

# Human Resources Advisory Committee

## At-A-Glance

### Eligible for Reappointment

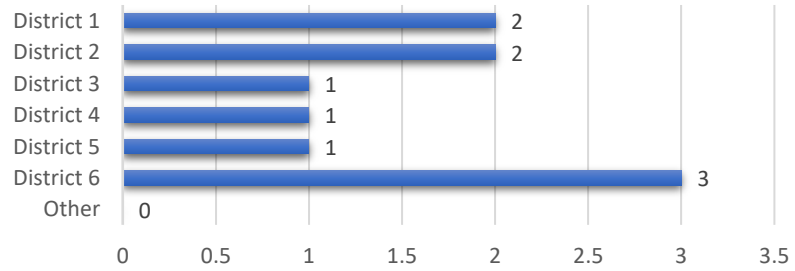
Name	District	Gender	Ethnicity
Jarrett, Steven	6	Male	African American
Owen, Nehemie	6	Female	African American
Rothenbach, William	1	Male	Caucasian/Non-Hispanic

# HUMAN RESOURCES ADVISORY COMMITTEE

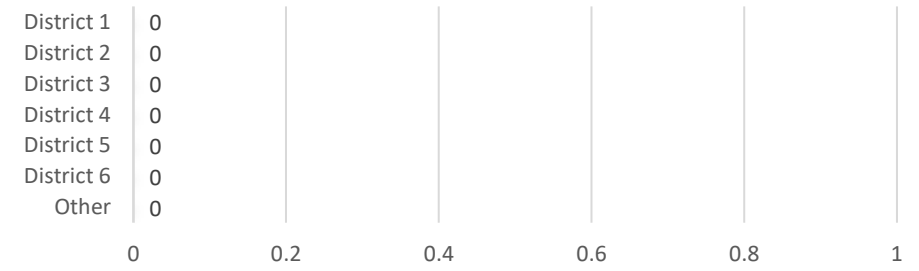
## Districts

	Members	Applicant
District 1	2	0
District 2	2	0
District 3	1	0
District 4	1	0
District 5	1	0
District 6	3	0
Other	0	0
<b>Total</b>	<b>10</b>	<b>0</b>

Members by District



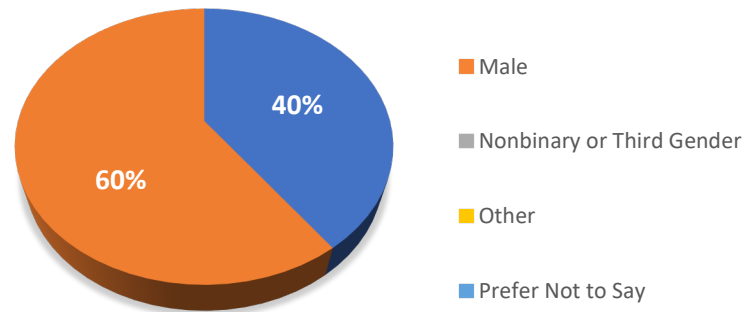
Applicant by District



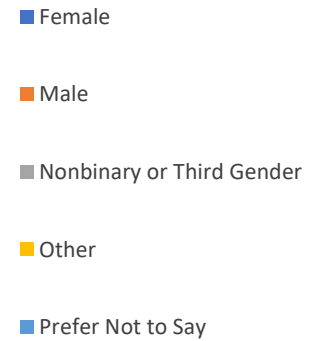
## Gender

	Members	Applicant
Female	4	0
Male	6	0
Nonbinary or Third Gender	0	0
Other	0	0
Prefer Not to Say	0	0
<b>Total</b>	<b>10</b>	<b>0</b>

Members by Gender



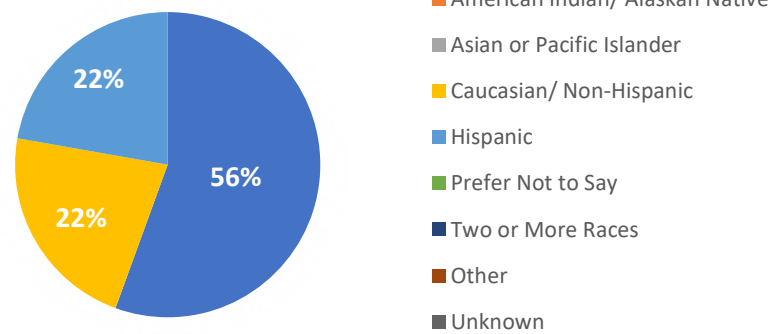
Applicant by Gender



## Ethnicity/Race

	Members	Applicant
African-American	5	0
American Indian/ Alaskan Native	0	0
Asian or Pacific Islander	0	0
Caucasian/ Non-Hispanic	2	0
Hispanic	2	0
Prefer Not to Say	0	0
Two or More Races	0	0
Other	0	0
Unknown	0	0
<b>Total</b>	<b>9</b>	<b>0</b>

Members by Ethnicity/Race



Applicant by Ethnicity/Race



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**Statement to Applicants****Which Boards would you like to apply for?**

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Human Resources Advisory Committee: Submitted

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**Profile**

Steven

First Name

A

Middle  
Initial

Jarrett

Last Name

**What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A**

---

N/A

sajnupe@aol.com

Email Address

8524 Tamarron Drive

Home Address

Charlotte

City

NC

State

28277

Postal Code

Home: (240) 994-0422

Primary Phone

Alternate Phone

**What Mecklenburg County District do you live in? Please verify below. \*** 6**How long have you been a resident of Mecklenburg County? Please include months, or years.**

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10 years**My age range is (please select one): \*** Over 55**Ethnicity \*** African American**Gender \*** Male

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**Interests & Experiences**

## Education

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B.S. Marketing Johnson C. Smith University Certificate, HR Strategy Cornell University Certificate, Strategic Leadership Harvard Business School

PSA Airlines

Employer

Director, People  
Development and Inclusion

Occupation

## Business and civic experience

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Partnership with career placement office at Johnson C. Smith University Member, Charlotte Alumni Chapter Kappa Alpha Psi Fraternity Inc. Former Mentor, Big Brothers Big Sisters of Central Carolinas. Big Brother of the Year 1988

## Area of expertise and interests/skills

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Human Resources including strategy, analytics, mergers and acquisitions, compensation, talent management, hiring, benefits, diversity, equity and inclusion, employee relations, succession planning, employee engagement.

