

Gary L. Pastore, CHHR, MSL

Professional Profile

Gary L. Pastore, CHHR, MSL, Director of Human Resources, HonorHealth Scottsdale Healthcare Shea Medical Center, Scottsdale, Arizona

PROFESSIONAL EXPERIENCE

2011 – Present HonorHealth Scottsdale Healthcare Shea Medical Center

Director of Human Resources

As director of Human Resources I am responsible for employee relations, coaching, ad hoc training, employee opinion survey goals, management liaison, administrative liaison, for an employee base of 2,600. Conduct investigations, render decisions, active member of the Patient Satisfaction Team, HCAHPS trainer and facilitator. Conduct talent management review with department manager; assist with the negotiation of team norms. In addition provide support to the corporate HR function by way of special system projects such as RFP preparation for vendors, System Time & Attendance Review, Policy & Procedure integration with our Affiliate system, etc.

2011 – 2011 Banner Health

Human Resources Consultant

Function as the member of the Human Resources team of Banner Good Samaritan Medical Center located in central Phoenix, Arizona. I function as the business consultant for nursing, ancillary, administrative, residents and faculty physicians which encompasses approximately 1,300 employees. Routinely conduct investigations, respond to and participate in unemployment hearings, EEOC charges and other regulatory requirements. Conduct talent management review for succession planning, educational sessions for leadership on a variety of topics, facilitate team development exercises as well as corporate strategic measures.

2008 – 2010 Banner Health

Chief Human Resources Officer, Phoenix, AZ

As a member of the C-Suite team of Banner Boswell Medical Center located in Sun City, Arizona, I am responsible for the strategic initiatives of the human resources functions to include recruitment, retention, and talent mapping. In addition, the position is responsible for brokering the corporate functions of organizational development, compensation, benefits and training.

1999 – 2008 Sun Health, Sun City, AZ

Director of Human Resources

Direct a staff of six support staff, one professional, and one manager supporting two community based hospitals. Walter O. Boswell Hospital and Del E. Webb Hospital located in Sun City and Sun City West with a combined bed capacity of approximately 800 beds and approximately 3,500 employees.

1997 – 1999 Baptist Hospitals & Health Systems, Phoenix, AZ

Director of Human Resources

Directed a five support staff and two supervisors for human resources with additional responsibilities supervising Employee Health and Organizational Development supporting two community based hospitals and one long term care center; Phoenix Baptist Hospital, Arrowhead Community Hospital and Chris Ridge Village Long Term Care Center, located in Phoenix and Glendale, with a combined bed capacity of 328 beds and 237 long term units and approximately 1,200 employees.

1991 – 1997 Phoenix General Hospital & Medical Center Phoenix, AZ

Vice President of Human Resources

Directed three support human resource staff in addition to the Volunteer Services function of a 96 bed community hospital with approximately 450 employees.

EDUCATION

Arizona State University, Tempe, Arizona -- Bachelor of Arts

Rutgers University, New Brunswick, New Jersey

Italian Exchange Program, Florence, Italy
Grand Canyon University, Phoenix, Arizona --Masters of Science in Leadership

PROFESSIONAL AFFILIATIONS

Society of Human Resource Management (SHRM)
American Society for Healthcare Human Resource Administration (ASHHRA)
Annual ASHHRA 2008 Conference Program Chair
Arizona Healthcare Human Resources Association (AHHRA), Current Secretary and Past President three times

ACCOMPLISHMENTS AT ASHHRA NATIONAL/REGIONAL/CHAPTER LEVEL

2015 ASHHRA At-Large Board Member
2009 ASHHRA Outstanding Chapter Contribution Award
1996 and 2007 recipient of ASHHRA Outstanding Chapter Officer Leadership Award

CANDIDATE'S STATEMENT

My dedication and passion to the advancement of the profession of Health Care Human Resources makes me a qualified candidate for the position of president-elect. I can say it is my experience in Human Resources and with volunteer committees, however, I believe in the efforts of our national organization and I am keen on the promotion of individuals who will be replacing us in the years to come. To ensure adequate training and resources, it is necessary to have a solid professional organization behind them to make them successful. This is my belief system and my passion.