

Mecklenburg County  
Advisory Boards, Committees and Commissions  
**Board Appointments Due**

Renewals From 5/1/2020 To 6/30/2020

**CENTRAL PIEDMONT COMMUNITY COLLEGE BOARD OF TRUSTEES**

Number of BOCC Members: 4 Term Length in Years: 4

**Purpose** Established by State Statute. The Board of Trustees is a corporate body with powers to acquire, hold, and transfer real and personal property, to enter into contracts, to institute and defend legal actions and suits, and to exercise such other rights and privileges as may be necessary for the management and administration of the institution in accordance with the provisions and purposes as stated in the General Statutes. Trustees are responsible for keeping elected officials informed of the implications of legislative actions that may have a bearing on the college. Appointments are made for four-year terms. Members are appointed by the County Commission, Board of Education and the Governor.

**Qualifications** Must be a resident of Mecklenburg County.

**Special Notes** **NOMINATIONS/APPOINTMENT NEEDED FOR:**

**One (1) four-year term expiring June 30, 2024**

**See attached letter of recommendation for Jim Dunn.**

**Note: This is one of several boards that require an interview process conducted by an ad hoc committee of the Board, with the exception of persons being reappointed.**

**2 Appointment(s) For 4 Year Term:**

Name	Qualifications	Appointed:	Expires	Eligibility
Bragg, Benton	(BOCC)	5/15/2012	06/30/2020	Not eligible for Reappointment
Rose, Caldwell	(GOV)	6/15/2015	06/30/2020	Eligible for Reappointment

**CENTRAL PIEDMONT COMMUNITY COLLEGE BOARD OF TRUSTEES Applicants:**

Name	BOCC Dist	Qualifications	Race/Sex
Ageenko, Ilieva	1	(BOCC)	L / F
Dunn, Jimmy	5	(BOCC)	B / M
Raymond, Lilly	1	(BOCC)	MI / F

**CENTRAL PIEDMONT COMMUNITY COLLEGE BOARD OF TRUSTEES Members:**

Name (* = Chairman)	BOCC Dist	Qualifications	Race/Sex	Appointed	Expires	Elig Code	Expired Position
Allison, Judith	5	(GOV)	W / F	6/1/2010	6/30/2022	EL	
Bragg, Benton	1	(BOCC)	W / M	5/15/2012	6/30/2020	NE	<==
Caple, Madelyn	5	(BOCC)	W / F	7/2/2013	6/30/2021	NE	
Dalrymple, Edwin	5	(GOV)	W / M	7/1/2008	7/1/2023	EL	

# Mecklenburg County

## Advisory Boards, Committees and Commissions

### Board Appointments Due

Renewals From 5/1/2020 To 6/30/2020

#### CENTRAL PIEDMONT COMMUNITY COLLEGE BOARD OF TRUSTEES Members:

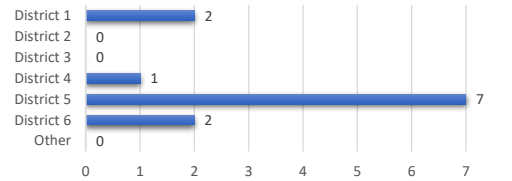
Name (* = Chairman)	BOCC Dist	Qualifications	Race/Sex	Appointed	Expires	Elig Code	Expired Position
Evans, Michael	4	(BOCC)	B / M	7/1/2019	6/30/2023	EL	
Griffin, Arthur	6	(BOCC)	B / M	6/5/2018	6/30/2022	EL	
Hawley, Michael	5	(GOV)	W / M	7/1/2017	6/30/2021	EL	
Lockman-Brooks, Linda	5	(BOE)	B / F	7/1/2016	7/1/2020	EL	
Moser, Violeta	6	(BOE)	H / F	7/1/2013	6/30/2021	EL	
Ramirez, Cecilia	5	(BOE)	H / F	7/1/2015	7/1/2023	EL	
Rose, Caldwell	5	(GOV)	W / M	6/15/2015	6/30/2020	EL	<==
Williams, Richard Stick	1	(BOE)	B / M	7/1/2014	7/1/2022	EL	

# CENTRAL PIEDMONT COMMUNITY COLLEGE BOARD OF TRUSTEES DEMOGRAPHICS

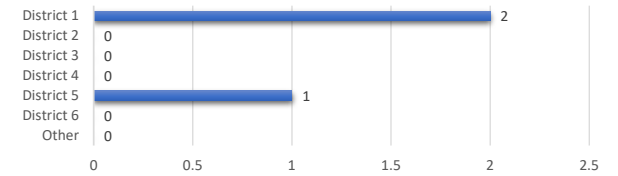
## Districts

	Members	Applicants
District 1	2	2
District 2	0	0
District 3	0	0
District 4	1	0
District 5	7	1
District 6	2	0
Other	0	0
<b>Total</b>	<b>12</b>	<b>3</b>