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## Additional Information

**If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.**

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Yes. Human Resource Advisory Committee, May 2023 to present

**Why are you interested in serving on the board(s) to which you are applying?**

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I have an on-going passion to share my knowledge, skills and experience to uplift my community and serve those who I live and work with.

**Have you attended a meeting of the advisory board(s) to which you are applying?**

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Yes  No

**Hours Per Month Available for Position**

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2

**How did you learn of the vacancy? \***

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Word of Mouth

[STEVEN A. Steve JARRETT New Resume 1 PDF 2026.pdf](#)

Upload a Resume

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## Disclosure

**Are you a Mecklenburg County resident?**

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Yes  No

**Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email [clerk@mecknc.gov](mailto:clerk@mecknc.gov) before submitting an application.)**

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Yes  No

**Are you a current vendor with Mecklenburg County?**

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Yes  No

**• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.**

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Yes  No

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## **Board Specific Questions**

Question applies to Human Resources Advisory Committee

**HRAC: Which of the following areas best describes your HR background? \***

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- Compensation
- Employee Relations
- Human Resources Management Systems
- Recruitment and Selection
- Retention
- Training

## Disclaimer

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I, hereby, authorize Mecklenburg County to verify all information included in this application. I certify that I have read the appointment policy and that the information contained in this application is true according to the best of my knowledge and belief. I certify that I am providing my legal name and address in which I reside. I understand that inaccurate or untrue information will be cause for removal from any appointed advisory board. By submitting this application, I agree to adhere to all County policies pertaining to advisory boards, including attendance. I understand if I do not achieve 65% annual attendance, I will be automatically removed from the board or commission to which I am appointed. I understand that this application is subject to the N.C. Public Records Law (NCGS § 132-1) and may be released upon request.

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I Agree

**Signature of Applicant (Sign Your Legal Name):**

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Steven A. Jarrett

# STEVEN A. (Steve) JARRETT

• (240) 994-0422 • sajnupe@aol.com • [linkedin.com/pub/steven-jarrett/10/158/846](https://www.linkedin.com/pub/steven-jarrett/10/158/846)

## Professional Summary

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Results-oriented DEI and employee development leader with 20+ years of HR leadership across global organizations ranging from 300 to 85,000+ employees in airlines, technology, financial services, healthcare, and nonprofit environments. Trusted advisor to senior leaders known for building practical, business-aligned DEI strategies that improve representation, strengthen culture, and raise engagement. Experienced in governance, inclusion councils, ERG strategy, leadership development, succession planning, and enterprise learning programs. Brings a steady, outcomes-first approach that sustains progress regardless of external environment.

## Experience

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### Director, Employee Development and Inclusion

Nov 2023 – Present

PSA AIRLINES

- Led the first-ever merger of Employee Development and DEI functions to align strategy, content, and execution across enterprise priorities.
- Established a DEI + Employee Development operating cadence with clear governance, stakeholder ownership, and quarterly priorities to drive consistent execution.
- Improved learning design and delivery quality, sustaining a 97% average satisfaction rating for employee development curriculum.
- Built leadership-ready reporting and scorecards to track succession readiness, engagement signals, learning outcomes, and representation progress.
- Built and executed succession planning strategy, achieving 95% retention of candidates on bench tables.
- Advanced representation initiatives, driving year-over-year increases for women and people of color in pilot and mechanic populations.
- Expanded Inclusion Council participation to the highest pilot representation in company history.
- Partnered cross-functionally (HR, Ops, Flight Ops, and Maintenance leaders) to embed inclusion and development practices into frontline routines and leader expectations.

### Director, Diversity Development and Engagement

Nov 2020 – Jan 2023

PSA AIRLINES

- Created PSA's first enterprise DEI strategy and operating framework, setting priorities, governance, and measurable outcomes.
- Led programs that exceeded retention, representation, and engagement targets by embedding DEI into leader routines and people systems.
- Built an alliance across American Airlines Group carriers to share practices and increase business value through coordinated DEI focus.
- Designed and delivered enterprise people development training, succession planning, and engagement programs company-wide.
- Restructured and refocused the Inclusion Council to strengthen sponsorship, participation, and execution.
- Developed practical KPIs to show year-over-year progress in representation and drive leadership accountability.
- Achieved the highest Pulse Survey score for DEI through stronger strategy, communication, and business alignment.

## **Instructor, DEI Certificate Program**

Sep 2022 – Jan 2025

UNIVERSITY OF NORTH CAROLINA CHARLOTTE – SCHOOL OF PROFESSIONAL EDUCATION

- Delivered DEI instruction for working professionals; earned 94% favorable ratings for knowledge and presentation effectiveness.

## **Senior Diversity and Inclusion Consultant**

Jun 2016 – Nov 2020

ORACLE CORPORATION

- Developed the framework for Oracle's first global D&I support model, clarifying services, roles, and operating cadence.
- Advised senior leaders on integrating D&I into business strategies and operating plans across multiple business units.
- Built business-unit-specific D&I strategies to improve execution, leader adoption, and measurable progress.
- Coordinated and enabled Employee Resource Groups through simplified priorities, governance support, and business alignment.
- Designed D&I training for HR Business Partners, earning 90% favorable ratings for applicability and approachable delivery; expanded interest across Latin America, Europe, Asia, and India.

## **HR / DEI Consultant & Executive Coach**

Sep 2014 – May 2016

INDEPENDENT CONSULTANT

- Conducted a full HR assessment for a nonprofit, covering strategy, org design, engagement, DEI, performance management, and workforce planning.
- Served as National Advisor (HR emphasis) for NSBE; coached and mentored mid-to-senior professionals.

## **Director, Human Resources**

Jun 2013 – Aug 2014

ORTHOCAROLINA

- Partnered with executives and managers across staffing, employee relations, compensation, and talent development, providing hands-on HR leadership.
- Built the organization's first career fair strategy, improving recruiting efficiency and candidate flow.
- Developed OrthoCarolina's first DEI strategy and launched its first Diversity/Inclusion Council.
- Led efforts supporting Women's Choice Award recognition (2013–2014).

## **President & Chief Executive Officer**

Oct 2011 – May 2013

CADENCE TALENT MANAGEMENT, LLC

- Launched an HR consulting firm delivering staffing, executive coaching, succession planning, and DEI advisory services.
- Supported clients through M&A due diligence, case management, and performance management improvement initiatives.

