

# CURRICULUM VITAE

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## **Executive Summary**

Seasoned executive-level human resources leader with 35 years of experience specializing in employee and labor relations, as well mediation conflict resolution, employee training and development, resource allocation assessments and Expert Witnessing. Creative, passionate - but pragmatic, problem solver. Additional experience in security & safety, loss prevention, journalism, writing and improvisational comedy.

## **Employment**

**COALITION RESOURCES GROUP**

**HORIZON CITY, TX**

**2021 – Present**

***Founder & Principal***

Human Resources Veteran Offering Services:

- Expert Legal Witness on HR related matters and litigation
- HR Consulting Services
- Interim Human Resources Director Assignments

**WESTERN ARIZONA REGIONAL MEDICAL CENTER**

**(CHS - Community Health Systems) BULLHEAD CITY , AZ 7/202 – 10/2020**

Interim ***Director of Human Resources***

**MIMBRES MEMORIAL HOSPITAL (QHC – Quorum Health Corporation) DEMING,  
NM 2018 - 2019**

***Director of Human Resources***

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

- Change Agent and Strategic Partner for growing facility 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**  
***Director of Human Resources***

**2015 – 2017**

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 of numerous data systems, e.g. Lawson.
- Implemented new HCA “One HR” model.

**MOUNTAIN VIEW REGIONAL MEDICAL CENTER**  
**(CHS – Community Health Systems) ▪ LAS CRUCES, NM**  
***Human Resources Director***

**2010 – 2015**

Director for 4 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 2012 and 2015 Joint Commission Triennial with no discrepancies.
- 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.
- Overhauled recruiting activities to focused sourcing and implemented plan that saved hospital \$250K in recruiting costs.
- Developed and co-produced recruiting video that was posted on 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 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  
2007 - 2010**

***Co-founder and Principal***

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 on line webinars.
- Served on Advisory Board of London Medical Management's Veteran's Care program.

**HUALAPAI MOUNTAIN MEDICAL CENTER (MED CATH) ▪ KINGMAN 2008 - 2009**

***Human Resources Director***

Opened new acute care hospital in Kingman, AZ..

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

**SUMMERLIN HOSPITAL**

**(UHS – Universal Health Services/VHS – Valley Health System) ▪ LAS VEGAS, NV  
2005 – 2007**

***Human Resource Director***

Director for 3 person HR department of 1100 employee/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.
- 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, NV2001 - 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 hospital over \$100K.
- Successfully concluded contract negotiations with Local 1107 of the SEIU without a strike while preserving 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 creating “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***

- Worked in all areas of the hotel to learn the business; served as Interim Night Manager

***Asst Director of HR & Loss Control Manager***

- Performed all recruiting activities – including background/reference checks
- Chaired hotel Loss Control and Safety committee; directed safety marshal program

***Asst Director of Security & Loss Control Manager***

- Performed all security activities, including key control
- Chaired hotel Loss Control and Safety committee; directed safety marshal program

**PINKERTON’s SECURITY**

- Worked as Detective for world’s oldest security firm
- Three cases investigated under cover
- Promoted to Detective Grade III
- Served as uniformed guard during business spikes both armed and unarmed

**MILITARY**

***USMC Commissioned Officer, Active & Reserve***

**1978 - 1991**

Desert Storm Veteran 1991

Served 13 years in the Marine Corps as a

- Platoon Commander
- Company Commander
- Intelligence
- Administrative

- Training
- Logistics Officer.

## EDUCATION

- Lake Forest College, Lake Forest, IL – BA History 1979
- Groton School, Groton, MA – 1975

## ASSOCIATIONS

- 1) Society Human Resources Management (SHRM)
- 2) Marine Corps Reserve Association

## CERTIFICATIONS

- 1) Certified Facilitator – 7 Habits of Highly Effective People; Franklin Covey
- 2) Certified Facilitator - DDI – Development Dimensions International
- 3) Senior Professional in Human Resources (SPHR) Certification

## PRESENTATIONS

- 1) Need Help Finding A Job? Learn the Fundamentals of Successful Job Hunting – 2/6/10  
*Co-presented with Laura Egan*
- 2) Las Vegas Review-Journal Career Fair; Job Seeker Boot Camp 3/9/10  
*Co-presented with Laura Egan*
- 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
- 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

#### **AWARDS and RECOGNITION**

Selected as SNSHRM chapter Member of the Year - 2012

Selected as MountainView Regional Medical Center's Non-Clinical Director of the Year for 2012-2013.

