Central Piedmont Community College Board of Trustees

Eligible for Reappointment

Name	District	Gender	Ethnicity	
Dunn, Jimmy	5	Male	African American	



March 18, 2024

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

Dear Chairman Dunlap:

PO Box 35009 Charlotte, NC 28235 704.330.2722 cpcc.edu Please accept this letter as a request from Central Piedmont Community College to reappoint Mr. Jim Dunn to the college's Board of Trustees.

Since his first appointment in 2020, Mr. Dunn has been one of our most dedicated trustees, serving in key leadership positions. He was elected by his fellow trustees as vice chair in 2022, and then was chosen to chair the board in 2023. Mr. Dunn has provided great leadership as our board chair, and for the sake of strong leadership continuity, the college seeks Mr. Dunn's reappointment.

From 2018 to 2023, Mr. Dunn served Atrium Health, leading talent, and culture strategy. He began his career as a research scientist. He transitioned into national and global human resources leadership positions at BP Amoco, the Carter Presidential Center, Cleveland Clinic, American Cancer Society, and Parkland Health. Jim is a nationally registered professional mediator specializing in workplace conflict resolution strategies and a fellow and faculty member of the American College of Healthcare Executives.

This is an exciting and momentous time at Central Piedmont. We are moving forward with enrollment and program growth and will be working to enhance our community partnerships and business development. Our Board of Trustees, with Jim Dunn at the helm, will help ensure the college grows strategically and efficiently as we seek to make an even bigger impact in this community and in the lives of our students.

As you can see, Mr. Dunn is an outstanding trustee. Central Piedmont would dearly love to have him reappointed to another four-year term. If you or the other commissioners have any questions or would like to discuss the reappointment in greater detail, please let me know.

Thank you for your consideration.

Sincerely,

Kandi W. Deitemeyer, Ed.D.

President

March 20, 2024

Mr. George Dunlap

Chairman, Mecklenburg County Board of Commissioners

Charlotte-Mecklenburg Government Center

600 East 4th Street

Charlotte, NC 28202

Dear Chairman Dunlap:

With this letter, I am submitting my sincere request to be reappointed to the Central Piedmont Community College Board of Trustees. As you know, the Board of County Commissioners first appointed me as a Central Piedmont Trustee in 2020. In 2022, I was elected to serve as the board's vice chair, and in 2023, my fellow Trustees entrusted me to lead the board as the chair.

The Central Piedmont board has become the focus and priority of my local community service endeavors. The continued success and effectiveness of the college are dearly important to me as I have come to cherish and champion the college's mission of student achievement and workforce development. It's my desire to see Central Piedmont sustain its current growth and continue serving Mecklenburg County residents and employers with even greater responsiveness.

As the college moves forward with enrollment and program expansion, continuity in its board leadership will be an advantage. If reappointed, I will seek to continue as the chair. Sustained leadership will help the board move more quickly and efficiently, which will enable the college to be even more innovative in its programming and service.

I will appreciate your support and the support of the other commissioners. I will be happy to discuss my reappointment at your pleasure.

Thank you for your consideration.

Sincerely,

Jim Dunn, PhD, DHA, FACHE

Chair

Central Piedmont Community College Board of Trustees

Advisory Board Application Form Submit Date: Mar 14, 2024 Statement to Applicants Profile Which Boards would you like to apply for? Central Piedmont Community College Board of Trustees: Submitted Jimmy Dunn First Name What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A Jim

jimdunn7@gmail.com **Email Address** 2125 Sharon Ln Home Address NC Charlotte 28211 Postal Code Home: (704) 340-5568 Primary Phone Alternate Phone What Mecklenburg County District do you live in? Please verify below. * **▼** 5 How long have you been a resident of Mecklenburg County? Please include months, or years. 6 My age range is (please select one): * **✓** Over 55 Ethnicity * African American Gender * ✓ Male

Interests & Experiences

Education						
Doctorate						
LD Human Capital Consulting, LLC _{Employer}	President and CEO Occupation					
Business and civic experien	nce					
30 plus years of corporate C-suit civic boards	te business experience. Served on numerous community and					
Area of expertise and inter	rests/skills					
Human Resources/Organizationa	al Development					
Additional Comments						
Happy to serve and would be honored by a reappointment						
	ved on a Mecklenburg County board/commission, fyes, please disclose the Board and term-end date.					
Yes. Term date 07/2024.						
Why are you interested in	serving on the board(s) to which you are applying?					
Re-appointment						
Have you attended a meeti applying?	ing of the advisory board(s) to which you are					
⊙ Yes ○ No						
Hours Per Month Available	for Position					
As needed						
How did you learn of the va	acancy? *					
✓ Word of Mouth						
Jim_Dunn_Resume _2024.docx Upload a Resume						
Disclosure						
Are you a Mecklenburg Cou	untv resident?					

