

Lynette Walker, RN, Ph.D.

Professional Profile

Lynette Walker, vice president, Human Resources, Central Baptist Hospital, Lexington, Ky.

Work Experience

1985 to present—Central Baptist Hospital, Lexington, Ky.

2012 to present—*Vice President, Human Resources*

2011 to 2012--*Executive Director, Human Resources*

2005 to 2011--*Director, Human Resources*

2000 to 2005--*Manager, Human Resources*

1998 to 2000--*Professional Recruiter, Human Resources*

Human resource administration of approximately 2700 employees; coordination of hospital staffing office, employee health program, security, volunteers, PBX, Gift Shop, Lifeline, and Child Development Center.

- Successfully managed departmental budgets of approximately \$6 million
- Implemented hospital recruitment and retention programs
- Introduced new performance management program
- Further developed market-based salary structure
- Reintroduced a Standards of Behavior/Culture of Care philosophy
- Facilitated creation of first stand-alone HR Workforce Strategic Plan
- Achieved *Best Places to Work in Kentucky* Top 10 for Large Employers - 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012
- Awarded *Modern Healthcare Best Places to Work in Healthcare* 2008 (Top 10), 2009
- Awarded *Alfred P. Sloan's Business Excellence in Workplace Flexibility* 2008, 2009
- Awarded *Kentucky Psychological Healthy Workplace Award* 2007

Clinical House Supervisor

1996 to 1998

Responsibilities included:

- Supervision of approximately 1000 employees
- Administrative liaison
- Preadmission review and bed placement
- Staffing
- Education and in servicing of staff
- Human Resource management

Director of Cardiovascular Operations

1993 to 1996

Administrative and fiscal control of daily Invasive and Non-Invasive operations and provision of care; human resource administration; supervision of thirty professionals

- Successfully managed departmental budgets in excess of \$2 million
 - Established electrophysiology program
 - Implemented directional coronary atherectomy procedures and coronary stenting
 - Acquisition of new technology, i.e, IVUS
 - Expanded invasive cardiology program to include a third cath lab suite
 - Expanded nuclear cardiology program to include a second dual head camera
 - Addition of 8 FTE's and 8 physicians
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- Successfully coordinated the provision of care to the client and family for both Invasive and Non-Invasive Cardiology
 - Enhanced cardiovascular product line development, including but not limited to, the acquisition of new technology, equipment, procedures, and practicing physicians
 - Continued development of Market-based Salary Structure with \$4.1 million in adjustments

- Development of a nursing student scholarship program resulting in increased recruitment/retention as evidenced by low nursing annual turnover rate of 11.6% and vacancy rate of 1.6%
- Implementation of new performance management program for organization
- Developed HR Performance Scorecard
- Achieved *Best Places to Work in Kentucky* Top 10 Large Employers 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012 (only hospital to have placed in the top 20 for 8 consecutive years)
- Awarded *Modern Healthcare's Best Places to Work in Healthcare* 2008 (ranked 10th), 2009
- Awarded *Alfred P. Sloan's Business Excellence in Workplace Flexibility* 2008, 2009
- Awarded *Kentucky Psychologically Healthy Workplace* 2007
- Active participant on the University of Kentucky Institute for Workplace Innovation Steering Committee, Bluegrass Area Development Board, Bluegrass Healthcare Consortium, Bluegrass Higher Education Consortium Steering Committee, and Spencerian College Advisory Board.
- Past President/President Elect of the Kentucky Society for Healthcare Human Resources
- Current American Society for Healthcare Human Resources Association Region Three Regional Consultant
- Facilitator for the Southside Technical Healthcare Advisory Committee
- Current Secretary for the Bluegrass Workforce Investment Board.
- Current Chair for the Bluegrass Healthcare Consortium
- Published

Education

Forensic Nursing Certificate, Kaplan College, Boca Raton, Fla.

Doctor of Philosophy (Healthcare Administration), Kennedy-Western University, Thousand Oaks, Calif.

Master of Healthcare Administration, 2000, Kennedy-Western University, Thousand Oaks, Calif.

Bachelor of Health Science in Health Service Administration, 1999, Graceland College, Lamoni, Iowa

Associate of Science in Nursing, 1980, Ashland Community College, Ashland, Ky.

Professional Affiliations

Kentucky Society for Healthcare Human Resource Association (KSHHRA)

American Society for Healthcare Human Resource Association (ASHHRA)

Society for Human Resources Management (SHRM)

Bluegrass Area Development Board

Bluegrass Higher Education Consortium

Spencerian College Advisory Board

Bluegrass Healthcare Consortium

University of Kentucky Institute for Workplace Innovation Steering Committee

Southside Technical Healthcare Advisory Committee

Accomplishments at National/Regional/Chapter Level

ASHHRA Region 3 Consultant 2010-2013

Kentucky Society for Healthcare Human Resources Administration vice president for approximately 10 years

Presentations

2012--"Workplace and Career Flexibility for Older Workers". World at Work Total Rewards Conference & Exhibition, Tampa, FL, March, 2012.

2010--"Aging As We Speak – What is an HR Person Suppose to Do". Nebraska Hospital Association Webinar, April, 2010.

2009--"Aging As We Speak – What is an HR Person Suppose to Do". ASHHRA 45th Annual Meeting & Exposition, Chicago, IL, November, 2009.

Candidate's Statement

I have 33 years of a varied health care background; been an active ASHHRA member for a number of years and a regional consultant for 4 years; active in KSHHRA where I held the office of president or vice president for approximately 10 years; very active in my community - serve on the Workforce Investment Board as Secretary and am the Chair of the Healthcare Consortium; on the Spencerian College Advisory Committee for Biomed and MLT; facilitate the Southside Technical High School healthcare advisory committee; member of the University of KY Innovative Workplace steering committee.