

**Juliet D. Nelson, SPHR, CHHR**  
**Professional Profile**

*Juliet D. Nelson, SPHR, CHHR, Director, Human Resources,  
Providence Health & Services, Walla Walla, Washington*

**PROFESSIONAL EXPERIENCE**

Providence St. Mary Medical Center and Providence Physician Medical Group – Walla Walla

November 1998 – Present

**Director, Human Resources** (March, 2009 to present)

Directing day-to-day operations of HR department including establishing new processes with implementation of new technology: Lawson, Taleo. Oversee recruitment and selection process for service area. Direct Employee Activity Committee since 2003. Manage Regional Employee Recognition Team establishing a distinguished employee award, an employee-to-employee recognition process, new employee lunch, and revamping the annual employee awards banquet. Member of Walla Walla Valley Business Connection leading the development of a community recruitment website portal to attract national and international candidates. Conducted reduction in force activities as needed. Coach leaders on performance management issues, setting expectations, coaching employees and assist with compensation issues. Develop system for HR recordkeeping, integrity/legal of all HR files for both employed and contracted staff. Supervise department employees. Lead in union negotiations.

**Recruiter/Business Partner, Human Resources** (August 2006 to March, 2009)

Manage recruitment and selection process, including coordinating a comprehensive recruitment plan that included strategies for attracting and retaining the best candidates. Analyze positions, assist with determining need for new or replacement positions. Act as business partner with leader to implement strategies. Facilitate select interview classes for all staff who participate in learning with 100% successful implementation in 2006. Design and develop plans for pipelining candidates through college relationships. Member of system Talent Acquisition Operational Leadership team.

Coach and assist with employee relations matters including facilitating DDI exceptional leaders' series to leaders. Assist with performance management issues. Backup for Vice President of Human Resources in her absence.

**HR Specialist/Recruiter** (1998 to 2006)

Conducts reference checks, maintains job announcement functions on a weekly basis. Maintained employee licensure and certification. Educated employees on benefit and retirement changes. Developed annual competency report to the board. Conducted testing and screenings of applicants in recruitment process. Developed process for background checks for new laws and regulations for licensed staff. Provided back up for Human Resources functions and assisted with special projects for the Vice President of Human Resources.

**EDUCATION**

Masters, HR Management, University of Phoenix  
BS, Business Administration, Grand Canyon University  
Trained facilitator in DDI Exceptional Leaders Series  
Trained facilitator in Select Interview program

**CERTIFICATIONS**

SPHR – Senior Professional in Human Resources

Certified in Healthcare Human Resources (CHHR) with the American Hospital Association

**PROFESSIONAL AFFILIATIONS**

2015 Board Member – American Society for Healthcare Human Resources Administration

2015 Board Member – Washington State Healthcare Human Resources Association

Professional Member of the American Society for Healthcare Human Resources (2009-present)

Professional Member of Society for Human Resource Management (SHRM)

Active in Blue Mountain Chapter Human Resources Management Association

Member of Southcentral Washington Healthcare HR Association

Founding member of Walla Walla Valley Business Connection

**CANDIDATE STATEMENT**

My experience in the Washington Chapter and ASHHRA Board experience prepare me for this role. As part of a smaller hospital in a large, integrated health system, I have experience in both independent acute care hospitals as well as being a part of a large health system. Having been on many system-wide projects related to HR and leading several projects, I have experience working in collaborative teams that involve teams over the five states we serve. Additionally, I have experience in change management and innovative thinking that can benefit the changes needed for ASHHRA going forward.