

Irma Pye Gavito, PhD, SPHR, CHHR

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Education

DOCTOR OF PHILOSOPHY, LEADERSHIP STUDIES | OUR LADY OF THE LAKE UNIVERSITY, SAN ANTONIO

- May 2018

MASTER OF BUSINESS ADMINISTRATION | PAN AMERICAN UNIVERSITY, BROWNSVILLE

- May 1984

BACHELOR OF BUSINESS ADMINISTRATION | PAN AMERICAN UNIVERSITY, BROWNSVILLE

- May 1981

Licenses, Certifications and Professional Memberships

- Senior Professional in Human Resources (SPHR), December 1991, lifetime designation
- Certified in Healthcare Human Resources (CHHR), December 2013 to present
- Certified Six Sigma Green Belt, June 2007

University Teaching Experience

- Faculty at the University of Texas Rio Grande Valley and at Our Lady of the Lake University- Rio Grande Valley. Teaching traditional and hybrid classes as well as synchronous and asynchronous online.
 - OLLU Leadership Assessment, LEAD 9318
 - OLLU Leadership Decision Processes, LEAD 9314
 - OLLU Leadership Decision Making, LEAD 6314
 - UTRGV Organizational Behavior, MGMT 6330, MGMT 4321
 - UTRGV Human Resource Management in Health Care, MGMT 6333
 - UTRGV Human Resource Management, MGMT 3362
 - UTRGV Compensation, MGMT 3365
 - UTRGV Organizational Training and Development, MGMT 3367
 - UTRGV Communication in Policy and Strategy, MGMT 3335
 - UTRGV Recruitment and Selection, MGMT 3366
 - UTRGV Introduction to Business, MGMT 1301

Work Experience

OUR LADY OF THE LAKE UNIVERSITY | AUGUST 2019 TO PRESENT

Employment History

- Adjunct Faculty in the Department of Leadership Studies

UNIVERSITY OF TEXAS RIO GRANDE VALLEY | SEPTEMBER 2018 TO PRESENT

Employment History

- Part Time Lecturer in the College of Business and Entrepreneurship, Department of Management

DOCTORS HOSPITAL AT RENAISSANCE | MARCH 26, 2017 TO JUNE 4, 2018

Employment History

- Vice President Human Resources, *lead HR executive* for an organization with 4500 employees

Responsibilities

- Reporting directly to the CEO/President, worked closely with the existing HR team to review policies and processes for all areas of human resources including but not limited to:
 - employment policies and processes including unemployment
 - recruitment and retention, including employee relations and employee activities
 - employee health/worker's compensation
 - employee and executive compensation
 - employee activities and the volunteer program
- *Implemented changes* to various processes including utilizing the interactive process, handling of light duty requests and ADA accommodations, tracking of recruitment activities and costs, recruitment assignments for recruiters, data collection using Survey Monkey, mandatory education processes and new employee orientation, templates for replying to the EEOC, notice postings, processes for maintaining and submitting affirmative action data, disciplinary action processes, process for updating licenses, transition of worker's compensation to internal clinic and, changes to various other policies and processes.

VALLEY BAPTIST HEALTH SYSTEM | SEPTEMBER 20, 1982 MARCH 30, 2017

Employment History

- Senior Vice President and Chief HR Officer – October 18, 2002
- Vice President, Human Resources - August 1, 2001
Assistant Vice President, Human Resources – June 25, 1998
- Director, Human Resources – June 25, 1984
- Employment Manager – September 20, 1982

Responsibilities

- Reporting directly to the President/CEO, charged with aligning the organization's human resources function for 2500 employees with the *strategy and vision* established by the leadership of Valley Baptist Health System
- As a member of the executive team, accountable for the following functions:
 - employment policies and processes including unemployment
 - employee benefits and compensation programs
 - recruitment and retention, including employee relations and employee activities
 - employee health/worker's compensation
 - the employee assistance program and training and development department
- With the *ultimate responsibility for the entire human resource function*, developed, implemented, redesigned, redeployed and maintained all HR functional areas to meet the organization and the employee's needs. This included, but not limited to, the organization's wage and salary program, aligning 800 employees to the organization's compensation and benefit programs, policies and processes, when we acquired Brownsville Medical Center, implementing multiple HRIS systems, deploying employee self-service and online performance evaluations, implementing a wide variety of health plans both self-funded and fully funded, enhancing benefit offerings and improving participation in the matching retirement plan. In addition, developed a foreign recruitment program and a leadership accountability program that included nine-block sessions and succession planning.
- Over one to two years, provided oversight and support to the department leaders in the following departments at Valley Baptist: Lab, Community Reference Lab, Security, Employee Fitness Center, Medical Staff Service and the Aramark departments: Environmental Services, Laundry, Food Service, Engineering, Bio Medical Engineering, Transportation and Call Center.

Professional Speaking Experience

- Presenter at the Annual Conference of the International Association for Applied Management (IAAM), July 19, 2018 on dissertation: *A study of the Conflict Styles of Nurse Leaders and the Influence of these styles on Disruptive Behavior*.
- Frequent speaker at the Texas Society for Healthcare Human Resources Administration (TSHHRA) Barnstorm program traveling with a team to Dallas, Tyler, Wichita Falls, Odessa, El Paso, Amarillo, Lubbock, Laredo, and McAllen to educate healthcare leaders *on timely human resource topics*.
- Presenter multiple times on topics pertinent to *new to the field* HR leaders at the annual HR Basics workshop sponsored by TSHHRA.
- Presenter on topics pertinent to *experienced* and *new to the field* HR leaders at the Annual Conference for TSHHRA.

- Speaker and facilitator at annual conferences for the American Society for Healthcare Human Resources Administration (ASHHRA).
- Speaker at the ASHHRA chapters in Houston, New Orleans, Dallas/Fort Worth, Little Rock and Oklahoma City.
- Introduced *Six Sigma and LEAN* at Valley Baptist. Working with GE, recruited the first Black Belts and Green Belt teams and continued to lead the initiative until the Black Belts were certified. Led many system wide training sessions and workshops on a variety of topics and to gain insight on performance expectations and employee perspectives.

Professional Memberships

- Member and 2012 *President*, American Society for Healthcare Human Resources Administration (ASHHRA), also served from 2002 to 2013 as past president, secretary, treasurer, regional representative, committee chair, committee member and as a speaker and facilitator at national conferences.
- 1992 *President*, Texas Society for Healthcare Human Resources Administration (TSHHRA), also served from 1990 to 1993 in various roles and committees
- Member, American College of Healthcare Executives
- *Past Chair*, Voluntary Hospitals of America, Southwest Region, HR Directors Group
- Member, UTRGV Workforce Advancement Development Committee
- Member, Society for Human Resource Management (SHRM) and Lower Valley Chapter Society for Human Resource Management (LVCSHRM)

Community Activities

- Rio Grande Valley Birding Festival, *Festival Chair* in 2000 and have served in various roles for 20+ years, currently serving as Sponsorships Chair
- Leadership Texas Alumni, participant 2004
- Harlingen Area Teacher's Credit Union, past secretary and board member
- American Cancer Society, Harlingen, *Past Chair*
- St. Joseph Academy, past executive committee member and board member
- Texas Scholars, past presenter