

# PATRA BRANNON-ISAAC, MBA

12422 Rockampton Dr. ■ Houston, TX 77031 ■ 832.687.3263

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## CREDENTIALS

Bachelor Science Degree, Finance, **Iowa State University**, Ames IA  
Masters Business Administration, **Rice University**, Houston, TX  
International Business Studies, **CIMBA International University**, Paderno del Grappa, Italy

## PROFESSIONAL HIGHLIGHTS

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**Director of Education** ■ Kinder Foundation, Houston, TX 2020 - Present  
*Serve as the foundation's education expert, maintaining and identifying opportunities to transform educational access and opportunities for Houston's children in public schools.*

### Key Responsibilities

- Develop strategic pillars for the foundation's education portfolio.
- Recommend projects with the potential to transform student outcomes in Houston's education landscape.
- Conduct appropriate due diligence and provide recommendations on incoming grant proposals.

**Regional Director, Harris County** ■ Leadership ISD, Houston, TX 2017-2020  
*Create a network of change agents in Harris County to shape policy, lead strategically and champion change. Create informed and engaged citizen leaders to accelerate improved outcomes and opportunities for all students. Lead transformative efforts in shaping how community views and supports public education.*

### Key Responsibilities

- Develop leaders and advocates for educational equity through regional civic fellowship programming.
- Create a pipeline for informed school board candidates and supporting existing school boards by providing case studies, research, data, and stakeholder conversations.
- Support students' success locally by providing meaningful access points for community partnerships, and advocacy programming for students, parents, and corporate leaders.
- Connect and activate Leadership ISD Alumni network to impact education policy both locally and statewide.
- Change public perception about education and school board governance through community conversations, trainings, and stakeholder engagement.

**General Manager Talent Acquisition** ■ Houston Independent School District, Houston, TX 2012-2017  
*Lead centralized recruitment, selection and onboarding strategy supporting district staffing goals. Report directly to the Chief Human Resources Officer. Manage a \$2MM personnel and operating budget, overseeing 30+ high performing staff including 5 direct management reports.*

### Key Accomplishments

- Increased teacher applicant base from 5K to 10K (100% increase) to better support district staffing needs.
- Secured \$6MM to increase bilingual teacher stipends aiding retention efforts for teachers.
- Revitalized the district's high need staffing program, improving hiring outcomes by 12% at target campuses.
- Launched groundbreaking Teach Forward Houston partnership with University of Houston for teacher talent.
- Established partnership with local university to develop inaugural bilingual teacher 'grow your own' program.
- Centralized a placement process for student teachers, improving pipeline awareness and cultivation 1000%.
- Enhanced strategic onboarding programming to promote stronger assimilation and retention.
- Facilitated a restructure across department to maximize operational efficiencies and better align team duties.
- Deployed marketing initiatives including careers site design, brochures, and billboards to increase applicants.

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- Streamlined department budget forecasting and reporting process to improve operational efficiency.
- Oversaw implementation of cloud applicant tracking systems including AppliTrack and SAP SuccessFactors.
- Drove delivery of Salesforce CRM solution for recruitment team to increase lead generation and cultivation.

## **Human Resources Advisor** ■ ExxonMobil Production Company, Houston, TX

2011-2012

*Provided daily support to executive leadership as the primary HR contact for staffing, compensation, salary planning, policy administration and performance assessment concerns. Worked closely with other ExxonMobil division HR Advisors to collaborate on strategic human capital initiatives and share best practices.*

### Key Accomplishments

- Facilitated annual performance review process for 250+ engineering and administrative support employees.
- Handled complex employee relations cases, working closely with legal and medical teams to resolve.
- Administered affirmative action reporting program for 500+ employees within ExxonMobil Production.
- Developed and managed a succession plan model for 60 administrative staff, later adopted by other HR leads.
- Designed SharePoint document management site for Production Company HR to improve team collaboration.

## **Human Resources / Finance Leadership Program (Intern)** ■ Merck & Co, Whitehouse Station, NJ 2010

*Developed recommendation for sustainable global training solution for core HR SAP users.*

## **Executive Contract Recruiter** ■ HireSynergy Incorporated, Houston, TX 2007 – 2009

*Sourced senior level talent across accounting, finance, audit and tax functions for premier Houston corporations.*

## **Senior Internal Auditor** ■ BMC Software, Houston, TX, The Netherlands, Australia 2004 – 2007

*Performed operational and Sarbanes Oxley audits for headquarter and international shared service centers.*

## **Corporate Internal Auditor** ■ Wells Fargo Bank, NA, Minneapolis, MN 2003 – 2004

*Served as project audit lead, participating in a company-wide audit rotational program.*

## **KEY HONORS, AWARDS, COMMUNITY ENGAGEMENT AND PROFESSIONAL AFFILIATIONS**

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- Zonta International Women in Business – Jane Klausman local, district, & international scholar (2010)
- National Association of Women MBA - Rice Chapter scholarship recipient (2010)
- Jones Citizen Award – awarded to 5% of Rice MBA graduating class (2011)
- Houston Business Journal's All Star MBA award (2011)
- Center for Houston's Future Leadership Fellow (2015)
- Urban Schools Human Capital Academy HISD District Representative (2012 -2015)
- Sean Ferguson Emerging Alumni Award, Rice University Black Business Student Association (2017)
- Children at Risk - Education Advocate of the Year award (2018)
- Teach for America - Champion for Education award (2019)
- Houston Black Leadership Institute Fellow - MVP award (2018-2019)
- Rice Business Alumni Award in Non Profit Industry (2020)
- Rice Business Dean's Task Force on Racial Equity and Social Justice (2020)
- Appointed to Mayor's Advisory Board for Adult Literacy (2020)