Members by District



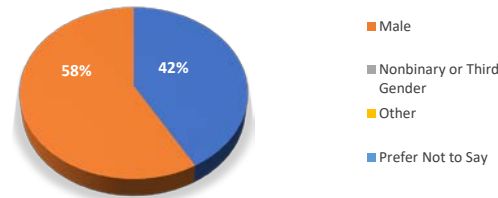
Applicants by District



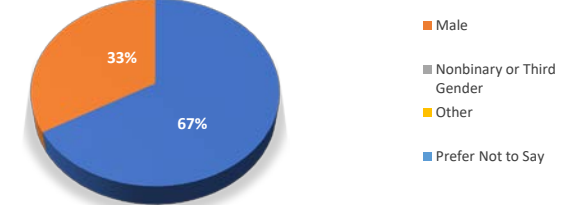
## Gender

	Members	Applicants
Female	5	2
Male	7	1
Nonbinary or Third Gender	0	0
Other	0	0
Prefer Not to Say	0	0
<b>Total</b>	<b>12</b>	<b>3</b>

Members by Gender



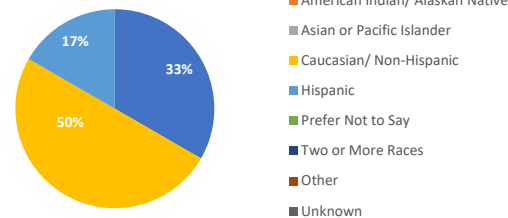
Applicants by Gender



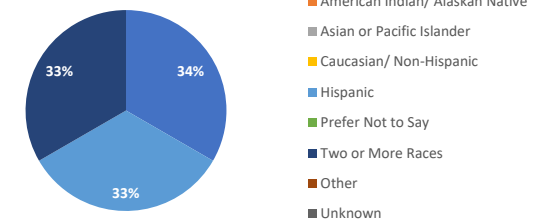
## Ethnicity/Race

	Members	Applicants
African-American	4	1
American Indian/ Alaskan Native	0	0
Asian or Pacific Islander	0	0
Caucasian/ Non-Hispanic	6	0
Hispanic	2	1
Prefer Not to Say	0	0
Two or More Races	0	1
Other	0	0
Unknown	0	0
<b>Total</b>	<b>12</b>	<b>3</b>

Members by Ethnicity/Race



Applicants by Ethnicity/Race



**Central Piedmont Community College  
Board of Trustees**

**Letter of Recommendation**



March 31, 2020

Mr. George Dunlap  
Chairman, Mecklenburg County Board of Commissioners  
Charlotte-Mecklenburg Government Center  
600 East 4<sup>th</sup> Street  
Charlotte, NC 28202

Dear Chairman Dunlap:

We are writing you to request your consideration, and the consideration of the other Mecklenburg County commissioners, in appointing Dr. Jim Dunn of Atrium Health to the Central Piedmont Community College Board of Trustees.

Dr. Dunn serves Atrium Health as executive vice president and chief people and cultural officer. He leads teams that focus on engagement of Atrium teammates from recruitment through retirement, including workforce relations, diversity and inclusion, compensation, benefits, learning and organizational development, HR communications, external affairs, corporate and community outreach, and government relations.

Dr. Dunn joined Atrium in 2018. Prior to coming to Charlotte, he worked as vice president and chief talent officer for Parkland Health Hospital System in Dallas, Texas. He also has held leadership positions with the Cleveland Clinic, Texas Health Resources, and the American Cancer Society.

As his attached resume conveys, Dr. Dunn is considered a national expert in workforce culture, diversity and inclusion, and the employee experience. Dr. Dunn's vast human resources knowledge and executive-level experience will serve the Central Piedmont board well. The college adopted a new strategic plan in 2019 and is now moving to realign its organizational structure and culture to carry out the plan. Dr. Dunn will be able to provide unique counsel as the college undertakes this important work.

In addition, the college is working hard to ensure its healthcare programs continue to meet the ever-growing needs of Mecklenburg County healthcare providers. We can think of no one better than Dr. Dunn to help guide the college as a board member as we look to enhance our current healthcare programs and establish new ones.

Dr. Dunn would succeed Mr. Benton Bragg, who has served with distinction as a college trustee for eight years. We need another strong and highly engaged executive-level professional to follow Mr. Bragg on the board. We feel Dr. Jim Dunn will be an excellent trustee, providing expertise now absent from the board.

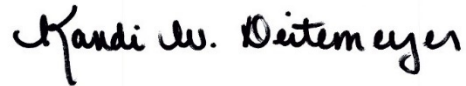
Please see Dr. Dunn's attached resume to see the full scope of his career and his multiple advanced degrees. We believe the Board of County Commissioners could make no better appointment to the Central Piedmont board than Dr. Jim Dunn.

Please let us know if you have any questions. Thank you for your consideration.

Sincerely,

A handwritten signature in black ink, appearing to read "Ed A. Dalrymple".

Edwin A. Dalrymple  
Chair, Board of Trustees

A handwritten signature in black ink, appearing to read "Kandi W. Deitemeyer".

Kandi W. Deitemeyer, Ed.D.  
President

cc: Board of County Commissioners  
Dr. Jim Dunn



# Eugene A. Woods

President & CEO | Atrium Health

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March 30, 2020

I am pleased to recommend my colleague Jim Dunn, executive vice president and chief people and culture officer for Atrium Health, for a seat on the Central Piedmont Community College Board of Trustees.

Jim is eminently qualified to join this distinguished body, having served on the Congressional Award Foundation's National Board of Directors since June, 2019. More than that, Jim knows the value of and the essential role CPCC plays in providing a highly trained workforce to the community – and Atrium Health, in particular. In 2019, we hired 56 RNs from CPCC. Through the Charlotte Executive Leadership Council, in partnership with Novant Health, Atrium Health is on track to meet our goal to hire 89 percent of CCPC nursing students in 2020.

