

**S. Lee Byrd, Jr., CHHR, SPHR, LALFA, SHRM-SCP
Professional Profile**

S. Lee Byrd, Jr., CHHR, SPHR, LALFA, SHRM-SCP, Chief Human Resource Officer, Masonic Home of Virginia,
Richmond, Virginia

PROFESSIONAL EXPERIENCE

Masonic Home of Virginia-Richmond, Virginia **November 2004 to present**

A continuing care retirement community.

Chief Human Resources Officer

- Revised performance management system to enhance employee performance management
- Introduced processes to increase efficiency and effectiveness of human resources department
- Generated cost savings of \$40,000 annually by eliminating contract agency use
- Mitigated annual benefit cost increases by introduction of a wellness program, claims analysis, and benefits review process
- Reduced staff turnover by implementing a targeted recruitment and retention program
- Provided regular management training modules to enhance department managers skills

Cumberland Hospital-New Kent, Virginia **November 1999 to November 2004**

A specialty care hospital and health care organization.

Human Resources Director

- Generated savings by eliminating contract staffing
- Reduced staff turnover and increased employee retention through an enhanced recruitment/retention program
- Promoted a sense of fairness and consistency in employee relations matters with staff and managers
- Instilled a sense of support and confidence with managers while enhancing their management skills in dealing with employee relations issues

Charter Westbrook Hospital-Richmond, Virginia **May 1993 to November 1999**

A specialty care hospital and health care organization.

Human Resources Director

- Negotiated improvements in employee benefits with minimal cost to reduce turnover
- Served as resource person/mentor to other Charter Human Resources Directors within the region
- Served as a member of corporate human resources re-engineering team to increase human resource professionals' productivity
- Converted performance management to a criteria based performance appraisal system

Other Human Resources Experience:

Human Resources Expert Witness

2012 to present

Human Resources Director

Rappahannock General Hospital

Kilmarnock, Virginia

Unit Supervisor

Virginia Department of Rehabilitative Services

Petersburg, Virginia

Other Previous Positions:**Staff Consultant**

Care Communications, Inc.
Chicago, Illinois

Compliance and Quality Assurance Director

Charter Westbrook Hospital
Richmond, Virginia
Virginia Department of Mental Health, Mental Retardation and Substance Abuse
Central Office, Richmond, Virginia

Unit Supervisor of Central Rehabilitation Center

Virginia Department of Rehabilitative Services
Petersburg, Virginia

Rehabilitation Counselor

Virginia Department of Vocational Rehabilitation
Petersburg, Virginia

Vocational Evaluator

South Carolina Department of Vocational Rehabilitation
Rock Hill, South Carolina

EDUCATION: M.S., Virginia Commonwealth University
B.S., University of South Carolina

PROFESSIONAL

AFFILIATIONS: American Society for Healthcare Human Resources Administration (ASHHRA) – Non Hospital Board member -- 2014-2015
ASHHRA Region 3 Representative for Advocacy Committee -- 2009-2013
Society for Human Resource Management (SPHR) HRCI
Virginia Society for Healthcare Human Resources Administration, Past President
Licensed Assisted Living Facility Administrator- Comm. of Virginia.

ACCOMPLISHMENTS AT ASHHRA NATIONAL/REGIONAL/CHAPTER LEVEL

Recipient -- ASHHRA 2012 Communications Award

CANDIDATE'S STATEMENT

I am a candidate for the At-Large Director, Continuum of Care Board position since my career has allowed me to manage and direct the human resources functions in traditional acute care inpatient hospitals, psychiatric hospitals, outpatient clinics, rehab/specialty care facilities and long-term care facilities. These work experiences have provided me with an understanding and knowledge of the nuances related to the operational issues that exist in the continuum of care outside traditional hospital roles.