



Travis County Commissioners Court Agenda Request

Meeting Date: May 22, 2012

Prepared By/Phone Number: Garry Brown 854-9333

Elected/Appointed Official/Dept. Head: Commissioner Karen Huber

Commissioners Court Sponsor: Commissioner Karen Huber

AGENDA LANGUAGE: CONSIDER AND TAKE APPROPRIATE ACTION ON THE APPOINTMENT OF KATHLEEN HALL TO THE DISPUTE RESOLUTION CENTER BOARD TO SERVE IMMEDIATELY UNTIL DECEMBER 31, 2013.

BACKGROUND/SUMMARY OF REQUEST AND ATTACHMENTS:

STAFF RECOMMENDATIONS:

ISSUES AND OPPORTUNITIES:

FISCAL IMPACT AND SOURCE OF FUNDING: N/A

REQUIRED AUTHORIZATIONS:

AGENDA REQUEST DEADLINE: All agenda requests and supporting materials must be submitted as a pdf to Cheryl Aker in the County Judge's office, Cheryl.Aker@co.travis.tx.us by **Tuesdays at 5:00 p.m.** for the next week's meeting.

EXPERIENCE:

HUMAN RESOURCE CONSULTING

June 2004 – Present

Third party neutral HR consulting services include workplace investigations, mediation, facilitation and executive/management coaching. Engagements also include HR gap analysis, workplace climate surveys, conflict management assessment and training in the *Collaborative Arts*: mediation, facilitation and communication. Serve as expert witness for cases involving human resource practices, policies and procedures.

NATIONAL EXPRESS CORPORATION, Austin, Texas

Vice President Human Resources

April 2001 – June 2004

Leadership and fiscal responsibility for the planning, performance, policy development and management of all human resource and training/organizational development functions for a 14,000-employee transportation company with over 110 locations in 21 states – with responsibility for both union and non-union facilities. Responsibilities included HR due diligence for potential acquisitions.

THE HALL COMPANY, Plymouth, Michigan

Managing Principal/Consultant – Mediator

May 1999 – April 2001

Consulting practice involved in collaborative work with The Leadership Group and The National Center for Dispute Settlement in organizational consulting, mediation, conflict management and executive coaching. Clients included Henry Ford Healthcare Systems, University of Michigan, Florida Power & Light, General Electric, ANR Pipeline, Detroit Edison, Toyota and Michigan Consolidated Gas. Practice included collaborative practices in both union and non-union facilities.

BAYLOR COLLEGE OF MEDICINE, Houston, Texas

Chief Human Resource Officer/Associate General Counsel

April 1997 – April 1999

Leadership and fiscal responsibility for the planning, performance, policy development and management of all human resource functions for an 8000-employee medical college, with a dual appointment as associate general counsel for all employment-related legal matters. Operational responsibilities included Faculty Affairs, Recruitment/Retention, Benefits, Compensation, Employee Relations, Organizational Development and International Services.

HINKLE, COX, EATON, COFFIELD & HENSLEY, Santa Fe, New Mexico

Attorney

May 1996 – April 1997

Practice in employment, labor and health law. Representation for both public and private sector employers involving wage & hour law; labor law, including union contract negotiations and NLRB hearings and appeals; hospital and medical practice management, including physician, managed care and third-party payer contracting, medical malpractice litigation, risk management; and, general employment law.

ST. VINCENT HOSPITAL, Santa Fe, New Mexico

Vice President Community and Human Relations/Affirmative Action Officer
November 1991 - May 1996

Leadership and fiscal responsibility for the planning, performance, policy development and management of Human Resources, Labor Relations, Community Relations, Organizational Development, Risk Management, Legislative Relations, Community Health, Development Office and Auxiliary Services for an 1800-employee acute care community hospital. Served as chief negotiator in contract negotiations with nurse and technical bargaining units.

UNIVERSITY OF TEXAS, M.D. ANDERSON CANCER CENTER, Houston, Texas

Associate Vice President - Chief Human Resource Officer
May 1985 - September 1991

Leadership and fiscal responsibility for the planning, performance, policy development and management of all human resource functions for a 7500-employee comprehensive cancer treatment and research center.

Director of Human Resource Operations
September 1984 – May 1985

Directed the operations of Employment, Wage and Salary Administration, Employee Benefits and Employee Health/Workers' Compensation.

CHARTER COMMUNITY HOSPITAL, Cleveland, Texas

Director of Human Resources
September 1983 – September 1984

Overall responsibility for the development and administration of all human resource functions for a 150 employee for-profit, rural, acute care hospital.

ST. JOSEPH HOSPITAL AND HEALTH CARE SYSTEMS (Genesys), Flint, Michigan

Employment Manager
April 1981 – July 1983

Administration of all employment functions, including the recruitment and placement of all personnel through the director level, and the management of internal transfers and promotions for 1800 union and non-union employees.

EDUCATION:

South Texas College of Law Houston, Texas
Doctor of Jurisprudence, May 1993.

Oakland University Rochester, Michigan
Bachelor of Science in Business Management, 1977

University of Texas, Austin, Texas
Mediator Certification Training, 2004

Kathleen Hall is an attorney, mediator, and consultant with over 25 years experience in human resource management, mediation, law and organizational consulting; managing conflict and resolving disputes in the private and public sectors – in both union and non-union settings.

Having served as an employment and labor law attorney-mediator, chief human resource officer, chief hearing officer, and chief negotiator, Kathleen has been responsible for the management of conflict and the resolution of numerous work place, civil and community disputes.

Prior to establishing her consulting practice, Kathleen served as VP of Human Resources for an international transportation company with offices in Austin, Texas, Chief Human Resource Officer/Associate General Counsel for Baylor College of Medicine in Houston, Texas, VP for Community and Human Relations at St. Vincent Hospital in Santa Fe, New Mexico and Chief Human Resource Officer/AVP for the University of Texas, M.D. Anderson Cancer Center in Houston, Texas.

Kathleen is a licensed attorney with membership in three state bars. She is also a member of the Labor and Employment Law Section and Alternative Dispute Resolution Section. In addition to her many years of experience in HR consulting, coaching and training, Kathleen is also a recognized expert in dispute resolution, speaking at the 2000 World Mediation Forum in Sardinia, Italy, and providing workplace mediation training in the public and private sectors. During her career, Kathleen served on mediation panels for The National Center for Dispute Settlement, EEOC, Detroit Edison and the Michigan State Commission for Human Rights. Working with clients throughout the U.S., Kathleen has mediated multi-million dollar contract disputes in addition to numerous multi-party, construction, negligence, healthcare and workplace disputes.

By providing third party neutral workplace investigations – including complex claims of pattern discrimination and class action suits, Kathleen has had the opportunity to better observe and understand the causes and dynamics of conflict.

A lifelong student and advocate of collaborative models, Kathleen's work has focused on building relationships and transforming relationships, organizations and communities through effective communication and interest-based decision-making, problem solving, training, coaching and conflict resolution.

Kathleen has been a resident of Austin, Texas for the past eleven years and works from her home office in Austin, Texas.