Jim “knows his way around” the academic community. He has served as adjunct and distinguished faculty for several colleges and universities, including the Harvard School of Public Health, the Morehouse School of Medicine and the MIT Sloan School of Management. His leadership has been recognized with many awards, such as the Global Strategic HR (Human Resources) and OD (Organizational Development) Award from the Organizational Development Institute for his work on informal cultures. He also was named among the 2018 and 2020 Most Influential African Americans in Corporate America by Savoy Magazine.

I know that Jim Dunn will bring a level of expertise, ideas, leadership and energy to the CPCC Board of Trustees. I highly recommend him for the position on this prestigious body.

Warm Regards,

Eugene A. Woods  
President & Chief Executive Officer  
Atrium Health



Gene.Woods@AtriumHealth.org



704.355.3216



PO Box 32861  
Charlotte, NC 28232



704.355.8478

***Central Piedmont Community College  
Board of Trustees***

***Applicants***





## Mecklenburg County Advisory Board Application

- **Name of Advisory Board:** CPCC Board of Trustees
- **Name:** Ilieva Ageenko
- **Home address:** 17512 Sail View Drive
- **City:** Cornelius
- **Zip code:** 28031
- **Home Phone:** 704-9879048
- **Work Phone:** 704-2872087
- **Email:** [ilieva.ageenko@us.gt.com](mailto:ilieva.ageenko@us.gt.com)
- **Occupation:** Financial Services Consulting
- **Place of employment:** Grant Thornton
- **Race:** Latino
- **Sex:** Female
- **Age:** 59
- **Hours per month available for position:** 8
- **County advisory board currently serving on:** Board of Directors at the Stratford Richardson YMCA
- **Expiration date:** 2019
- **Education:** PhD
- **How did you learn of this vacancy?** Other -- website
- **If you selected Other, please explain:**
- **Business and civic experience:** Managing Director in Grant Thornton's Financial Services Advisory and US practice leader for Model Risk Management. More than 20 years of industry experience leading digital and multi-channel services and advanced analytics. Prior of joining Grant Thornton, worked in executive roles in Bank of America and Wells Fargo (Wachovia). Interacts on a regular basis with regulators and Board of Directors. Serves as an advisor on QC Fintech, served on the Board of Directors for Women in STEM
- **Areas of expertise and interests/skills:** New curriculum development in areas of Artificial Intelligence, Fintech, Risk Management topics and Corporate Governance
- **Am I a current vendor with Mecklenburg County?** No
- **County Commission District:** 1
- **I, hereby, authorize Mecklenburg County to verify all information included in this application. I certify that the information contained in this application is true and correct according to the best of my knowledge and belief. I understand that this application is subject to the N.C. Public Records Law (NCGS 132-1) and may be released upon request. I agree**
- **Signature of applicant:** Ilieva Ageenko

- **Date:** 06/19/2019



## Mecklenburg County Advisory Board Application

- **Name of Advisory Board:** Central Piedmont Community College
- **Name:** Jimmy Dunn
- **Home address:** 2125 Sharon Lane
- **City:** Charlotte
- **Zip code:** 28211
- **Home Phone:** 8176584812
- **Work Phone:** 7043553776
- **Email:** [jim.dunn@atriumhealth.org](mailto:jim.dunn@atriumhealth.org)
- **Occupation:** Hospital Administrator
- **Place of employment:** Atrium Health
- **Race:** Black
- **Sex:** Male
- **Age:** 52
- **Hours per month available for position:** As needed
- **County advisory board currently serving on:** None
- **Expiration date:** N/A
- **Education:** PhD
- **How did you learn of this vacancy?** Other
- **If you selected Other, please explain:** Website
- **Business and civic experience:** See resume and bio
- **Areas of expertise and interests/skills:** Human Resources, Organizational Development, Community Development
- **Am I a current vendor with Mecklenburg County?** No
- **County Commission District:** 5
- **I, hereby, authorize Mecklenburg County to verify all information included in this application. I certify that the information contained in this application is true and correct according to the best of my knowledge and belief. I understand that this application is subject to the N.C. Public Records Law (NCGS 132-1) and may be released upon request. I agree**
- **Signature of applicant:** Jim Dunn
- **Date:** 03/28/2020

A portrait of Jim Dunn, a man with short dark hair and glasses, wearing a dark blue suit, white shirt, and a patterned tie. He is smiling and standing in front of a blurred background that appears to be an outdoor setting with a railing.

# Jim Dunn

Executive Vice President, Chief People and Culture Officer

**Jim Dunn, PhD, DHA, DAST, FACHE**, is executive vice president and chief people and culture officer for Atrium Health, one of the most comprehensive and highly integrated not-for-profit healthcare systems in the nation. As a member of the executive leadership team, Dunn leads teams that focus on the engagement of Atrium Health teammates – from recruitment through retirement – including workforce relations, diversity and inclusion, compensation, benefits, learning and organizational development, teammate health, recognition, events and HR communications, external affairs, corporate and community outreach and government relations.

