



TIMOTHY C. EGAN, SPHR

(Cell) (702) 580-8533

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SUMMARY

SEAK trained Human Resources Expert Witness and seasoned executive-level human resources leader with 38 years of human resources experience in all functional areas.

I have provided expertise in testimony, deposition and report writing in over half a dozen cases in FL, GA, MO, MS, NM, TX both for plaintiff and defense counsel.

Creative, enthusiastic - but pragmatic - problem solver. Additional experience in security & safety, loss prevention, journalism, writing and improvisational comedy.

Thirteen years of active and reserve USMC service, including Desert Storm.

PROFESSIONAL EXPERIENCE

COALITION RESOURCES GROUP

11/2020 - Present

Founder & Principal

Coalition Resources Group HR Consulting Firm.

Services Include:

- HR Expert Witness on behalf of the Plaintiff and Defense
- Interim HRD assignments
- HR Consulting Services on an ad hoc basis for small businesses.

MIMBRES MEMORIAL HOSPITAL (QHC – Quorum Health Corporation) DEMING, NM 1/2018 – 4/2019

Director of Human Resources

HR Director for 90 bed Critical Access Hospital and Nursing Home.

- Change Agent and Strategic Partner for growing facilities under new corporate management.
- Created and implemented new HR infrastructure.
- Conducted ongoing HR training classes for managers to meet corporate standards.

LAS PALMAS MEDICAL CENTER

(HCA – Hospital Corporation of America) ▪ EL PASO, TX

12/2015 – 10/2017

Director of Human Resources

Business Partner for 327 bed facility for one of the two hospitals comprising the Las Palmas Del Sol Healthcare System in El Paso, Tx.

- Managed the HR process using numerous data systems, e.g., Lawson.
- Implemented new HCA “One HR” model.

MOUNTAIN VIEW REGIONAL MEDICAL CENTER

(CHS – Community Health Systems) ▪ LAS CRUCES, NM

9/2010 – 11/2015

Human Resources Director

Director for a four person HR department of 1300 employees and 168 beds, responsible for: employee relations, union avoidance, compensation, retention tracking and analysis, recruiting and training and worker’s compensation.

- Oversaw the growth of the hospital from 632 employees to 1300 employees in a 5-year period.
- Successfully completed the 2012 and 2015 Joint Commission Triennial with no discrepancies.



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- Developed and implemented a patient sitter program with the Emergency Room Director to reduce costs.
- Trained hospital's front-line management on HR topics, including Behavioral Based Interviewing, Employment & Labor Law, Documentation and Discipline, HR administration, sexual harassment and ATS management, thereby increasing managerial knowledge and competence.
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- Overhauled recruiting activities to focused sourcing and implemented a plan that saved the hospital \$250K in recruiting costs.
- Developed and co-produced recruiting video posted on the hospital website.
- Created value-added services and restored credibility and effectiveness of HR function through relationship building integrity and competence with Senior Management Team and frontline management.
- Increased participation in the annual Employee Satisfaction Survey leading to 34% rating of overall Very Satisfied.
- Supervised Worker's Compensation, reducing caseload from 12 cases to one.
- Streamlined and improved administrative processes to increase efficiency and regulatory compliance.

LYNWAY RECRUITING GROUP d/b/a LRG PARTNERS ▪ LAS VEGAS, NV

2/2007 – 6/2010

Co-founder and Principal of LRG Partners

Co-Founder and Co-Principal of a recruiting firm specializing in the placement of healthcare professionals and HR consulting services.

- Partnered with other recruiters and firms to place candidates nationwide.
- Published regular columns (Healthcare Insights and Profiles in Healthcare) in the *Sunday Las Vegas Review-Journal*.
- Conducted training classes for job fairs and the Nevada Career Institute and online webinars.

HUALAPAI MOUNTAIN MEDICAL CENTER (MED CATH▪ KINGMAN,

10/2008 – 7/2009

Human Resources Director

Opened new acute care hospital in Kingman, AZ..

- Responsible for HR for hospital startup with special emphasis in recruiting and hiring of all staff.

SUMMERLIN HOSPITAL

(UHS – Universal Health Services/VHS – Valley Health System) ▪ LAS VEGAS, NV

6/2005 – 2/2007

Human Resource Director

Director for 3 person HR department of 1100 employees/281 bed hospital. Responsible for: employee relations, union avoidance, compensation implementation, retention tracking and analysis, recruitment coordination. Member of the hospital's Administrative Council.

- Directed hospital's successful ongoing union avoidance campaign; union withdrew organization campaign.
- Trained hospital's front-line management on HR topics.
- Chaired LEAD (Leadership Education and Development) Team; increased managerial knowledge and competence through sponsorship, agenda, and presentation of quarterly managers' retreat.
- Developed and implemented VHS plan for deployment of centralized recruiters onsite at local facilities, improved efficiency, expediency, and customer service.



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- Created value added services and restored credibility and effectiveness of HR function through relationship building integrity and competence with Administrative Council and front-line management.
- Served as Administrator on-call during scheduled rotations, making operational decisions with cost accountabilities.
- Supervised hospital security department during COO vacancy.
- Coordinated integration of hospital HR initiatives into VHS strategic priorities, assuring synergy between the facility and the system.