## **SVP, Human Resources**

Jun 2007 – May 2011

FINANCIAL INDUSTRY REGULATORY AUTHORITY (FINRA)

- Led HR for a 3,000-employee national organization; elevated HR as a strategic partner through upgraded talent and culture programs.
- Built FINRA's first DEI strategy and established the first DEI function; contributed to recognition by Working Mother Magazine's Top 100 Firms.
- Created the first formal succession planning program, including bench tables, leadership development, and executive staffing routines.

**IBM CORPORATION**

- IBM Integrated Technology Delivery (ITD) Unit | 2005 – 2007
- Directed HR for a global consulting execution organization of 85,000 employees across 39 countries.
- Led diversity initiatives supporting IBM being named NSBE Employer of Choice for 10 consecutive years; strengthened external partnerships and employer brand.
- Reduced labor costs by 10%+ annually through program consolidation and workforce model restructuring.
- Strengthened leadership development through focused succession planning and readiness management.
- IBM Technology & Intellectual Property / Enterprise on Demand | 2004 – 2005
- Supported two Senior VPs overseeing 190,000 technology staff worldwide; advised on organization health and leadership needs.
- Earlier IBM Roles: Acting VP, HR; VP, HR (Technology Group); VP, HR (Global Financing); Director, Compensation; Director, HR (Central Region); and leadership across Recruitment, DEI/EEO, Employee Relations, Resource Management, and HR Consulting.

**Education**

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**B.S. in Marketing (Honors)**

Johnson C. Smith University

**Skills**

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- |   |                          |                          |
|---|--------------------------|--------------------------|
| • DEI Strategy & Governance               | • Culture & Engagement   | • Leadership Development |
| • Succession Planning                     | • Talent Management      | • ERG/BRG Strategy       |
| • Inclusion Metrics & KPIs                | • Executive Facilitation | • Change Management      |
| • HR Business Partnership                 | • Performance Management | • Workforce Planning     |
| • External Partnerships (NSBE, SHPE, SWE) |                          |                          |

**Professional Affiliations And Awards**

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- Chair, HR Advisory Council for Mecklenburg County 2023-Present
- Society for Human Resources Management (SHRM), Board of Directors (Compensation and Organization Committee) 2009-2011
- Human Resources Policy Institute
- National Advisory Board, National Society of Black Engineers (NSBE) 2007-present
- Board of Directors, AMIE (Advancing Minorities Interest in Engineering) 2017-2020
- First Recipient of Champion of Champions Award – National Society of Black Engineers

**Certifications/Training**

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Harvard University — Certificate Program, Strategic Management | Cornell University — HR Management Institute

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**Statement to Applicants**

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**Profile****Which Boards would you like to apply for?**

---

Human Resources Advisory Committee: Appointed

Nehemie

First Name

Owen

Last Name

**What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A**

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Georges

nehemieowen@gmail.com

Email Address

11804 Golspie Ct

Home Address

Charlotte

City

NC

State

28277

Postal Code

Mobile: (704) 222-0028

Primary Phone

Business: (704) 750-5961

Alternate Phone

**What Mecklenburg County District do you live in? Please verify below. \***

---

 6**How long have you been a resident of Mecklenburg County? Please include months, or years.**

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13 years

**My age range is (please select one): \***

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 30 to 45**Ethnicity \***

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 African American**Gender \***

---

 Female

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**Interests & Experiences**

Nehemie Owen

## Education

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Master of Health Administration, Bachelor of Science, Psychology

Resolution Leadership Group

Employer

Self-employed

Occupation

## Business and civic experience

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I am currently a small business owner of a leadership consulting firm; community service includes being actively involved in my local church ministry and volunteering at my kids school. When I previously lived in Charlotte I was part of the Community Building Initiative (CBI) Leaders Under 40 class, served on the Young Professionals board of the Urban League of Central Carolinas, and served as a board member of a Federally Qualified Healthcare Center while living in Wilmington, NC

## Area of expertise and interests/skills

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Human Resources executive with experience in People & Culture Strategy, Strategic HR Business Partner, Employee Relations, HR Operations, HRIS, Leadership & Development

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## Additional Information

**If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.**

No

**Why are you interested in serving on the board(s) to which you are applying?**

I lived in Charlotte for 13 years prior to relocating for leadership positions. My family and I recently relocated back to Charlotte and would I like to get involved in serving the community as my family and I intend to make Charlotte our permanent home. I believe my extensive leadership experiences would add value to the HR Advisory Board as I would be honored to lend my expertise and give back while learning from other leaders in the community.

**Have you attended a meeting of the advisory board(s) to which you are applying?**

Yes  No

**Hours Per Month Available for Position**

4

**How did you learn of the vacancy? \***

Mecklenburg County Website

[N\\_Owen\\_Resume\\_2025.pdf](#)

Upload a Resume

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**Disclosure**

**Are you a Mecklenburg County resident?**

---

Yes  No

**Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)**

---

Yes  No

**Are you a current vendor with Mecklenburg County?**

---

Yes  No

**• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.**

---

Yes  No

**Disclaimer**

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**I, hereby, authorize Mecklenburg County to verify all information included in this application. I certify that I have read the appointment policy and that the information contained in this application is true according to the best of my knowledge and belief. I certify that I am providing my legal name and address in which I reside. I understand that inaccurate or untrue information will be cause for removal from any appointed advisory board. By submitting this application, I agree to adhere to all County policies pertaining to advisory boards, including attendance. I understand if I do not achieve 65% annual attendance, I will be automatically removed from the board or commission to which I am appointed. I understand that this application is subject to the N.C. Public Records Law (NCGS § 132-1) and may be released upon request.**

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I Agree

**Signature of Applicant (Sign Your Legal Name):**

---

Nehemie Owen

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**Board Specific Questions**

Question applies to Human Resources Advisory Committee

**HRAC: Which of the following areas best describes your HR background? \***

---

- Employee Relations
- Human Resources Management Systems
- Retention
- Training

# WILLIAM F. ROTHENBACH

8520 Streamview Drive – Apt. A, Huntersville, NC 28078  
HarborLightsConsulting@gmail.com

(240) 515-6219  
Harbor-Lights-Consulting.com

## TALENT MANAGEMENT STRATEGIES ♦ MERGERS AND ACQUISITIONS

### STRATEGIC HUMAN RESOURCE AND BUSINESS PLANNING

Senior-level Human Resources executive with success in both domestic and international settings in the industrial manufacturing, consumer packaged goods, specialty chemicals, telecommunication, financial services, distribution, and consulting industries.