A national expert in culture, diversity and inclusion and the employee experience, Dunn joined Atrium Health in April 2018. Previously, Dunn served as the executive vice president and chief talent officer for Parkland Health and Hospital System in Dallas, Texas. He served as a member of the executive leadership team overseeing the people and talent operations for the system, including human resources operations, inclusion and diversity, employee experience, language and linguistic services, pastoral care, occupational health and its learning and development structure. Additional leadership positions held throughout his career include, serving as the human resources and learning executive for the Cleveland Clinic, chief learning officer for Texas Health Resources and the national vice president of human resources and talent retention strategies for the American Cancer Society. His work history also includes progressively responsible roles as a research scientist with the Georgia Tech Research Institute and leading the global HR operations for former President Jimmy Carter at the Carter Presidential Center in Atlanta.

Among numerous notable achievements, Dunn has received the Outstanding Business Leader Award from the *Dallas Business Journal*, the South Dallas Outstanding Leader Award, and the Global Strategic HR and OD Award from the Organizational Development Institute for his work on informal cultures. He also was named amongst the 2018 and 2020 Most Influential African Americans in Corporate America by *Savoy Magazine*.

Dunn holds a bachelor's degree in chemistry and macro-environmental science from Howard University, a master's degree in business administration from the Massachusetts Institute of Technology (MIT), and a Master of Public Health degree in occupational health from Emory University. Additionally, he holds multiple doctoral degrees in education, organizational development and healthcare administration from Emory University, Benedictine University and the Medical University of South Carolina, respectively. He has served as adjunct and distinguished faculty for multiple universities including the Harvard School of Public Health, MIT Sloan School of Management, Morehouse School of Medicine, Emory University, University of Chicago and the University of Texas at Dallas.

He is also a state registered professional mediator, specializing in workplace conflict resolution strategies, and a fellow (FACHE) and faculty member of the American College of Healthcare Executives. Dunn currently serves on the Congressional Award Foundation's National Board of Directors.

# Jim Dunn, PhD, DHA, DAST, FACHE

2125 Sharon Lane, Charlotte, NC 28211

(817) 658-4812 M / [www.linkedin.com/in/jim-dunn-phd-dha-dast-fache-0545777](http://www.linkedin.com/in/jim-dunn-phd-dha-dast-fache-0545777)

## PROFESSIONAL SUMMARY

- Senior, strategic executive leader and innovative problem solver with solid business acumen and a record of more than 30 years of driving positive outcomes in strategic human resources operations, organization development and advanced employee and leader engagement strategies, executive compensation and benefits, healthcare operations and culture enhancement
- Expert in creating and sustaining high performance organizations that deliver measurable and bottom-line results in the areas of re-engineering of enterprise-wide human resources management functions, strategic workforce planning and analytics, comprehensive strategic planning and talent strategy implementation and people metric and scorecard development
- Has conducted over a decade of research and is published in the areas of strategic HR and organizational development, board development and governance, large-scale organization change management, and alignment of informal and formal organizational cultures
- A state registered professional mediator, specializing in workplace conflict resolution and negotiation strategies
- Has earned numerous professional designations as a: Certified Compensation Professional (CCP), Certified Benefits Professional (CBP), Global Remuneration Professional (GRP), Human Capital Strategist (HCS), Senior Professional in Human Resources (SPHR), Registered Organization Development Consultant (RODC) and Fellow (FACHE) with the American College of Healthcare Executives.
- Selected by Savoy Magazine's as one of 2018 and 2020 *100 Most Influential African Americans in Corporate America*

## CORE COMPETENCIES

Strategic Human Resources Management  
Organization and Strategy Development  
Position Control and Labor Optimization  
HR Shared Service Models

Executive Coaching and Board Governance  
Strategy Development and Implementation  
Workforce Planning and Analytics  
Executive and Employee Compensation

## PROFESSIONAL EXPERIENCE

**Atrium Health**, Dallas, TX

March 2018- Present

*Executive Vice President and Enterprise Chief People and Culture Officer*

Atrium Health, one of the most comprehensive and highly integrated not-for-profit healthcare systems in the nation with approximately 70,000 teammates and over 900 care locations across NC, SC and GA. As a member of the system executive leadership team, Dunn has strategic responsibility for leading teams that focus on the engagement of Atrium Health teammates – from recruitment through retirement – including workforce relations, diversity and inclusion, executive compensation, benefits, learning and organizational development, language services, career development, teammate health, reward and recognition, teammate events and HR communications, external affairs, corporate and community outreach, government relations and policy, teammate and provider engagement.

- Direct reports include: *Senior Vice President, Workforce Operations, Senior Vice President and Workforce Engagement, Senior Vice President, HR Chief of Staff, Senior Vice President, Chief Community and External Affairs Officer, VP, Executive Compensation, VP, Chief Learning Officer, VP, Government Relations, VP, Chief Experience Officer, VP, Chief Inclusion and Diversity Officer and several Regional CHRO's.*