SUNRISE HOSPITAL & MEDICAL CENTER (HCA) ▪ LAS VEGAS, NV

10/2001

– 6/2005

Manager, Employee & Labor Relations

Labor Relations expert for hospital of 2800 employees 730 beds with two unions on property

- Reduced grievances; resulting in hospital savings over \$100K.
- Successfully concluded contract negotiations with Local 1107 of the SEIU without a strike while preserving the all-encompassing Management Rights clause..
- Concluded contract negotiations with Local 501 of the IUOE within 12 hours' time.
- Led cooperative and collaborative approach and relationship building processes to improve relations with SEIU and create a “culture of resolution.”
- Developed and presented major Employee/Labor Relations classes to front line management.

ADDITIONAL RELEVANT EXPERIENCE

UTILICORP UNITED – Investor owned electric and natural gas utility company in Kansas City, MO

- ***Labor Relations Representative*** and ***Generalist*** in UCU’s Missouri Public Service Division Kansas City MO
- ***Generalist*** at UCU’s People’s Natural Gas Division in Des Moines IA

WESTIN HOTELS & RESORTS

Management Trainee

Asst Director of HR & Loss Control Manager

Asst Director of Security & Loss Control Manager

PINKERTON’s SECURITY aka Pinkerton’s National Detective Agency

- Worked as Detective for the world’s oldest security firm.

EL PASO, TX POLICE DEPARTMENT

- Member of the Department’s Disciplinary Review Board
- Director Crime Stoppers El Paso Board of Directors

AWARDS and RECOGNITION

- Selected as chapter Member of the Year 2012 SNSHRM.
- Selected as the Hospital’s Non-Clinical Director of the Year for 2012-2013.

EDUCATION

Lake Forest College, Lake Forest, IL – **BA History**; Groton School, Groton, MA – **Diploma**

El Paso Police Department Citizen’s Police Academy - **Certificate 2/26/24**



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PROFESSIONAL DEVELOPMENT

Certified Facilitator – 7 Habits of Highly Effective People; Franklin Covey

Certified Facilitator - DDI – Development Dimensions International

Senior Professional in Human Resources (SPHR) Certification HRCI

MILITARY

USMC Commissioned Officer, Desert Storm Veteran

Served 13 years in the Marine Corps as an Intelligence, Administrative, Training and Logistics Officer.

ASSOCIATIONS

Society Human Resources Management (SHRM)

Southern New Mexico SHRM Chapter

International Churchill Society USA

Marine Corps Reserve Association

AWARDS

Non- Clinical Director of the Year - MountainView Regional Medical Center 2012

SNMSHRM - Member of the Year 2012

PRESENTATIONS

- 1) Need Help Finding A Job? Learn the Fundamentals of Successful Job Hunting – 2/6/10.
- 2) Las Vegas Review-Journal Career Fair; Job Seeker Boot Camp 3/9/10
- 3) SNSHRM: On HR Leadership and Effectiveness – 10/2012
(one of three panelists)

PUBLICATIONS

Las Vegas Review-Journal

- 1) The Secret Is Who Knows You - 10/4/09
- 2) Why Choose Healthcare – 10/11/09
- 3) Transferable Skills For Healthcare – 10/18/09
- 4) A Remedy For the New Nurse Graduate – 10/25/09
- 5) HR Revealed – 11/8/09
- 6) Why A Headhunter May Be A Cheaper Alternative – 11/1/09
- 7) Fit To Work – 11/15/09
- 8) Safe For The Holidays - 11/22/09
- 9) The Remedy for Retention - 11/29/09
- 10) CNAs: The Backbone of Healthcare – 12/6/09
- 11) Nevada Career Institute: A New Beginning - 12/13/09
- 12) Jewel In The High Desert – 12/13/09
- 13) Hurry Up And Wait – 12/20/09
- 14) Keeping The Faith – 12/27/09
- 15) Someone Who Kept The Faith – 1/3/10
- 16) HIPAA – 1/7/10
- 17) The Curse of The Counter Offer – 1/31/10



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18) Profiles In Health Care: Gazala Khan; Suzanne Cram – 2/2010

19) Someone Like You...But Not You – 2/14/10

20) Patient PAL – 3/28/10

21) Volunteers of Healthcare – 4/11/10

22) Healthcare: Las Vegas' New #1 Industry – 4/25/10

23) Angels With The Lamp - 5/2/10

24) Remembering HealthCare Veterans – 5/23/10

25) Real Life 101 – 6/6/10

26) If You Want a Nurse – Hire a Nurse – 6/20/10

27) Profiles in Healthcare: Marilyn Pollock; Margaret Covelli – 6/20/10

28) Quality, Culture & Transparency - 7/11/10

29) The Financial Crossroads – 8/8/10

30) Voting Matters – 10/17/10

31) Associations & Networking 1/23/11

32) Keeping The Faith Redux

33) If You're Going Through Hell Keep Going

34) Quality Medical Imaging

35) Why Good HR Is Good For Business

36) Nevada Adult Day Care Centers

Fiction Novel published 2025.