#### KEY COMPETENCIES

Change Management	New Business Unit Start-ups
Executive Coaching	Organization Design
High Volume Staffing Strategies	Executive Assessment and Selection
Positive Employee Relations	Employee Retention Strategies
Benefits Program Design and Cost Control	Corporate Restructuring
Management and Leadership Development	Succession Planning

#### ACCOMPLISHMENTS

<b>Organization Performance</b>	Track record of driving improved organization performance and successful integration of talent management initiatives within the overall business strategy and commercial objectives.
<b>Results Oriented Leader</b>	Played an active role on the senior leadership teams of well-known global organizations, while providing guidance to promote innovative solutions for critical human resources challenges.
<b>Organization Development</b>	Experience with start-up, high-growth, turnaround and restructuring organizations, as well as IPOs and divestitures.

#### PROFESSIONAL EXPERIENCE

**HARBOR LIGHTS HUMAN RESOURCES CONSULTING, LLC**  
**President**

**2020 - Present**

Full-service, solutions-focused Talent Management consulting firm. Specialize in executive coaching and talent selection, development, engagement and retention solutions for operational and strategic people-related business issues.

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**J. J. HAINES**, Glen Burnie, MD **2015 – 2020**

**Senior Vice President & Chief Human Resources Officer (Retired)**

Reported to the President & CEO of this \$550M flooring distribution company that has over 500 employees in 13 states. Responsible for all people-related strategies, policies, and processes.

**COLFAX CORPORATION**, Fulton, MD; Monroe, NC **2011 – 2015**

**Senior Vice President – Global Human Resources, Fluid Handling Division & Corporate**

Reported to President of this \$800M industrial manufacturer of fluid handling systems marketed under the Allweiler, IMO, Warren, Baric, Tushaco, Rosscor and Colfax Fluid Handling brand names. Responsible for approximately 1,800 employees in 20 facilities and 17 countries. Manage global HR staff of 35.

- Top graded and reorganized global HR function resulting in \$1.5M in annual savings
- Developed and implemented Talent Management Dashboard in order to track critical people metrics
- Developed and implemented global succession planning process as part of talent pipeline strategy
- Directed HR aspects of acquisition and integration of Charter International (\$2.5B)
- Developed and implemented global competency-based performance management process
- Developed and implemented Human Resource Leadership Team (HRLT) to manage global Talent Management strategies and initiatives
- Initiated global total compensation review as part of pay-for-performance strategy

**OLD MUTUAL (FIDELITY & GUARANTY LIFE)**, Baltimore, MD **2002 - 2011**

**Senior Vice President – Human Resources**

Reported to CEO of this \$25B (AUM) financial services firm that was a U.S. subsidiary of a global Fortune 200 company. Product line included life insurance and fixed and variable annuities. Responsible for approximately 800 employees in multiple U.S. locations. Managed staff of 8.

- Saved \$1M over 3 year period as a result of healthcare cost containment and plan re-design strategies
- Introduced modular Leadership Development Program to better equip leaders to support revenue and profitability objectives and effectively manage new product line introductions
- Developed New Concept Bonus Plan to reward employees for innovative business opportunities
- Developed executive long-term incentive plan better aligned with business strategy and objectives
- Recommended acquisition of company in Bermuda as member of due diligence team
- Managed multiple corporate restructurings to prepare organization for future business objectives
- Staffed executive team by recruiting COO, CFO, CMO, CIO, General Counsel, and Chief Actuary
- Implemented culture change initiative at new Atlanta sales office
- Played important role as part of executive team responsible for sale of company to private equity firm

**SYNDICATED RESEARCH GROUP**, Baltimore, MD **2001 - 2002**

**Vice President & Service Director – HR Consulting**

Reported to CEO/Founder of this entrepreneurial start-up business opportunity providing human resources research and consulting services for HR executives at Fortune 500 companies.

- Grew number of HR consulting service clients from less than 10 to over 50, with 90% renewal rate
- Made over 40 public and company-specific presentations to executive groups on various HR topics

**CORVIS CORPORATION**, Columbia, MD **1999 - 2001**

**Vice President – Human Resources**

Reported to COO of this \$1B start-up telecommunications equipment manufacturer and service provider with approximately 1,100 employees in multiple U.S. and international locations. Managed staff of 12.

- Managed all HR aspects associated with the successful Initial Public Offering (IPO)
- Staffed and completely structured the HR Department and introduced all core HR processes (i.e.,

- 
- staffing, reward, development and retention strategies) to the business
  - Developed high volume staffing strategies to grow the business from 70 to over 1000 employees
  - Recommended acquisition of company in France as member of due diligence team

**J. M. HUBER CORPORATION**, Atlanta, GA; Edison, NJ; Havre de Grace, MD **1997 - 1999**  
**Vice President – Human Resources**

Reported to President-Worldwide Engineered Materials Division for this \$2B privately-owned specialty chemicals, minerals, wood products and electronic components company. Responsible for approximately 800 employees in multiple U.S. and international locations. Managed staff of 7.

- Managed merger and relocation of two key business units in order to capitalize on product synergies
- Developed successful union avoidance programs at Georgia and Maryland plants
- Recommended “buy/no buy” decisions for acquisition of companies in Denmark, Finland and the Netherlands as member of due diligence team

**BLACK & DECKER**, Towson, MD **1990 - 1997**  
**Vice President – Human Resources & Total Quality**

Reported to President-Global Accessories Division. Business unit had over \$450M in annual sales and approximately 1,000 employees in multiple U.S. and international locations. Managed staff of 7.