**Parkland Health and Hospital System, Dallas, TX**

January 2014 - February 2018

*Executive Vice President and Chief Talent Officer, Office of Talent Management*

- Served as integral member of the hospital executive leadership team overseeing all people and talent operations for the health system, including:
  - Human resources operations (executive compensation, benefits, wellness, employee relations, strategic HR business partners, HR shared services, talent analytics)
  - Inclusion and diversity (pastoral care, language and linguistic services, supplier diversity and medical interpretation)
  - Talent acquisition and workforce planning (occupational health, position control, labor optimization, predictive analytics)
  - Employee and physician experience (patient and guest relations, patient experience, volunteer services, Board auxiliary services, vending services, gift shops, employee reward and recognition)
  - Employee and Provider Communications (branding and employee value proposition, strategic communications planning for all HR and organizational services, system internal communications)
  - HR shared services call center (24-hour operation for all HR requests through online portal, monitored phone line or in-person communication)
  - Parkland Academy (corporate university model, learning and HR management systems, employee and provider curriculum development, performance management, succession planning, career development, nursing and allied health education)
- Direct reports include: *Senior Vice President and Associate Chief Talent Officer, Vice President and Chief Workforce Officer, Vice President and Chief Learning Officer, Vice President and Chief Experience Officer, Vice President and Chief Inclusion and Diversity Officer, Director of Talent Communications, Administrative Director (Chief of Staff) for Office of Talent Management, Administrative Director, Shared Services Operations Director, Talent Analytics and Director, Talent Management for Ambulatory and Population Health*
- Additionally, serves as *Chief of Staff* for Parkland Executive Administration, Dallas County Hospital District, City of Dallas elected officials and Parkland Board of Managers

**Cleveland Clinic, Cleveland, OH**

January 2012- January 2014

*Executive HR/ Learning Officer, Office of Learning and Performance Development*

- Responsible for system-wide learning services across the Cleveland Clinic global enterprise and all strategic HR operations for non-Cleveland hospital locations in Florida, Las Vegas, Toronto and Abu Dhabi
- Served as lead strategist for agendas that integrate onboarding, leadership development, succession planning, performance management and organizational development efforts across a system supporting 51,000 employed physicians and caregivers
- Developed and oversaw delivery of high impact teaming and development experiences that expand the individual and team capabilities needed to achieve organizational performance goals
- Facilitated strategic talent reviews and develop scenario predictions on how best to deploy talent to meet workforce planning needs
- Redesigned and implemented new HR operations structure for ancillary Cleveland Clinic operations resulting in over 7 million in annual savings.

**Texas Health Resources, Dallas, TX**

February 2007- January 2012

*Chief Learning Officer, Center for Learning and Career Development*

- Lead enterprise efforts to build and advance health system's reputation for best-in-class talent development by defining, creating and implementing a system-wide organizational learning strategy, for 25,000 employees, both clinical and non-clinical
- Served as executive sponsor for translating business strategy into practical steps, fusing system culture and vision into the realm of organizational knowledge management
- Responsible for system-wide organizational learning, including the best-in-class and award winning THR Leadership University and the System Leadership Institute
- Executive officer overseeing external learning partnerships, such as those with El Centro Community College, Dallas County Community College, the Universities of Texas-Arlington and Dallas, Texas Tech University, Southern Methodist University, University of North Texas and others
- Supervised system learning and OD organization of approximately 200 employees across 24 hospital sites throughout Dallas-Fort Worth
- The Center for Learning and Career Development operated multiple service line areas including clinical and non-clinical education, allied health education, academic degree program offerings, leadership and organizational effectiveness, instructional systems design, industrial and organizational measurement and psychology and a host of virtual and clinical skill laboratories
- Featured cover article in the April 2012 Chief Learning Officer magazine for strategic excellence in operational programming
- Recipient of the 2011 Outstanding Business Leader Award from the Dallas Business Journal
- Honored by the 2012 International HR and Organizational Development Council in Portugal for work on building strategic HR systems in healthcare

**American Cancer Society (ACS), Atlanta, GA**

April 1998 – Feb 2007

*National Vice President, Human Resources and Talent Retention Strategies*

Jan 2003 - Feb 2007

- Served as national executive leader and director of comprehensive nationwide HR initiatives for 8,000 employees and a volunteer force of 2.5 million
- Accountable for performance management, strategic benefits, compensation, HRIS, payroll, talent acquisition, employee/labor relations, organizational and leadership development, strategic planning and diversity strategy
- Provided and directly accountable for a centralized, national home office team of 50 HR staff and an additional 60 HR leadership staff nationwide
- Served as head of nationwide Human Resources and Talent Strategy CEO Council
- Responsible for strategy development and organizational efforts to improve the employment brand of the ACS
- Developed and created cross-functional links between international cancer organizations and other external collaborative opportunities
- Worked intimately with National CEO, Executive Team members and National Board Volunteers

*National Director, Organizational Development and Diversity Strategy*

April 1998 - Jan 2003

- Responsible for the development, management and implementation of diversity and inclusion programs, talent management, staff and volunteer diversity initiatives
- Provided leadership and expert council to ACS division boards around organizational policies and/or systems to support ACS initiatives around diversity and staff development
- Responsible for the strategy and direction of three national diversity councils, with quarterly reporting to the Chief Executive Officer
- Represented ACS as external diversity engagements, press releases and community speaking engagements per the request of ACS leadership
- Managed work processes and served as team leader of a self-directed work team of seven director-level professional staff

