

**Deborah Rubens, SPHR-CA
Professional Profile**

Deborah Rubens, SPHR-CA, director, Human Resources, Shriners Hospitals for Children Northern California, Sacramento, Calif.

Work Experience

2002-Present - Shriners Hospitals for Children Northern California, Director, Human Resources, Sacramento, Calif.

A facility of the International Shrine Corporation, which operates 22 acute care specialty Pediatrics' hospitals in 3 countries, Shriners Hospitals for Children Northern California is the largest health care facility within the Shrine system. A pediatric healthcare facility specializing in Acute and Reconstructive Burn Care, Specialized Plastic Surgery, Orthopedics, Spinal Cord Injury and Cleft Lip and Palette, our services are provided at no cost to all.

Reporting to the Hospital Chief Executive Officer, direct a comprehensive employee relations program and provide services to employees in the areas of compensation, benefits, recruitment, retention, education and training development, employee health services and worker's compensation issues. Managers of Human Resources, Employee Health, Volunteer Services, Library Services and Staff Development report to this position. Strategic in the development and the implementation of a Leadership Development Program being presented to the Management and Medical Staff of all Shrine hospitals in the United States, Canada and Mexico. Responsible for numerous administrative functions and member of several corporate committees.

1997-2003 - Catholic Healthcare West, Mercy General Hospital, Director, Human Resources, Sacramento, Calif.

A facility of Catholic Healthcare West (CHW), Mercy General Hospital is one of the largest acute care facilities within the hospital system. Rated as one of the "Top 100 Hospitals" and consistently rated Number 1 in Cardiac care in the State of California.

Reporting to the President, direct a comprehensive labor and employee relations program and provide site specific services to employees in the areas of compensation, benefits, recruitment, retention, strategic learning development, employee health services and worker's compensation issues for a 300 bed acute care medical facility and related off site facilities and clinics. Ensure compliance with both state and federal laws governing all aspects of Human Resources including EEOC, AA and the JCAHO. Assist in the design, development and implementation of Human Resources policies and procedures. Responsible for positive labor relations by ensuring compliance with negotiated collective bargaining agreements by interpretation, training and grievance administration for all levels of management. Member CHW Recruitment and Retention committee and have been instrumental in the redesign of regional employment function. Human Resource leader for Sacramento area JCAHO committee. Participate as integral member of Facility Operations committee and maintain a matrix relationship with Corporate Vice President Human Resources. Active member bargaining team for both California Nurses Association and Service Employees International Union negotiations of the Northern California division collective bargaining agreement for our represented employees.

1984-1997 - North Broward Hospital District, Ft. Lauderdale, Fla.

Fourth largest public not for profit health care system with gross revenue of \$1 Billion, which operates four acute care medical centers, primary care clinics, comprehensive mental health services, physician practices, home health agency and medical school affiliations and employs over 6,000 employees.

1992-1997 - Chief Regional Human Resource Officer - Imperial Point Region

Reporting to Regional Vice President/Hospital Administration, directed a customer focused Human Resource function that included employee relations, compensation, benefits, recruitment, employee health, human resource development and risk management for a 204 bed acute care medical center and all corporate owned Physician practices with revenue of \$146M. Instrumental in the reengineering of human resources from a centralized model to a regional model. Instituted work redesign and cross training with human resource division. Provided effective employee and management counseling. Ensured compliance with EEOC, Federal and State regulations including JCAHO. Assisted in the design, development, coordination and implementation of corporate Human Resource

policies. Act as a liaison between region and corporate offices. Additionally, had responsibility for directing all human resource functions for the North Broward Region, which included a 419 bed acute care medical center, home health agency, off site housing and primary care clinics for the county. Major Accomplishments were:

- *Chair Labor and Productivity task force.

- *Standing member of Quality Management Council and instrumental in Productivity Improvement Teams.

- *Implemented and helped design computerized time and attendance system for all corporate entities.

- *Assisted in the design, development and implementation of Corporate Orientation program.

- *Directed Human Resource function for Coral Springs Medical Center, a 200 bed acute care medical center with revenue of \$180M as well as handled the responsibilities at the Imperial Point region from December 1994 through July 1995.

Education

Master of Science, Human Resource Management, Nova Southeastern University, Ft. Lauderdale, Fla.

Bachelor of Science, Social Work, The Florida State University, Tallahassee, Fla.

Certified Senior Professional Human Resources with California Certification, Society for Human Resource Management, Alexandria, Va.

Certified Instructor - Genuine Leadership, Leadership 2000, Frontline Leadership, Zenger Miller/Achieve Global San

Jose, Calif.

Certified Facilitator, Development Dimensions International, Pittsburgh, Pa.

Certified Situational Leadership® Trainer, Center for Leadership Studies, Escondido, Calif.

Professional Affiliations

California Hospital Association – Board Member

California Hospitals Political Action Committee – Board Member

Society for Human Resource Management – Employee Relations Expertise Panel 2007-2011

American Association for Healthcare Human Resource Administration – Board Member, 2013 – present, Chair, Learning and Education Committee 2010-2012

Healthcare Human Resource Management Association of California – State Chapter – President 2012-present, Local

Chapter – Treasurer 2009-present

Sacramento Area Human Resource Management Association

Human Resources Certification Institute – California Exam Development Panel 2009-2012

AHA-CC Program Committee – Member and Item Contributor for CHHR 2013-present

Healthy Community Forum – A collaboration of leaders from all of the major health systems, community colleges and

universities in the Sacramento Metropolitan area to help improve education, expand enrollments and solve issues

for the healthcare workforce.

Accomplishments at National/Regional/Chapter Level

HHRMAC Secretary

ASHHRA Co-chair Annual Conference Committee (2008)

Annual Conference Committee Consultant (2009 and committee member 1999-2001)

ASHHRA Member and Chapter Services Committee (2005)

South Florida Healthcare Human Resources Association

Sacramento California Chapter – Board member

Candidate's Statement

With over 29 years of health care human resource experience in all components within the scope of the HR profession, I possess a wealth of knowledge, experience, and expertise to bring to the table to help continue to move ASHHRA forward to be "The Premier" organization for health care human resources. I have served in a wide variety of positions at the local, state, and national level and have an excellent understanding of the needs of our profession and the professionals who work in our industry. I believe that I am uniquely qualified to help lead ASHHRA forward during the changing road ahead.