- Implemented TQM and process improvement strategy resulting in product development cycle time improvements and business-wide cost reductions
- Developed successful union avoidance programs at Kentucky, Wisconsin and Maryland plants
- Directed successful union negotiations for concessions at Pennsylvania plant resulting in product cost reductions
- Introduced targeted Human Resource Development programs for employees and managers to enable them to work more effectively in a multi-cultural, multi-site organization
- Managed integration of Global Accessories and Power Tools Divisions to leverage product synergies
- Managed international HR issues associated with plants located in U.K. and Germany

Earlier career experience includes progressively responsible human resources management positions with **Procter & Gamble** (1988-1990), **Bausch & Lomb** (1984-1988), **Sara Lee Corporation** (1979-1984) and **Rockwell International** (1978-1979)

## **EDUCATION**

UNIVERSITY OF AKRON, Akron, OH  
**M.A. – Industrial-Organizational Psychology**

EDINBORO UNIVERSITY, Edinboro, PA  
**B.A. – Psychology**

## **PUBLICATIONS**

- “HR’s Diminishing Influence: Retaking the HCM High Ground”, [SRG Research Notes](#).
- “A Model Corporate Spin-off: When There’s Enough Time”, [SRG Research Notes](#).
- “Talent Managers as Marketers: Creating an Employment Brand”, [SRG Research Notes](#).
- “Rising from the Ashes: HR’s Role in a Turnaround Situation”, [SRG Research Notes](#).
- “Training Needs Assessment Instruments”, in [ASTD Trainer’s Toolkit](#).
- “Differences in Workforce Expectations”, [HR Magazine](#).

“Employee Career Goals: The Key to Career Development”, Training & Development Journal.

“Career Development: Ask Your Employees for Their Opinions”, HR Magazine.

**PROFESSIONAL & COMMUNITY AFFILIATIONS & ACCOMPLISHMENTS**

Senior Professional in Human Resources (SPHR), HR Certification Institute

Senior Certified Professional (SHRM – SCP), Society of Human Resources Management

Associate Faculty, Towson University (Graduate School Human Resources Program, 2005-2010)

Human Resources Planning Society (People + Strategy)

Society for Human Resources Management

Chesapeake Human Resources Association

American Psychological Association

Society for Industrial/Organizational Psychology (SIOP)

Board of Directors of Old Mutual Financial Life Insurance Company

Employment Relations Committee-Maryland Chamber of Commerce

CEO Selection Committee-Chesapeake Habitat for Humanity

Chesapeake Human Resources Foundation Board of Directors

UMBC Advisory Board – Industrial/Organizational Psychology Program

Edinboro University Advisory Board – College of Sciences & Health Professions

Harford County (MD) Cultural Arts Advisory Board (Appointed)

SIOP Annual Conference Publication Review Board

Human Resources Magazine Publication Review Board

Established William F. Rothenbach Psychology Scholarship – Edinboro University

Former Member of Edinboro University Alumni Board

International Award-Winning Abstract Expressionist Artist

Distinguished Alumni Award, Edinboro University, 2020

Distinguished Alumni Award, North Allegheny High School, 2022

Established William Rothenbach Scholarship at North Allegheny High School

Edinboro University Foundation Board of Directors

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**Statement to Applicants****Which Boards would you like to apply for?**

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Human Resources Advisory Committee: Submitted

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**Profile**

William

First Name

F

Middle  
Initial

Rothenbach

Last Name

**What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A**

---

N/A

wfr607179@yahoo.com

Email Address

8520 Streamview Drive

Home Address

Apartment A

Suite or Apt

Huntersville

City

NC

State

28078

Postal Code

Home: (240) 515-6219

Primary Phone

Alternate Phone

**What Mecklenburg County District do you live in? Please verify below. \*** 1**How long have you been a resident of Mecklenburg County? Please include months, or years.**

---

1 year and 4 months**My age range is (please select one): \*** Over 55**Ethnicity \*** Caucasian/Non-Hispanic**Gender \*** Male

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**Interests & Experiences**

## Education

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M.A.-Organizational Psychology, University of Akron B.A.-Psychology, Edinboro University

Harbor Lights Human  
Resources Consulting, LLC  
Employer

President & Founder  
Occupation

## Business and civic experience

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Senior Vice President & CHRO (Retired), J. J. Haines Senior Vice President-Human Resources, Colfax Corporation Senior Vice President-Human Resources, Old Mutual Vice President-Human Resources, Corvis Corporation Vice President-Human Resources, J. M. Huber Vice President-Human Resources & Total Quality, Back & Decker Senior Professional in Human Resources (SPHR), HRCI Senior Certified Professional (SCP), SHRM Associate Faculty, Towson University Board of Directors-Old Mutual Financial Life Insurance Company Employment Relations Committee, Maryland Chamber of Commerce CEO Selection Committee, Chesapeake Habitat for Humanity Board of Directors, Chesapeake Human Resources Foundation University of Maryland Baltimore Campus, I-O Psychology Program Advisory Board Edinboro University Advisory Board, College of Arts & Sciences Edinboro University Alumni Board of Directors Edinboro University Foundation Board of Directors Human Resources Magazine Publication Review Board SIOP Annual Conference Publication Review Board

## Area of expertise and interests/skills

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1. 45+ years of domestic and international senior-level Human Resources executive experience in all aspects of the Talent Management field (Human Resources Advisory Committee) 2. Award winning internationally recognized visual artist specializing in abstract expressionist painting (Public Arts Commission) 3. Advisory Board Member for Edinboro University College of Arts and Science (Arts & Sciences Board of Directors)

## Additional Comments

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Appointed and served for 4 years on the Harford County (MD) Cultural Arts Advisory Board Distinguished Alumni Award-College of Arts & Sciences, Edinboro University Distinguished Alumni Award for Excellence in Business, North Allegheny High School Established William Rothenbach Psychology Scholarship, Edinboro University Established William Rothenbach Scholarship, North Allegheny High School Internationally recognized award-winning abstract expressionist painter

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## Additional Information

**If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.**

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Yes, Human Resources Advisory Board (2026)

**Why are you interested in serving on the board(s) to which you are applying?**

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I recently moved to Huntersville, from the Baltimore, MD area. I was previously appointed and served on the Harford County Cultural Arts Advisory Board and greatly enjoyed the experience and our accomplishments during that time.