**Carter Presidential Center of Emory University, Atlanta, GA**

Jan 1996 - Apr 1998

*Global Director, Human Resources*

- Managed the global human capital of a non-profit center led by former President Jimmy Carter, in partnership with Emory University
- Developed and held general oversight of the Center's human resources department and provided direction to global staff in administering human resources policies and procedures
- Served as Chief of Staff and Governance Officer for Presidential Advisory Board for President Carter
- Employed general theories of group dynamics, team building, and strategic planning to develop and implement strategies for organizational job design/redesign, high-level employment recruitment activities and a Carter Center-Emory University strategic plan
- Assessed staff development needs
- Planned, implemented, and evaluated programs to meet defined needs and provided a foundation for effective project management
- Developed short and long-range plans for effective recruitment, development and use of human resources
- Served as Chair, Carter Center Diversity Task Force and Chair, Emory University Employment Branding Committee



**BP Amoco Corporation, Atlanta, GA**

June 1990 - Jan 1996

*Regional Director, HR and Organizational Development*

- Responsible for the executive of human resources operations for over 6,000 regional employees, including two Canadian unionized manufacturing facilities
- Supervised a regional HR staff of 120 employees and provided on-site HR support to 250 research and development center employees
- Managed the development of southeast regional programs relating to strategy development, diversity and inclusion strategies, total quality and process improvement programs (ISO 9000/Six Sigma), team building/facilitation, project management, compliance auditing, and career marketing skills
- Supported and identified opportunities for Amoco's involvement in community activities and corporate donations
- Served as spokesperson and coordinator for regional community outreach programs

**Georgia Tech Research Institute, Atlanta, GA**

May 1989 - June 1990

*Research Scientist*

- Performed training activities for the Georgia State OSHA Consultation Program administered by the Dept. of Labor
- Trained public sector employees on the adverse health effects of toxic chemicals and administered recommendations for their use or non-usage.
- Led bi-weekly chemical hazard training for state employed chemists, hospital technicians, college faculty, medical researchers, and industry safety coordinators.
- Coached and developed local hospitals on achieving and sustaining compliance with Joint Commission guidelines

## TEACHING EXPERIENCE

**Massachusetts Institute of Technology (MIT), Cambridge, MA**  
*Strategic HR Systems; Principles of Negotiation, Instructor*

**Jefferson College of Health Sciences at Carilion Clinic,**  
*Healthcare Strategy; HR in US Healthcare, Adjunct Faculty*

**University of Texas at Dallas, Dallas, TX**  
*Healthcare Economics and Policy, Adjunct Instructor*

**Southern Methodist University (SMU), Dallas, TX**  
*US Healthcare Policy, Undergraduate Instructor*

**University of Chicago Business School, Chicago, IL**  
*Strategic Diversity Systems. Graduate Instructor*

**Harvard School of Business, Cambridge, MA**  
*Organizational Diagnosis, Summer Institute*

**Harvard School of Public Health, Cambridge, MA**  
*(Continuing education) Risk Communication*

**Morehouse School of Medicine, Atlanta, GA**  
*Occupational Health Management, Graduate Instructor*

**Emory University, Div. of Educational Studies, Atlanta, GA**  
*American Education, Undergraduate Instructor*

**Georgia Institute of Technology, Atlanta, GA**  
*Organizational Development, consortium*

**Emory University Business School, Atlanta, GA**  
*Organizational Theory', Graduate Instructor*

**Kennesaw State University, Kennesaw, GA**  
*Human Resources Certification (SPHR/PHR) Instructor*

## EDUCATION

**Medical University of South Carolina (MUSC)**, Charleston, SC

College of Health Professions

***Doctor of Health Administration (DHA)***, Dissertation: A Study of Perceptions Regarding the Changing Roles, Skills, and Effectiveness of Human Resources Functional Units in Healthcare

**Benedictine University**, Lisle,

College of Business

***Doctor of Philosophy in Organization Development and Management***

Dissertation: A Study of Perceptions Regarding the Changing Roles, Skills, and Effectiveness of Human Resources Functional Units across US Industries

**Emory University**, Atlanta, GA

Graduate School of Arts and Sciences, Division of Education Studies

***PhD/ Doctoral Diploma for Advanced Studies in Teaching (D.A.S.T.)***

Doctoral Project: Use of Workforce Development Strategies in Driving Employee Engagement

**Emory University**, Atlanta, GA

Rollins School of Public Health

***Master of Public Health***, with specialization in Occupational Health

**Harvard University**, Cambridge, MA

Harvard Extension School

***Executive Certificate in HR Administration/ Management***

**Massachusetts Institute of Technology (MIT)**, Cambridge

Sloan School of Management

***Master of Business Administration***

**Howard University**, Washington, D.C.

School of Human Ecology

***Bachelor of Science, in Macro-Environmental Science and Chemistry***

## CERTIFICATIONS

Fellow (FACHE) with the American College of Healthcare Executives

Registered Organizational Development Consultant (RODC) through the Organization Development Institute (ODI)

Senior Professional in Human Resources (SPHR) through the Human Resource Certification Institute (HRCI)

Registered Professional Mediator, Georgia Dept. of Alternative Dispute Resolutions

Certified Mediator in Managing Workplace Conflict, Mediation Training Institute International

Certified Human Capital Strategist (HCS) through the Human Capital Institute

Certified Diversity Recruiter (CDR) with AIRS, Inc.