Jimmy Dunn

⊙ 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.)

O Yes O No

Are you a current vendor with Mecklenburg County?

• 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

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.

✓ I Agree

Signature of Applicant (Sign Your Legal Name):

Jimmy Dunn

Board Specific Questions

Jim Dunn, PhD, DHA, FACHE

Board Chair, People and Culture Executive, Author, Professor, Human Capital Advisor Email: jimdunn7@gmail.com Cell: (704) 340 - 5568

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, diversity and inclusion, health equity 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
- Selected to serve as contributing author for Forbes HR Council, Newsweek HR Council, CNBC Workforce Executive Council (2021-Present). Beginning January 2024, will serve as member of CNBC Council Advisory Board
- 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 as one of 2018, 2020 and 2022's 100 Most Influential African-Americans in Corporate America
- Selected by CIO Look Magazine as Top 10 HR Executives to watch for 2022 and featured as cover article
- Selected as feature cover executive for 2023 Who's Who in Black Charlotte

TOP SKILLS

Human Capital Strategy Assessment and Development

Executive and Leadership Development

• Culture Integration

CORE COMPETENCIES

- Strategic Human Resource 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

CERTIFICATIONS

Human Capital Strategist (HCS)
 Senior Professional in Human Resources (SPHR)
 Certified Diversity Recruiter (CDR)
 Certified Compensation Professional (CCP)
 Certified Benefits Professional (CBP)

HONORS-AWARDS

- Keynote Panelist, *Work Human* Annual Conference, San Diego, 2023
- Most Influential HR Leaders, Becker's Hospital Review, September 2022
- CIO Look Magazine, top HR Executive for 2022
- Selected for book cover feature for 2023 Who's Who in Black Charlotte
- 2018, 2020, and 2022 100 Most Influential African Americans in Corporate America, Savoy Magazine
- Emerging Frontline Healthcare Worker Champion
- South Dallas Outstanding Community Leader of the Year
- 2011 Outstanding Business Leader Award
- Corporate University Award for Learning Strategy Excellence in Healthcare

PUBLICATIONS

- Published Newsweek Articles:
 - 1. Coping with Three Kinds of Toxic Colleagues, October 2022
 - 2. Good Boundaries Make Good Colleagues and Friends, February 2023
 - 3. If You Call Yourself a Servant Leader, Are You Really?, May 2023
 - 4. Laughing in the Workplace Is Serious Business, August 2023
- Published Forbes Articles:
 - 1. Three Questions to Ask Before Taking a Job, January 2022
 - 2. Looking to Hire a CDO? A Functional DEI Program Is Bigger Than One Hire, March 2022
 - 3. When A Pink Slip Brings Harmony, April 2022
 - 4. What's All The Hype About ESG and HR, August 2022
 - 5. Evaluate Your Culture In Real-Time With Anniversary Surveys, May 2023
 - 6. Different Meals, Same Table: Navigating The Changing Landscape of Employee Needs, July 2023
 - 7. There is 'AI' in Anxiety, But HR Leaders Can Overcome That, December 2023
- Moments that Move Us- Wambi Podcast, March, 2022
- A Deep-Rooted Culture Evolves to Support Healthcare Heroes, Frontier Health Services Management, October 2021
- "Jim Dunn Works For Our Own Good," American Healthcare Leader (AHL), January 2020
- "Lifelong Learner"- Monthly CLO Profile
- Strategic Organization Development: Managing Change for Success
- Strategic Human Resources and Strategic Organization Development: An Alliance for the Future?
- Case History: Leveraging OD- Strategies for Limited Resources
- The State of Predictive Analytics in U.S. Healthcare

ACTIVE BOARD SERVICE

- Board Chair, Central Piedmont Community College, Charlotte, NC
- Board Chair, Harvey Gantt Center for African American Arts, Charlotte, NC
- The Congressional Award Board, the United Staes Congress' highest award for US young Americans, Washington, DC (Board members appointed and approved by US Congress)
- CNBC Councils Advisory Board, New York
- Executive in Residence, Scottsdale Institute