**Have you attended a meeting of the advisory board(s) to which you are applying?**

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Yes  No

## Hours Per Month Available for Position

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10-15 hours

## How did you learn of the vacancy? \*

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Mecklenburg County Website

[RothenbachResume2025REV0123-2.docx](#)

Upload a Resume

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## Disclosure

### Are you a Mecklenburg County resident?

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Yes  No

**Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email [clerk@mecknc.gov](mailto:clerk@mecknc.gov) before submitting an application.)**

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Yes  No

### Are you a current vendor with Mecklenburg County?

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Yes  No

**• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.**

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Yes  No

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## Board Specific Questions

**HRAC: Which of the following areas best describes your HR background? \***

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- Employee Relations
- Recruitment and Selection
- Retention
- Training

**Disclaimer**

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**I, hereby, authorize Mecklenburg County to verify all information included in this application. I certify that I have read the appointment policy and that the information contained in this application is true according to the best of my knowledge and belief. I certify that I am providing my legal name and address in which I reside. I understand that inaccurate or untrue information will be cause for removal from any appointed advisory board. By submitting this application, I agree to adhere to all County policies pertaining to advisory boards, including attendance. I understand if I do not achieve 65% annual attendance, I will be automatically removed from the board or commission to which I am appointed. I understand that this application is subject to the N.C. Public Records Law (NCGS § 132-1) and may be released upon request.**

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- I Agree

**Signature of Applicant (Sign Your Legal Name):**

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William F. Rothenbach

# NEHEMIE OWEN MHA, FACHE, SPHR

## PEOPLE, PERFORMANCE AND CULTURE LEADER

*CULTIVATING A CULTURE OF EXCELLENCE TO DRIVE PERFORMANCE, PRODUCTIVITY AND PROFIT*

Charlotte, NC | 704.222.0028 | [nehemieowen@gmail.com](mailto:nehemieowen@gmail.com) | [LinkedIn.com/in/nehemie-owen](https://www.linkedin.com/in/nehemie-owen)

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### EXECUTIVE SUMMARY

#### **Cultivating a Culture of Excellence**

A trusted and transformative leader, who is strategically minded, regularly collaborating with the CEO, COO and the senior leadership team on organizational strategy, design, and implementation, in developing business initiatives that drive cultural transformation while facilitating growth.

#### **Driving Performance, Productivity and Profit**

Executing effectively and efficiently, prioritizing employee engagement and retention, committed to influencing positive change in building sustainable processes has had a direct impact on the culture, performance, productivity, profit and growth of the company.

#### **Passionate, People-First Leader**

People centric leader with a proven ability to revitalize organizations designing transparent cultures that give precedence to continuous learning, resulting in boosting employee engagement and retention while developing frameworks to attract a broader array of candidates.

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### KEY ACCOMPLISHMENTS

- Rebranded New Employee orientation for Emory DeKalb Operating Unit (EDOU) receiving a 94% favorability rate
  - Successfully decreased employee turnover by 11% for EDOU in a rolling 12 month period
  - Restructured HR operations to become a strategic partner to the business developing a new HR operating model to serve the needs of the enterprise
  - Reduced contract and labor costs, saving \$150,000 by realigning providers
  - Collaborated with leaders to support HR due diligence in merger & acquisition efforts, leading to a successful workforce integration
  - Led Diversity and Inclusion strategies to attract emerging talent
- 

### PROFESSIONAL EXPERIENCE

#### **RESOLUTION LEADERSHIP GROUP, LLC**

Charlotte, NC

*Resolution Leadership Group, LLC is a HR Consulting and Executive Coaching firm serving as a trusted partner to empower excellence through people. Primary client-Guilford Community Care Network (GCCN) a non-profit medical care provider for low income, uninsured adults in Guilford County; Greensboro, NC.*

#### **Founder & Chief Executive Officer**

2023 - Present

- Provided consultation to GCCN Board Chair in regards to supporting Executive Director with employee relations, team dynamics and communication improvement strategies.
- Developed a GCCN Huddle Board template to track performance metrics and improve team communications.
- Collaborated with GCCN Board Chair, Search Committee Chair and Cone Health Talent Acquisition to conduct search and hire new Executive Director.
- Provided advice and guidance for Executive Director search process to include updating Job Description for role clarity and posting JD on diverse professional association site to attract targeted talent profile.
- Created Executive Director Search project plan, candidate evaluation form, search timeline & candidate status profile report for Board review and approval.
- Reviewed resumes, scheduled and interviewed candidates and provided summary report of candidates to narrow finalists for Board interview.
- Developed customized coaching services to support individual clients with leading People, Career, Life & Money.

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## EMORY HEALTHCARE

Atlanta, GA

*Emory Healthcare, part of Emory University is a comprehensive academic healthcare system in GA made up of 11 hospitals with more than 250 provider locations and 25,000 employees. EHC is a \$5B net operating revenue organization.*

### **Vice President, Human Resources**

2021 - 2023

- Provided consultation to ELT and other leaders regarding organizational design, leadership development, succession planning, career pathing, and performance management.
- Headed the People & Culture Strategy for Emory Dekalb Operating Unit (EDOU) which includes 3 hospitals Emory Decatur Hospital, Emory Hillandale Hospital, and Emory Long-term Acute Care Hospital reporting to the system Chief Human Resource Officer and Chief Executive Officer for EDOU.
- Rebranded EDOU New Employee Orientation to highly rated 94% favorable Culture Day Experience.
- Achieved 11% decrease in rolling 12 month turnover for EDOU.
- Co-lead system Inclusive Leadership Recruitment workgroup.
- Successfully led operating unit to record employee engagement survey participation; improved from 43% to 75%.
- Achieved Sense of Belonging targets for 2 of 3 hospitals with record performance 4 out of 4 quarter target achievement at EHH.
- Lead workgroup focused on retention to design a retention toolkit providing education on Stay Interviews and Resignation Recovery process.
- Revitalized engagement initiatives within operating unit to include transparency with engagement activities calendar, top performer award and collaboration with Learning team to deploy leadership capability building lunch & learn series.
- Engaged in system's first DEI Action Planning team to develop strategic framework and deploy DEI strategies.