Global Remuneration Professional (GRP) through the World at Work Society

Certified Compensation Professional (CCP) through the World at Work Society

Certified Benefits Professional (CBP) through the World at Work Society

## AWARDS

Savoy Magazine's 2018 and 2020 *100 Most Influential African Americans in Corporate America* DFW 2017 *HR Executive of the Year*: Dallas-Fort Worth Hospital Council  
Emerging Frontline Healthcare Worker Champion (2016) by CareerSTAT and JPMorgan Chase  
South Dallas Outstanding Community Leader of the Year, July 2014  
Honored by the 2012 International HR and Organizational Development Council in Portugal for work on building strategic HR systems in healthcare  
Recipient of the 2011 Outstanding Business Leader Award from the Dallas Business Journal  
Corporate University Award (2010) for Learning Strategy Excellence in Healthcare  
Featured in 2007, 2012, 2016, 2017 Publications of Who's Who in Black Atlanta and Black Dallas Top 100 Executives under 40, Ebony Magazine Foundations Award Banquet, February 2006

## ASSOCIATIONS & PROFESSIONAL AFFILIATIONS

Member, Leading on Opportunity Council- Charlotte  
Board of Trustees, Discovery Place  
Board of Advisers, Harvey Gantt Center for African American Art  
Congressional Award Foundation, US Supreme Court  
Member, Chief Learning Officer Magazine Business Intelligence Board  
Advisory Board Member, Strategic Human Resources Management Master's Degree Program, Benedictine University  
Southern Methodist University (SMU) Cox Business School Dean's Associates Board  
UT-Arlington College of Nursing Dean's Advisory Board  
Talent Management Alliance (TMA) Advisory Board for People in Healthcare  
American Cancer Society Greater Dallas Board of Advisors  
ACHE North Texas Board of Directors; Chair HR/Education Committee  
Advisory Board Member, Chief HR Officer Forum in Healthcare Member,  
American Academy of Management (AOM)  
Member, Organization Development Network (ODN) Organization  
Member, Organization Development Institute (ODI)  
Member, American College of Healthcare Executives  
Member, National Association for Health Services Executives (NAHSE) Member,  
100 Black Men of Greater Dallas, Inc.  
Member, National Black MBA Association-DFW Chapter Member,  
Editorial Board for Patient Experience Journal  
Scholarly Research Reviewer, Midwest Academy of Management (2009) Peer  
Reviewer, Organization Development Journal (2006-2008)  
Past VP, Employment Services for SHRM Atlanta (2006-2007) Executive Team Past  
Chair, Human Resources Advisory Board, Northside Hospital  
Past Board Member, Crawford Long Hospital (Chair, HR Services Work Group)  
Past Board Member, 100 Black Men of America (South Fulton Chapter)  
Past Member, City of Atlanta Mayor's HR Advisory Council Member (Bill Campbell)

## PRESENTATIONS AND EXECUTIVE DEVELOPMENT

HR Executive Certificate Program, October 2005, Harvard University  
Executive Program on Negotiation, October 2005, Harvard University  
SHRM HR Strategy Conference Speaker/Participant, October 2007, Tampa, Fl.  
Mutual of America Leadership Development Program, November 2004  
HR Executive Leadership Program (Scholarship Recipient), Center for Creative Leadership, May 2006

Executive Workshop Presenter: "What Does Your CEO Really Need from HR?" Human Resources Forum, Richmond Events, May 2007.

Workshop Presenter: Midwest Academy of Management, *Developing Strategic HR Systems that Work!* October 2007, Kansas City, Mo.

Workshop Presenter: Southwest Academy of Management, *Learning Strategies for the 21st Century Healthcare Organization*, March 2008, Houston, TX.

International Academy of Management Conference Speaker: *Developing Global Competencies for the Chief Human Resources and Chief Learning Executive*, April 2008, Lyon, France

Executive Keynote Speaker: ASTD Dallas/ Fort Worth Chapter, *Is Your Training and Development Healthy in this Economy? See How the CLO of Texas Health Insures a Perfect Check-UP!* March 2009.

Conference Speaker: Midwest Academy of Management, *Creating Hospital Based Recruitment and Mentoring Strategies*, October 2009, Chicago, Illinois.

Conference Moderator: Chief Learning Officer Magazine Annual Networking Breakfast, March 2011, Dallas, TX.

Conference Keynote Speaker: Talent Management Alliance (TMA) *People in Healthcare*, February 2012, Houston, TX. Showcased recently developed THR Leadership Behavior Model.

Conference Keynote Speaker: The Talent Management Executive Roundtable, "How to align your HR. People and Strategies to the Bottom-line: It's not your CEO's responsibility. it's yours!" June 2012, Vancouver, Canada.

International Keynote Conference Speaker, *2012 International Human Resources and Organization Development Conference*, Portugal/Seville, Spain

Conference Speaker: Chief HR Officer Symposium, CLO Power Panel: *Best ROI Practices at Texas Health Resources*, September 21-23, 2012, Colorado Springs, CO.

Conference Moderator: Talent Management Alliance (TMA) *People in Healthcare*, January 2013, Houston, Texas.

Conference Opening Keynote Speaker: Connex International: Human Resources Sector, September 22-24, 2013, Dallas, TX. Topic: Ambiguity: The new best friend in healthcare.

Conference Moderator: The Executive Connection of North Texas, Winter 2013.

Conference Keynote Speaker: University of Texas at Arlington, College of Business Executive Week Symposium, October 2015.

