conference for Society for Human Resource Management of Greater Phoenix <b>Master of Ceremony</b>	April 2018
Arizona Coalition for Military Families <b>Televised Interview</b> <ul style="list-style-type: none"><li>• Television interview discussing role of HR in recruiting, developing, and managing veteran talent</li></ul>	January 2018
Arizona Society for Human Resource Management Conference <b>Seminar Presenter</b> <ul style="list-style-type: none"><li>• Presented workshop on generational changes in human capital management</li></ul>	September 2017
Society for Human Resource Management of Greater Phoenix <b>Seminar Presenter</b> <ul style="list-style-type: none"><li>• Presented on updates in employment law and the implementation of Prop. 206</li></ul>	May 2017
Society for Human Resource Management of Greater Phoenix <b>Seminar Presenter</b> <ul style="list-style-type: none"><li>• Presented on corporate mentoring, succession planning, and hi-po development</li></ul>	April 2017
Society for Human Resource Management of Greater Phoenix <b>Dinner Seminar Presenter (Keynote)</b> <ul style="list-style-type: none"><li>• Presented an employment law update: new EEOC guidance, AZ Proposition 206, etc.</li></ul>	March 2017
Arizona Community Foundation Conference <b>Keynote Presenter</b> <ul style="list-style-type: none"><li>• Presented to college scholarship recipients about the Arizona economy and job market</li></ul>	February 2017
Nobus Senior Executive Conference <b>Keynote Presenter</b> <ul style="list-style-type: none"><li>• Presented on the role of technology in HR metrics and strategic HR leadership</li></ul>	September 2014
Arizona Society of CPAs <b>Keynote Presenter</b> <ul style="list-style-type: none"><li>• Presented workshop on state of the Arizona economy and workforce planning initiatives</li></ul>	December 2013
Arizona Department of Economic Security <b>Keynote Presenter</b> <ul style="list-style-type: none"><li>• Two-hour presentation for government leaders regarding employment law and a best practice update</li></ul>	June 2013