



CHRM Welcomes Cisco

Marilyn Nagel is Cisco's Director of Diversity and Inclusion and has joined CHRM with her firm! She brings a business-centric approach to diversity and inclusion with a track record of proven results.

Ms. Nagel has eight years experience within Cisco in roles that require large-scale change management, talent planning, and learning. She has a track record of defining a clear vision, establishing a winning strategy, and executing in a way that leads to success.

Ms. Nagel has worked in academia, corporate training, and communications for almost thirty years. She spent the first half of her career in public administration, providing communication support, organizational consultation and learning and development programs for the City of New York as well as Universities and agencies in the private non-profit sector. During this time Marilyn also served as an adjunct faculty member of NY Institute of Technology and Nova South-eastern University teaching both undergraduate and graduate courses in leadership development, organizational development and communications.

In 1990, Marilyn became Director of L & D for American Transtech a division of AT&T and in 1993 moved to American Express, where she led a global team as Director of Instructional Design for the Card division. During her tenure, Marilyn's organization developed multiple award winning training programs, transitioned learning from instructor led to computer based and implemented a leadership development program that was considered world class.

Marilyn holds Bachelor's and Master's degrees in Public Administration. She completed all coursework toward a Doctorate in Public Administration, and has an additional Master's degree in Social and Systemic Studies with a focus on organizational systems. Marilyn is listed both in "Who's Who in American Colleges and Universities" as well as "Who's Who - Women in Business." She is a frequent speaker on building a culture of inclusion. Marilyn is a member of the Board of Directors for Professional Business Women of California and Children and Family Services. Marilyn and her husband live in Los Gatos and have two adult children.



New Partner Representative: Tim Brinkmann

CHRM welcomes Tim Brinkmann as the new partner representative from Frito Lay. Tim is the new Human Resources Leader for the Frito-Lay North Division Operations. His operation includes 10 Manufacturing Facilities and 6 Distribution Regions for a total of 16 Direct Reports. Additionally, Tim is the Co-Leader for the Operations Diversity and Inclusion Efforts for the Operations Function.

Tim has 9 years of HR experience with Frito-Lay, Inc. This included the following positions: HR Director for the Headquarter Operations Group, the HR Director for the Midwest South Sales Region based in St. Louis and the HR Manager for the Jonesboro, Arkansas Manufacturing Facility. Prior to his Frito-Lay experience, Tim had 10 years HR Experience with Union Carbide Chemical Corporation.

After a successful internship with Union Carbide while attending University of Illinois, Tim started his career as a HR Representative for Union Carbide Corporation at a large, non-union plant in Victoria, Texas and moved through several progressive human resources assignments and locations within the United States (Victoria, Texas; Charleston, West Virginia; and Edison, New Jersey).

Tim has a BA in Psychology and a MA in Labor and Industrial Relations from the University of Illinois.

He now lives in McKinney, Texas with his wife, Karen; daughter, Rachel; and son, Josh and two Labrador retrievers. His time is spent "keeping up with the kids", following his favorite sports teams – St. Louis Cardinals and University of Illinois Basketball and pursuing his outdoor hobbies (fishing and hunting).



Designed by **Dipti Gorur**, edited and produced by **Jean Drasgow**

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