EXPERIENCE

Dec 2022 – **Advocate Health,** Charlotte, NC

Oct 2023 Executive Vice President, Chief People and Culture Officer

- Served as a member of the senior executive team, reporting to the president and CEO, involved in strategy, operational planning, and system integration.
- Was responsible for all Atrium Health corporate human resources initiatives, including executive compensation, benefits, employment, and workforce relations; transformational people strategy; span of control; operational communications; human capital planning; external affairs; community health and outreach; state and federal government relations; and organizational culture/experience.
- Direct reports included: Senior Vice President and Chief Talent Officer, Senior Vice President and Chief Experience Officer, Senior Vice President and HR Chief of Staff and Strategy, Senior Vice President, Total Rewards, Senior Vice President, HR Board Governance, Senior Vice President of HR Service Delivery (with 5 regional CHRO's reporting into this role), Senio Vice President, External Affairs and Health Equity.

Apr 2018 - **Atrium Health,** Charlotte, NC

Jan 2023

Executive Vice President & Enterprise Chief People and Culture Officer

- Served as a member of the senior executive team, reporting to the President and CEO, involved in strategy, operational planning, and system integration.
- Was responsible for all Atrium Health corporate human resources initiatives, including
 executive compensation, benefits, employment, and workforce relations;
 transformational people strategy; span of control; operational communications; human
 capital planning; external affairs; community health and outreach; state and federal
 government relations; and organizational culture/experience.

Jan 2014 - **Parkland Hospital,** Dallas/Fort Worth

Apr 2018

Executive Vice President & Chief Talent Officer

- Served as an 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 included: 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, and others.

Sep 2009 - **Southern Methodist University and University of Texas at Dallas**Apr 2018 *Adjunct Professor*

Jan 2012 - Jan **Cleveland Clinic,** Cleveland, OH

2014 Executive Learning and HR Officer

- Was 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 integrated onboarding, leadership development, succession planning, performance management, and organizational development efforts across a system supporting 51,000 employed physicians and caregivers.
- Developed and oversaw the delivery of high-impact learning and development experiences that expanded individual and team capabilities needed to achieve organizational performance goals.
- Facilitated strategic talent reviews and developed scenario predictions on how best to deploy talent to meet workforce planning needs.
- Redesigned and implemented a new HR operations structure for ancillary Cleveland Clinic operations, resulting in over \$7 million in annual savings.

Jan 2002 - **Harvard University**Mar 2012 *Adjunct Research Professor*

Feb 2007 -Jan **Texas Health Resources,** Dallas-Fort Worth Area

2012 Chief Learning Officer

- Led enterprise efforts to build and advance the health system's reputation for best-inclass 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.
- Was responsible for system-wide organizational learning, including the best-in-class and award-winning THR Leadership University and the System Leadership Institute.
- Acted as an executive officer overseeing external learning partnerships 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 the system learning and OD organization of approximately 200 employees across 24 hospital sites throughout the Dallas-Fort Worth area.
- Managed the Center for Learning and Career Development, which 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.
- Was featured in a cover article in the April 2012 issue of Chief Learning Officer magazine for strategic excellence in operational programming.
- Received the 2011 Outstanding Business Leader Award from the Dallas Business Journal
- Was honored by the 2012 International HR and Organizational Development Council in Portugal for work on building strategic HR systems in healthcare.

Jan 2006 - University of Chicago Booth School of Business

Feb 2008 Adjunct Professor

Jan 2003 - American Cancer Society, Greater Atlanta Area

Feb 2007 National Vice President Human Resources and Talent Retention Strategies

- Served as national executive leader and director of comprehensive nationwide HR initiatives for 8,000 employees and a volunteer force of 2.5 million.
- Was 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 was 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.

Apr 1998 -Jan 2003

National Director Organizational Development and Diversity Strategy

- Was 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 in 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.

Aug 2004 - Morehouse School of Medicine

May 2006 Visiting Instructor

Aug 1996 - **Emory University,** Greater Atlanta Area

May 2001 Adjunct Instructor

Jan 1996 - **Jimmy Carter Presidential Center**, Greater Atlanta Area

Apr 1998 Global Human Resources Director

- 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 of Carter Center Diversity Task Force and Chair of Emory University Employment Branding Committee.