## NOVANT HEALTH NEW HANOVER REGIONAL MEDICAL CENTER (NH NHRMC)

Wilmington, NC

*Novant Health is a \$8B not-for-profit integrated system of 15 medical centers and more than 1,600 physicians in 700 locations with a workforce of 29,000 team members in NC, SC, VA and GA. NHRMC is a \$1.2B operating revenue healthcare network with a workforce of 7,500 employees, three area hospital campuses with a total of 855 licensed beds serving 7 counties in Southeastern NC.*

### **Director, HR Operations**

2019 - 2021

- Lead multiple HR areas to include strategic HR Business Partners, Employee Relations, Project Management and Operations reporting to the Chief Human Resources Officer.
- Created business plan for launch of Talemetry, recruitment marketing platform.
- Serve as member of Operational Leadership Team for network wide operations review and decisions.
- Led development of a Workforce Intelligence Dashboard.
- Restructured HR Operations functions to create Strategic HR Business Partners and redefined Employee Relations Partners to support organizational business needs.
- Supported HR leadership with merger & acquisition efforts, including due diligence and workforce integration.
- Completed business plan and deployed ServiceNow HR Service Delivery with formal launch of an HR Solutions Center.
- Led collaborative initiative with Enterprise Analytics, Labor Management, Nursing Leadership and other stakeholders to develop and automate Staffing Recon/ Gap Analysis Report to support staffing decisions.
- Developed Retention and Beyond A3 in collaboration with VP, Associate Chief Nurse and multiple stakeholders to reduce nursing and nurse's aide turnover by 10% estimated \$645k cost savings by FY 21.
- Led HR Covid-19 pandemic response to include creating HR Guidelines for travel and exposure, Individual Emergency Response Plan, Work from Home guidelines, oversight for network Labor Pool and creation of Covid-19 Labor Metrics Dashboard.

## ATRIUM HEALTH

Charlotte, NC

*Atrium Health is a \$9.9B net operating revenue organization with a workforce of 65,000 employees in 900+ care locations in NC, SC and GA.*

### **Assistant Vice President, Human Resources**

2006 - 2019

- Lead the Workforce Management Operations Department providing strategic planning and direction for HR technology integration and implementation, vendor management, workforce compliance, Lean activities, and process improvement for Talent Acquisition reporting to the Senior Vice President, Human Resources.
- Reduced Contract/Labor Costs, Saving \$150K by Realigning Provider/Dental Credentialing.
- Launched Mentor Program for Military Resource Group with 20 Mentors/Mentees.
- Automated Background Check Authorization reducing Time to Fill from 61 to 57 Days.
- Implemented new features for a \$3M Human Capital Management System adding new external career site, new electronic forms for performance improvement, configured role base permission, supported implementation of succession platform and oversaw applicant tracking system enhancements and administration.

# NEHEMIE OWEN MHA, FACHE, SPHR

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- Procured \$185K in capital resources to redesign HR lobby, adding an examination room and improving workflow for onsite-care and teammate health to increase overall patient capacity.
- Collaborated with HR leaders to support merger and acquisition activities for a newly integrated health system.
- Served as lead for Talent Acquisition team in evaluating synergies between organizations and identified short-term win of \$30K cost savings opportunity.
- Achieved consecutive years of Tier I status for engagement survey; 4.89 out of 5 workforce engagement score.
- Led Diversity and Inclusion strategies to attract emerging talent to include bringing together competing local health systems to partner and participate in Institute for Diversity Summer Enrichment Program.
- Led process improvement project to eliminate 3-month backlog of educational assistance program reimbursement and presented new efficient structure to senior leadership team to maximize labor expense for program management.
- Developed strategic plan and led local ACHE chapter's leadership development program for over 600 chapter members resulting in over 20 educational/ professional development events in 2018.

## **Director, Human Resources**

2013 - 2015

- Oversaw the development of the business processes department supporting the HR Division in business planning, process efficiencies, and financial management reporting to the AVP.
- Managed \$40M operating and capital budgets, conducted financial analysis and contract management.
- Coached HR leaders on the overall budgeting process and created a KPI template to visually see resource and FTE metrics to support expense management ensuring departments remained within or under budget.
- Led Lean Six Sigma initiatives, business planning, and supported leadership with acquisitions/integration system implementation.

## **Director, Administration**

2009 - 2013

- Administrator for Carolinas Medical Center (CMC)-Mercy a 185-bed adult acute care facility, directed 50-person teams in administration, patient transport, volunteers, retail, service excellence, patient registration, pastoral care, and an 11-bed medical detoxification unit reporting to the hospital president.
- Oversaw \$10M operating budget for departments; Managed 50+ person team.
- Directed urology service line expansion, achieving 63% growth and \$4M contribution margins.
- Received "Planetree" Patient-Centered designation ranking 12th in World and 1st in North Carolina recognized by the Joint Commission Special Quality Awards.
- Oversaw the patient experience strategy of the central division including the Carolinas Medical Center, a 700-bed academic medical center, while providing leadership for over 40 employees in the guest relations department.
- Provided leadership for all employee engagement activities, increasing scores ranking in the top quartile.
- Spearheaded patient satisfaction initiatives in which survey results increased from the 64th percentile to 89th percentile for overall inpatient quality of care; outpatient surgery and emergency department results increased to the 90th percentile.

## **Manager, Administrative Services**

2007 - 2009

- Collaborated with medical staff leaders to develop unassigned sub-specialty call coverage for Cardiology, Gastroenterology, Urology, and other sub-specialties managing a \$500K marketing budget for facility.
- Spirit of Mercy campaign received recognition from a national marketing organization.

## **Administrative Resident**

2006 - 2007

- Developed financial variance analysis for review by Senior Leadership and analyzed financial performance reports. Created high-level presentations for senior executives concerning hospital strategic goals.

## **PARHAM DOCTOR'S HOSPITAL**

Richmond, VA

*Parham Doctors' Hospital is a 200-bed acute-care facility serving Central Virginia.*

## **Emergency Department Registrar**

2005 - 2006

- Documented patient visit information and followed up on patient inquiries reporting to the supervisor of patient registration.
- Assembled patient information into medical database system and compiled and organized patient registration files.

