

## **Vice President**

**Nicole Schell, MBA, FACHE, CHHR, PHR, SHRM-CP, PHR**

*Senior HR Services Director*

*UCHealth*

*Greenwood Village, Colo.*

## **Candidate Statement**

I am dedicated to giving back to the profession and having a network of healthcare HR practitioners who can learn, grow, and network with each other. My experience thus far with ASHHRA as a practitioner member and a board member has been very beneficial. I would like to continue to support the members of ASHHRA and the healthcare HR community by serving in this role.

**Nicole Schell, MBA, FACHE, CHHR, PHR, SHRM-CP**

Greenwood Village, CO

**EMPLOYMENT**

**UCHealth, Denver, CO**

Senior Human Resources Services Director

March 2017 – Current

- Serve as front facing human resources leader to UCHealth Medical Group, UCHealth Metro Ambulatory, Corporate Entities to ensure alignment with the mission, values, and objectives of the organization.
- Develop and implement departmental goals, plans, and standards consistent with objectives and strategy of organization.
- Oversee and facilitate HR components of acquisition, joint venture, and other business transaction activity from due diligence through employee communications & support, and go-live.
- Serve as liaison between operations and Human Resources subject matter experts (Compensation, Benefits, Talent Acquisition, Organization Development, etc.).
- Collaborate with operations on provider-specific matters and initiatives.
- Collaborate with operations on strategies such as leader effectiveness, span of control, succession planning, physician leader development, workforce wellbeing, and engagement.

**Douglas County Hospital, Alexandria, MN**

Chief Human Resources Officer

December 2014-March 2017

- Served as a member of the Douglas County Hospital senior leadership/executive team.
- Provided direct oversight of compensation, benefits, talent management/labor allocation, employee relations, and organization development programs through a Business Partner Model.
  - Scope: 850 employees, \$55M Compensation/Benefit spend annually, 127 acute care beds, 4 ambulatory clinic sites in rural Minnesota.
- Provided operational leadership to Human Resources, Employee Health, Payroll, Environmental Services, Dietary, Employee Education, and Security.
- Served as champion for culture change, employee engagement, and workplace wellness initiatives. Served as executive sponsor to employee led engagement and safety teams.
- Coordinated labor policies and union negotiations. Facilitates resolution of employee grievances and claims related to employment.

**Perham Health, a managed site of Sanford Health, Perham, MN**

Director of Human Resources

May 2013 – December 2014

- Directed, planned, and organized all facets of human resources and payroll.
  - Scope: 450 employees, 25 bed critical access beds, 86 long term care beds.
- Served as an advisor to administration and other management team members regarding human resources related items.
- Facilitated continuous improvement and operational efficiencies in human resources practices and policies; facilitated implementation of human resources and payroll systems.
- Coordinated labor policies and union negotiations. Facilitates resolution of employee grievances and claims related to employment.
- Facilitated culture change, employee engagement, and workplace wellness initiatives.

**University of Minnesota, Minneapolis, MN**

Surgical Administrative Center Human Resources Manager

September 2012 – May 2013

- Managed and coordinated work of the HR service and payroll team for the Center.
  - Scope: Department of Surgery, Orthopaedic Surgery, Otolaryngology, & Urology
- Provided strategic oversight and leadership of all human resource activities.
- Initiated and designed succession planning and talent development plans.
- Consulted and advised on human resources policies, procedures, and practices.
- Represented the Surgical Administrative Center in partnering within medical school, Academic Health Center, the larger university, and external constituents.

**Sanford Health, Fargo ND (formerly MeritCare Health System)**

*Employed in 3 Human Resources roles of progressive responsibility from 2004-2012*

Human Resources Advisor (Business Partner), June 2010- September 2012

Human Resources Compensation Analyst, 2007- June 2010

Human Resources Employment Specialist, 2004-2007

**Summary of Other Qualifications**

In addition to the above work experiences, I have previously taught Human Resources in the Health and Human Services Sector in a graduate program, as well as undergraduate and graduate coursework in Human Resources Management and Strategic Compensation. I am trained in mediation, Certified Executive Coach, Just Culture Champion®, and Master Trained in Team STEPPS®.

**EDUCATION**

Master of Business Administration in Health Administration

University of Colorado, Denver, Colorado

Bachelor of Science Business Administration & Health Services Administration

Minnesota State University Moorhead, Moorhead, MN

**PROFESSIONAL AFFILIATIONS**

American College of Healthcare Executives (ACHE) Member

Colorado Association of Healthcare Executives Member

American Society for Healthcare Human Resources Administration (ASHHRA) Member

Colorado Healthcare Association for Human Resources Management Member

Society for Human Resources Management (SHRM) Member

**Professional Certifications**

Board Certified in Healthcare Management as a Fellow in American College of Healthcare Executives

Certified in Healthcare Human Resources from the American Hospital Association

Professional in Human Resources from the Human Resources Certification Institute

Society for Human Resources Management – Certified Professional

**PROFESSIONAL VOLUNTEER INVOLVEMENT**

American College of Healthcare Executives (ACHE), Colorado Regent

Colorado Association of Healthcare Executives Chapter Past-President

American Society for Healthcare Human Resources Administration (ASHHRA) Board Member