

Teresa M. Davis, M.A., SPHR, SHRM-SCP
Executive Director, HR Partners
Loma Linda University Medical Center, Loma Linda, Calif.

PROFESSIONAL EXPERIENCE

Executive Director – HR Partners, 11/2021 - Present

Director – People Services/HR Partners, 6/2015 to 11/2021

Manager-People Services, 6/2013 to 6/2015

People Services Specialist, 2009 to 6/2013

– Loma Linda University Medical Center, Loma Linda, Calif.

Directs HR Partner team to execute Human Resources people strategies and objectives for all assigned areas. Works with hospital operations leadership team on fostering a high-performance culture that emphasizes LLUH core values.

- Responsible for driving and leading the delivery of HRM initiatives and strategic objectives.
- Collaborates with LLUH leadership to define their HR needs and acts as a conduit to HRM to ensure that a synergistic relationship exists between LLUH and HRM.
- Collaborates with LLUH Leadership to develop strategic approaches to managing the organization's talent, to include leadership development, succession planning, career development/mapping, coaching and mentoring.
- Partners with all HRM areas to support Hospital needs in alignment with the organization's strategies.

Human Resource Manager – Soboba Band of Luiseño Indians, San Jacinto, Calif.

Jan. 2008 to August 2009

Fulfilled a broad range of HR functions, including recruiting and training employees, administering benefits, overseeing disciplinary action and managing HR records. Consulted frequently with administration to ensure the needs of the organization were understood and provided feedback and recommendations on how HR would align themselves with the organization's needs.

- Created and implemented an employee handbook, HR policies and procedures.
- Developed the organization's first-ever standardized disciplinary procedures and tracking system that insulated the company from legal risk and ensured consistent and fair discipline processes.
- Devised creative and cost-effective incentive and morale-boosting programs that increased employee satisfaction and productivity. Trained and coached managers in creating an accountable workforce. Initiated a manager training program.
- Automated the employment application and HR functions, including their payroll interface

Human Resource Manager – Navigator Yachts, Perris, Calif.

June 2001 – Jan. 2008

Designed, planned, implemented and updated a broad range of HR functions, including recruiting and training employees, compensation, staffing and recruitment, benefits, overseeing disciplinary action and managing HR records. Consulted frequently with administration to ensure the needs of the organization were understood and provided feedback and recommendations on how HR would align themselves with the organization's needs.

- Created and implemented an employee performance appraisal system, time and attendance tracking system and HRIS system
- Co-Developed the safety program and worked closely with the Safety manager to create people strategies and training to ensure state and federal compliance.
- Created recognition programs to create employee satisfaction, resulting in a reduction in employee turnover from 5% to 2%. Also realized a corporate reduction in the Unemployment Insurance tax rate to the lowest in Company history.

*Area District Manager/Sales Training Manager – Automatic Data Processing
1995-2001*

*Store Manager – Kay Jewelers, Inc.
1987-1995*

EDUCATION

- Kings River Community College, Reedley, Calif.
 - Associate of Arts – General, business emphasis
- San Diego State University, San Diego, Calif.
 - Bachelor of Arts (BA) in English
- University of California, Riverside, Riverside, Calif.
 - Human Resource Certificate
 - Workers Compensation Certificate
- University of Redlands, Redlands, Calif.
 - Master of Arts in Management

CERTIFICATIONS

- SPHR (Senior Professional in Human Resources), 2011
- SHRM-SCP (Senior Certified Professional), 2015

PREVIOUS VOLUNTEER, BOARD OR COMMITTEE LEADERSHIP EXPERIENCE OUTSIDE OF ASHHRA

- I have for the last 7 years lead to Clinical Advancement Committee within my organization.
- I have also received the leadership Walk the Talk award presented to me by our hospital Sr. Vice President.

ACCOMPLISHMENTS AT ASHHRA NATIONAL/REGIONAL/CHAPTER LEVEL

I have been an active ASHHRA member since 2016. In 2019, I was honored to be selected to be a part of the Regional and Chapter Relations Committee, serving Region 9 (Alaska, California, Hawaii, Nevada, Oregon, Washington). I believe being selected to be featured in the HR Pulse in the HR Leader Spotlight for Fall 2022, has definitely been an honor.

CANDIDATE STATEMENT

Having served as a Regional Consultant, I would like to continue serving ASHHRA. I admire those who currently serve in a volunteer capacity and would like to continue to serve in additional ways. I also respect and admire the work ASHHRA does for the HR community and am excited at the future of ASHHRA with all of the changes that have and will happen. I would love to be a part of those shaping the future of ASHHRA.