

Regional Vice President, Human Resources

Baylor Scott & White Health

BSW includes a network of 48 hospitals and more than 900 patient access points, more than 6,000 active physicians, 40,000+ employees and the Scott & White Health Plan. The Baylor Scott & White Quality Alliance is a 4,599 physician-strong network that is one of the largest accountable care organizations in the country.

Central Texas

BSW's Central Texas Region encompasses 13 counties supporting hospitals, clinics and specialty clinical services throughout Austin/Round Rock, Temple/Killeen/Waco, the Brazos Valley and the Hill Country.

Baylor Scott & White Health (BSW) has retained Summit Talent Group to conduct an executive search for the newly created role of **Regional Vice President, Human Resources, Central Texas (RVP)**. BSW is the largest not-for-profit health care system in Texas, and one of the largest in the United States. The 2015-2016 U.S. News and World Report "Best Hospitals" list ranks BSW as having the most recognized facilities in the state of Texas.

With a mission of building "human resources leaders of tomorrow - today," BSW's "HR 4 HR" transformational program is the foundation for human resources strategy and change management, rooted in BSW's core of investing in human resources capabilities now and well into the future.

The RVP will embody the principles of inclusion, diversity, recognition and leadership, serving as a role model for "high impact HR" in the areas of talent, innovation, development and collaboration and culminating in achieving "HR 2020 Outcomes" – the total employee experience that drives patient and consumer loyalty, with a focus on engagement, retention, and cultural alignment.

The incumbent is responsible for: HR business partnership with facility and service line leaders; Business strategy implementation & support; Employee relations and case management oversight; Business development/adjustments; FMLA/ADA Compliance; Policy Development; Center of Excellence program implementation/support; and Merger & Acquisition Support.

The ideal candidate is masters prepared and a client of the RBL Group's HR Competency and other development offerings; with the ability to support an employee population exceeding 20,000; with supervision of 40 HR professionals. Further, the incumbent is familiar with being visible in a multi-facility organizational structure including collaborating with HR Centers of Excellence (transactional and strategic hubs), as well as interfacing with a variety of executive leaders facilitating best practices, process improvement and associated metrics.

Retained search services provided by Summit Talent Group

<p>Joann Sherrer-Fornoff, MBA SPHR <i>Vice President</i> Jsherrer@summittalentgroup.com Mobile: 443.452.8855</p>	<p>Mary Louise Howe, BSN RN <i>Vice President</i> mlhowe@summittalentgroup.com Mobile: 410.924.9469</p>
--	---



Summit Talent Group Contact Information

The mission of Summit Talent Group, an Innovation Institute and FutureSense company, is to fully embrace the complexities, challenges and rewards of executive talent acquisition as well as devote our personal and business energies to being good stewards of your most precious resource: your people.

Summit Talent Group Staff

Seth Lee, MSEd

President

slee@summittalentgroup.com

443.845.3902

Mary Louise Howe, BSN RN

Vice President

mlhowe@summittalentgroup.com

410.924.9469

Joann Sherrer-Fornoff, MBA SPHR

Vice President

jsherrer@summittalentgroup.com

443.452.8855

Vic Sonnino, MD MBA

Chief Medical Executive Consultant

vsonnino@summittalentgroup.com

757.373.8704

Victor Broccolino, MBA

Chief Business Development Consultant

vbroccolino@summittalentgroup.com

410.979.4900

Sharon Wamble-King, MS

Chief Culture & Diversity Consultant

Sharon@thewamblekinggroup.com

904.314.3473

Theodore Gresser

Principal

tgresser@summittalentgroup.com

443.878.6933

Kyle Wortman

Operations Manager

kwortman@summittalentgroup.com

443.325.7300

Jackie Webb, MAEd

Research Associate

jwebb@summittalentgroup.com

301.605.2260

Steven Janoske

Coordinator

sjanoske@summittalentgroup.com

443.325.7300

Summit Talent Group Interim Services

Vic Sonnino, MD MBA

Chief Medical Executive Consultant

vsonnino@summittalentgroup.com

757.373.8704

Glenn Courounis, MIR

Chief Human Resources Consultant

gcourounis@gmail.com

914.527.1189

Neil Murphy, MHA BSN

Chief Nursing Consultant

neilmurphy545@gmail.com

630.247.8377

Dan Macksood, MBA

Chief Financial Consultant

dmacksood@summittalentgroup.com

919.225.3442

Office Address

5850 Old Columbia Road, Suite 140, Columbia, MD 21045

www.summittalentgroup.com | 443.325.7300