Conference Speaker: Harvard Business School Healthcare Alumni Association, 16th Annual Conference. Topic: *Entrepreneurship in Healthcare Services*, November 5-6, 2015, Cambridge, MA.

Luncheon Keynote Speaker: Dallas HR Summit, March 2016. Topic: *Becoming an Aligned and innovative HR Executive*

Conference Keynote Speaker: Cisco Executive Leadership Consortium, Atlanta, Georgia, April 2016. Topic: *Role of Emotional Intelligence in executive leadership success.*

Modern Healthcare Magazine Roundtable Discussion on Predictive Analytics in Healthcare, August 29-30, 2016, Philadelphia, PA

Conference Keynote Speaker: American College of Healthcare Executives (ACHE) Annual Conference. Topic: *Violence in Healthcare: Capturing the Impact of the Dallas Police Officer Shootings of July 2016*, April 2017.

American College of Healthcare Executives (ACHE) 2017 Executive Program Faculty, Strategic HR in Healthcare, San Diego, CA, August 2017

Conference Speaker: Vizient Clinical Summit, "Driving Engagement in Healthcare: the CHRO's role," Chicago, IL, September 2017

Conference Speaker: CHRO Roundtable 2017, "The Role of the HR Leader and Driving Large Scale Cultural Change," Phoenix, AZ, November 2017

Conference Closing Keynote: National Center for Healthcare Leadership, "The Increasingly Important Role of the CHRO in driving Clinical Care, Chicago, IL, November 20

Executive Workshop Presenter: "What Does Your CEO Really Need from HR?" Human Resources Forum, Richmond Events, May 2007.

Workshop Presenter: Midwest Academy of Management, *Developing Strategic HR Systems that Work!* October 2007, Kansas City, Mo.

Workshop Presenter: Southwest Academy of Management, *Learning Strategies for the 21st Century Healthcare Organization*, March 2008, Houston, TX.

International Academy of Management Conference Speaker: *Developing Global Competencies for the Chief Human Resources and Chief Learning Executive*, April 2008, Lyon, France

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Conference Speaker: Midwest Academy of Management, *Creating Hospital Based Recruitment and Mentoring Strategies*, October 2009, Chicago, Illinois.

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Conference Speaker: CHRO Roundtable 2017, "The Role of the HR Leader and Driving Large Scale Cultural Change," Phoenix, AZ, November 2017

Conference Closing Keynote: National Center for Healthcare Leadership, "The Increasingly Important Role of the CHRO in driving Clinical Care, Chicago, IL, November 2017

## PUBLICATIONS

*"Strategic Human Resources and Strategic Organization Development: An Alliance for the Future?" Organization Development Journal*, vol. 24(4), winter, 2006.

*Case History: Leveraging OD- Strategies for Limited Resources*, OD Practitioner Journal, vol 39(1), winter 2007.

Contributing Author, *Strategic Organization Development: Managing Change for Success*. Information Age Publishing (2009), graduate school textbook.

Leadership and Talent Development 2011: *A conversation with the Chief Learning Officer of Texas Health Resources*, LHH.com.800.611.4LHH, White Paper, March 2011.

*"A lifelong learner: Jim Dunn with Texas Health Resources,"* Chief Learning Officer Magazine, April 2012.

*Critical Issues in Organization Development: Case Studies for Analysis and Discussion*. Contributing Author, Information Age Publishing, 2013.

*Learning and the Older Worker*, Contributing Author, Chief Learning Officer Magazine, August 2013.

*The State of Predictive Analytics in US Healthcare: An Effective Roundtable*, Participant, Modern Healthcare Magazine, October 31, 2016.

*Unintended Consequences: How the Affordable Care Act Saved Strategic Human Resources in Healthcare*, Author: Jim Dunn, PhD, Author House Publishing, (Scheduled for international release in Fall, 2020).



## Mecklenburg County Advisory Board Application

- **Name of Advisory Board:** CPCC Board of Trustees
- **Name:** Lilly Raymond
- **Home address:** 21211 Pumila Ct
- **City:** Cornelius
- **Zip code:** 28031
- **Home Phone:** 704-604-8144
- **Work Phone:** 704-604-8144
- **Email:** [Lmraymond2@yahoo.com](mailto:Lmraymond2@yahoo.com)
- **Occupation:** Marketing Executive
- **Place of employment:** Bank of America
- **Race:** Mixed Race
- **Sex:** Female
- **Age:** 50
- **Hours per month available for position:** 4-8
- **County advisory board currently serving on:**
- **Expiration date:**
- **Education:** Carnegie Mellon University (BA Economics) and University of Pittsburgh (MBA)
- **How did you learn of this vacancy?** Other-Website
- **If you selected Other, please explain:**
- **Business and civic experience:** Over 20 years business, marketing and management experience
- **Areas of expertise and interests/skills:** Marketing, Digital, Technology
- **Am I a current vendor with Mecklenburg County?** No
- **County Commission District:** 1
- **I, hereby, authorize Mecklenburg County to verify all information included in this application. I certify that the information contained in this application is true and correct according to the best of my knowledge and belief. I understand that this application is subject to the N.C. Public Records Law (NCGS 132-1) and may be released upon request. I agree**
- **Signature of applicant:** Lilly Raymond
- **Date:** 09/09/2019