

FRAN CHURCHILL

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EDUCATION

Bachelor of Science in Milling Science and Management – Operations

Kansas State University, Manhattan, KS

Master of Science in Mathematics Education

University of Tennessee, Knoxville, TN

PROFESSIONAL ACCOMPLISHMENTS

- Drove plant efficiency and productivity in all facets of plant operation including grain and finished product inventory control, inbound rail demurrage, system performance, and internal quality holds and rejections.
 - Achieved new safety records in both recordable and lost-time injuries, reduced worker compensation costs with safety program leadership and implementation of safety programs.
 - Built effective relationships with union employees and union management to drive improvements in plant performance.
 - Drove improvements in sanitation across all General Mills flour milling facilities (7) as leader of the Milling Sanitation Task Team, benchmarked sanitation best practices, provided sanitation training for new teamleaders.
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TEACHING EXPERIENCE

KANSAS STATE UNIVERSITY, Manhattan, KS • January 2012 – present

NAMA Professor of Practice • November 2019 – present

- GRSC 150 Principles of Milling lecture and GRSC 151 Principles of Milling Laboratory
- GRSC 500 Milling Science 1 Lecture and GRSC 501 Milling Science 1 Laboratory

NAMA Instructor of Milling • January 2012 – October 2019

- GRSC 150 Principles of Milling lecture and GRSC 151 Principles of Milling Laboratory
- GRSC 500 Milling Science 1 Lecture and GRSC 501 Milling Science 1 Laboratory
- GRSC 584 Milling Processing Technology Management
- GRSC 556 Pneumatics
- GENAG 200 – CAT Community Class, GRSC Need for Feed
- IGPI Short Courses

HAMBLEN COUNTY SCHOOLS, Morristown, TN • August 2010 – December 2011

Teacher, Secondary Mathematics

- Algebra 2

KNOX COUNTY SCHOOLS, Knoxville, TN • August 2009 – May 2010

Teaching Intern, Secondary Mathematics

- Algebra 2, Geometry
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MILLING INDUSTRY EXPERIENCE

KNOXVILLE MILLING COMPANY/C.H. GUENTHER & SON, Knoxville, TN • June 2005 – December 2007 **Operations Manager**

- Managed 4 direct, 11 indirect, 4 matrixed and 59 union employees.
- Developed annual plant operating budget and identified areas for cost saving.
- Led management team in establishing plant goals and objectives in alignment with corporate strategies and business initiatives. Coordinated development of subordinate level goals and action plans to support plant goals & objectives and led the performance appraisal process of salaried staff.
- Investigated and responded quickly to all customer service issues.
- Developed and facilitated plant safety training day.
- Initiated plant newsletter and monthly update meetings attended by all employees.

GENERAL MILLS, INC. • 1998 – 2005

Plant Manager, Buffalo, NY • May 2002 – May 2005

- Managed 4 direct, 7 indirect and 3 matrixed reports, as well as 90 union employees.
- Led plant leadership team in developing annual operating budgets, capital plans, and three-year strategic plan.
- Established clear plant goals and objectives in alignment with corporate strategies and business initiatives. Coordinated development of subordinate level goals and action plans to support plant goals & objectives and led the performance appraisal process of salaried staff.
- Led semiannual business review with Bakery Flour Sales. Investigated and responded quickly to all customer service issues, communicating directly with customers.
- Led safety training for all employees; developed and facilitated plant safety training day.
- Initiated plant newsletter and monthly update meetings attended by all employees.
- Facilitated the development of an hourly employee incentive program, which drove execution, ownership and accountability on the plant floor, resulting in improvements in plant performance.

Plant Manager, Johnson City, TN • September 1998 – February 2003

- Managed 4 direct, 2 indirect, 3 matrixed and 31 union employees.
- Led plant leadership team in developing annual operating budgets, capital plans, and three-year strategic plan.
- Established clear plant goals and objectives in alignment with corporate strategies and business initiatives. Coordinated development of subordinate level goals and action plans to support plant goals & objectives and led the performance appraisal process of salaried staff.
- Led semiannual business review with Bakery Flour Sales. Built direct relationships with customers. Investigated and responded quickly to all customer service issues.
- Developed and facilitated plant safety training day.
- Initiated plant newsletter and monthly update meetings attended by all employees.

Production Manager, Kansas City, Missouri • January 1998 – August 1998

- Managed 7 direct and 90 union employees in the operation of the elevator, milling and packing departments.

CONAGRA FLOUR MILLING CO., North Kansas City, MO • July 1994 – December 1997

Plant Manager

- Managed 4 direct and 32 union employees.
- Developed annual plant operating budget.
- Raised quality standards through development and implementation of sanitation and HACCP programs.
- Investigated and responded quickly to all customer service issues, built relationships with customers.
- Led safety training for all employees.

THE MENNEL MILLING COMPANY, Dowagiac, MI • September 1992 – June 1994

Plant Manager

- Managed 6 direct and 14 nonunion employees.
- Investigated and responded quickly to all customer service issues, built relationships with customers.
- Led safety training for all employees.
- Worked with corporate office in developing and implementing Total Quality training program.

CONAGRA FLOUR MILLING CO. • 1989 – 1992

Head Miller, Tampa, FL • May 1990 – August 1992

- Supervised union mill crew of 11 and scheduled production for the operation of two milling units.
- Supervised maintenance crew of 4 and scheduled maintenance for all departments.
- Developed plant sanitation program, initiated monthly sanitation inspections and prepared plant for first-ever AIB inspection.
- Directed plant cleanout and preparation for fumigations.

Assistant Head Miller, Decatur, Alabama • October 1989 – April 1990

- Directed operation of mill in the absence of Head Miller, who traveled extensively.
- Scheduled milling production.
- Supervised night shift packing crew during key baking season.

THE PILLSBURY COMPANY • 1984 – 1989

Assistant Mill Superintendent, Enid, Oklahoma • October 1987 – September 1989.

- Assisted mill superintendent in the supervision of 3 shift millers and 15 union employees in the operation of two milling units.
- Planned and supervised weekly mill maintenance and sanitation.

Shift Miller, St. Louis, Missouri • January 1984 – September 1987

- Supervised shift crew of 6 union employees in the operation of two milling units.
- Responded to issues in packing departments on second and third shifts.

PRESENTATIONS

“Grain Cleaning Equipment”, Grand Opening of Polansky Seed’s new seed cleaning facility, Belleville, Kansas, June 2015

PUBLICATIONS

“Training Engagement Across the Generations”, World Grain, April 2016