Jun 1990 -Jan 1996

BP/Amoco Corporation, Greater Atlanta Area

Regional Director HR and Organizational Development

- Responsible for the execution 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 coordinators' 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.

May 1989 -Jun 1990

Georgia Tech Research Institute, Greater Atlanta Area

Research Scientist

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

Education

Medical University of South Carolina, Charleston, SC

Doctor of Health Administration (DHA)

Benedictine University, Lisle, IL

PhD Organizational Development and Management

Emory University, Atlanta, GA

PhD/Diploma for Advanced Study in Teaching (DAST)/ Master of Public Health in Occupational Health

Harvard University, Cambridge, MA

MC, Management

Massachusetts Institute of Technology (MIT), Cambridge, MA

Master of Business Administration (MBA)

Howard University, Washington, DC

BS, Chemistry and Macro-Environmental Science

Mecklenburg County, NC

Central Piedmont Community College Board of Trustees

Board Details

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.

Overvi	ew		
Size 1	12 Seats		
Term	Length 4 Years		
Term	Limit 2 Terms		
Contac	t		
Name	Kristi Douglas		
Phone	(704) 330-6567		

Additional

Qualifications

Persons serving must be a resident of Mecklenburg County. Appointed members must attend a minimum of 65% of all scheduled meetings in a calendar year and cannot miss three consecutive meetings. Failure to comply with attendance requirements will result in removal from the advisory board.

Advisory Board Details

Appointments are made for four-year terms. Members are appointed by the County Commission, Board of Education, and the Governor.

Meeting Dates/Times

Twice Every Other Month - Wednesday at 8:00 a.m.

Meeting Location

Disher Building - Dowd Ballroom - 3rd Floor 1300 E 4th Street Charlotte, NC 28202

Time Commitment

12 hours annually

Stipend

No

Special Notes

Job Description

Central Piedmont Community College Board of Trustees

Board Roster

Edwin A Dalrymple

No Term

Email 205@noemail.com

No Recruitment

Appointing Authority GOV **Category** GOV

Jimmy Dunn

1st Term Jun 23, 2020 - Jun 30, 2024

Email jimdunn7@gmail.com

Home Phone Home: (704) 340-5568

Address 2125 Sharon Ln Charlotte, NC 28211 **Appointing Authority BOCC Category BOCC**

Gabriel J Esparza

1st Term Oct 19, 2021 - Jun 30, 2027

Email gabe_esparza@yahoo.com Home Phone Mobile: (347) 749-3069 Alternate Phone Home: (347) 749-3069

Address 1426 Lilac Rd. Charlotte, NC 28209 **Appointing Authority BOCC Category BOCC**

Lucia Z Griffith

1st Term N/A - N/A

Email 809@noemail.com Home Phone : 7048499665 Alternate Phone : 7043350000

Address 1812 East Bv Charlotte, NC 28203 No Recruitment

Appointing Authority BOE

Category BOE

Michael S Hawley

No Term

Email 206@noemail.com

No Recruitment

Appointing Authority GOV Category GOV

Janet LaBar

No Term

Home Phone : No Recruitment

Appointing Authority GOV

Category GOV

Linda Lockman-Brooks

No Term

Email 209@noemail.com

No Recruitment

Appointing Authority BOE

Category BOE

Chris Paterson

1st Term N/A - N/A

Home Phone : No Recruitment

Appointing Authority GOV

Category GOV

Cecilia A Ramirez

No Term

Email 215@noemail.com

No Recruitment

Appointing Authority BOE

Category BOE

Khalif Rhodes

1st Term Jul 01, 2021 - Jun 30, 2025

Email khalif.rhodes@rhodesfirm.com **Alternate Phone** Home: (678) 823-1228

Address

11713 Windy Mist Way Huntersville, NC 28078 **Appointing Authority BOCC**

Category BOCC

Caldwell R Rose

No Term

Email 217@noemail.com

No Recruitment

Appointing Authority BOE

Category BOE

Alison M Summerville

Partial Term Jul 06, 2023 - Jun 30, 2026

Email alison.summerville@ally.com
Home Phone Mobile: (704) 293-7689
Alternate Phone Business: (704) 444-4831

Category BOCC

Appointing Authority BOCC

Address

2627 Sherwood Avenue Charlotte, NC 28207