## **EARLIER CAREER**

- U.S. Army Reserve, Assignments in FL, VA and Iraq (1999 - 2007)

# NEHEMIE OWEN MHA, FACHE, SPHR

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## EDUCATION

**Master of Health Administration**, Virginia Commonwealth University, Richmond, VA  
**Bachelor of Science, Psychology**, Florida State University, Tallahassee, FL

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## CERTIFICATIONS, AFFILIATIONS & AWARDS

- Everything DiSC Certified Practitioner
  - Senior Professional in Human Resources (SPHR), HR Certification Institute (HRCI)
  - Strategic HR Business Partner (sHRBP) Certification, Human Capital Institute (HCI)
  - Lean Six Sigma Black Belt, North Carolina State University, Raleigh, NC
  - Fellow of the American College of Healthcare Executives, Chicago, IL
  
  - Leadership DeKalb, Class of 2024
  - CHIEF, Member, 2022
  - MedNorth Health Center, Board of Directors, 2021
  - Greater Charlotte Healthcare Executives (GCHEG), Board President & Member, 2014- 2019
  - National Association of Health Services Executives (NAHSE), Member, 2003 - Present
  - American College of Healthcare Executives (ACHE), Member, 2003 - Present
  
  - American College of Healthcare Executives Service Award, 2018
  - Atrium Health Tier 1 Employee Engagement Star, 2011-2012, 2015-2018
  - The Army Commendation Medal, 2004
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## EVENTS & CONFERENCES

- Presenter, HRO Today Culture and Engagement Summit, “From Engagement Index to Sense of Belonging- Intentionally Shaping a People Centric Culture at Emory Healthcare”, 2023
- Presenter, American College of Healthcare Executives Congress, “Utilizing Lean Methodology for Systemwide Deployment of Workforce Retention Strategies”, 2023
- Presenter at American College of Healthcare Executives Chapter Leaders Conference for Chapter Innovation Grant regarding Equity of Care Initiatives, 2018
- Leader, One Team One Mission (1T1M): Veteran & Military System Resource Group, 2017
- Community Building Initiative - Leaders Under 40, Class 3, 2013
- Panelist, Greater Charlotte Healthcare Executive Group “Integrating the Principles of Patient-Centered Care,” 2013
- Carolinas Healthcare System Mentoring Program (MPWRS), Class of 2012
- Presenter at the Planetree Annual Conference, Topic: “How to Achieve Patient-Centered Care Designation in Three Years: The Mercy Experience”, 2011

Mecklenburg County, NC

# Human Resources Advisory Committee

## Board Details

The Human Resources Advisory Committee brings together human resource leaders from organizations in Mecklenburg County to share ideas and discuss business challenges to keep our organization current with human resources best practices and standards. This collaboration will ensure that Mecklenburg County Human Resources is current in its thinking and practices and supports the organization in a progressive manner.

## Overview

- **Size** 11 Seats
- **Term Length** 3 Year
- **Term Limit** 2 Terms

## Contact

- **Name** Maura Beatty
- **Phone** (980) 314-2739

## Additional

**Qualifications**

Either currently serve as senior managers, human resource (HR) professionals or proprietors of businesses within Mecklenburg County, or have previously served in such capacity. All members are expected to possess knowledge of current human resources practices and procedures in one or more of the following HR disciplines: recruitment; selection; retention; training; compensation; benefits; human resource management systems; and/or employee relations. Must be a resident of Mecklenburg County.

**Advisory Board Details**

Appointments are made for three-year terms with no one serving more than two consecutive full terms.

**Meeting Dates/Times**

Bi-monthly - 2nd Thursday at 4:00 p.m.

**Meeting Location**

Employee Learning Center Meeting - Room 700 E 4th Street Charlotte, NC 28202

**Time Commitment**

1.5 hour per month

**Stipend**

No

**Special Notes****Job Description**

# Human Resources Advisory Committee

## Board Roster

### Calvin R Beaver

**1st Term** Jul 02, 2024 - Jun 30, 2028

**Email** reidbeaver@gmail.com

**Appointing Authority** BOCC

**Home Phone** Mobile: (704) 785-7200

**Address**

5918 Checkerberry Lane  
Huntersville, NC 28078

### LaFonda General

**2nd Term** Mar 04, 2020 - Jun 30, 2028

**Email** lafgeneral@hotmail.com

**Appointing Authority** BOCC

**Home Phone** Home: (910) 797-3196

**Alternate Phone** Home: (910) 797-3196

**Address**

6402 Brumit Ln  
Charlotte, NC 28269

### Denis R Goonen

**2nd Term** Mar 15, 2022 - Mar 31, 2028

**Email** denisg3577@me.com

**Appointing Authority** BOCC

**Home Phone** Mobile: (910) 232-9993

**Address**

13705 Glenford Pl  
Charlotte, NC 28278

### Delma Guevara

**1st Term** Apr 02, 2024 - Apr 30, 2027

**Email** delmaguevara@msn.com

**Appointing Authority** BOCC

**Home Phone** Mobile: (703) 415-6576

**Address**

6529 Gardner Ln  
Charlotte, NC 28270

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□ **Steven A Jarrett**

**1st Term** Apr 04, 2023 - Jun 30, 2026

**Email** sajnup@aol.com

**Appointing Authority** BOCC

**Home Phone** Home: (240) 994-0422

**Address**

8524 Tamarron Drive  
Charlotte, NC 28277

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□ **George A Metz**

**1st Term** Oct 21, 2025 - Oct 31, 2028

**Email** gmetz@synergyemerge.com

**Appointing Authority** BOCC

**Home Phone** Home: (704) 907-6716

**Address**

8632  
Raven Top Dr  
Minthill, NC 28227

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□ **Nehemie Owen**

**Partial Term** Oct 21, 2025 - Jun 30, 2026

**Email** nehemieowen@gmail.com

**Appointing Authority** BOCC

**Home Phone** Mobile: (704) 222-0028

**Alternate Phone** Business: (704) 750-5961

**Address**

11804 Golspie Ct  
Charlotte, NC 28277

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□ **William F Rothenbach**

**Partial Term** Oct 21, 2025 - Jun 30, 2026

**Email** wfr607179@yahoo.com

**Appointing Authority** BOCC

**Home Phone** Home: (240) 515-6219

**Address**

8520 Streamview Drive  
Apartment A  
Huntersville, NC 28078

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□ **Crystal Williams**

**1st Term** Apr 02, 2024 - Apr 30, 2027

**Email** crystalewilliams@att.net

**Appointing Authority** BOCC

**Home Phone** Mobile: (980) 253-7915

**Address**

3322 Valerie Drive  
Charlotte, NC 28216

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□ **Shane Wilson**

**Partial Term** Oct 21, 2025 - Apr 30, 2027

**Email** shane.wilson@outlook.com

**Appointing Authority** BOCC

**Home Phone** Mobile: (336) 469-2044

**Address**

715 North Church Street Unit 709  
Charlotte, NC 28202

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□ **Vacancy**

**Appointing Authority** BOCC