

Vitae
David Lucia, Ph.D.

Education

Ph.D. in Adult Education, Specialization in Human Resource Development, College of Education and Human Development, University of Minnesota, Minneapolis, MN. Dissertation: *Experiences of Followers in the Development of the Leader-Follower Relationship in Long-Term Health Care: A Phenomenological Study*. July, 2009.

Masters of Management, College of St. Scholastica, Duluth, MN. Master's Thesis: *Characteristics of Learning Organizations*. May, 1998.

Bachelor of Science, Business Administration, Thomas Edison State College, Trenton, N.J. August, 1995.

Professional Workshops/ Conference Presentations

“Developing Employee Motivation for Retention: Theory-to-Practice,” American Health Care Association, National Conference, Nashville, TN, October 2016.

“Improving Employee Selection and Retention: Behavioral Interviewing and Engagement,” American Health Care Association/National Center for Assisted Living, Independent Owners National Leadership Conference, San Diego, CA, February 2016

“Leadership Development in Long-Term Care: A Followers' Perspective,” Closing Session Keynote Speaker, South Dakota Health Care Association Annual Conference, Sioux Falls, SD, Fall 2015.

“Developing Employee Motivation for Retention: Theory-to-Practice,” Care Providers of Minnesota, Senior Housing Summit, Minneapolis, MN, 2015.

“Leading and Managing Change,” Care Providers of Minnesota Annual Conference, Bloomington, MN, November 2015.

“Managing Complex Performance Issues,” Care Providers of Minnesota Annual Conference, Bloomington, MN, November 2014.

“Employee Engagement: Developing Effective Leader-Follower Relationships,” Golden Living New Leadership National Orientation Program, Fort Smith AR, March - June, 2012.

“Leadership in Long-Term Care,” Nebraska Golden Living Leadership Summer Conference, Norfolk, NE, July, 2011.

Care Providers of Minnesota
Member – Education Committee
Member – Workforce Committee

2011 - Present

HIRED

Member – Health Care Employer Advisory Board

2010 - Present

Professional Experience

TEALWOOD SENIOR LIVING
Vice President, Human Resources

2012 – Present

Leadership of all human resource functions at the corporate level for 47 facilities in 4 states.
Responsibilities include:

- Analyze organization human capital data and performance to identify training and development needs. Develop and implement business, leadership, and HR strategic interventions to meet organizational goals and objectives.
- Manage and develop employee benefit and compensation structures, policies, and programs.
- Work with all levels of the organization to design and manage leadership development programs, performance management systems, and a broad range of employee recruitment, retention, customer service, and training and development programs.
- Design and lead organization development interventions to facilitate culture assessment, organizational change, team building, employee engagement, and process consultation.
- Provide one-on-one coaching for new Executive Director leadership development.
- Lead comprehensive human resources facility audits to insure compliance with corporate policies, benefit and compensation administration, federal and state regulatory requirements, and affirmative action programs and objectives.
- Lead investigations and represent the organization in formal responses regarding EEOC, wage and hour audits, unemployment insurance hearings.
- Provide leadership and direction to resolve complex ADA, FMLA, EEOC, Workers' Compensation, recruitment and staffing issues.
- Manage labor relations programs to lead negotiation of labor agreements, grievance management.

GOLDEN LIVING, Minnesota
Division Director, Human Resources / Human Resources Sr. Consultant

2005 – 2012

Leadership of all human resource functions within a region consisting of 29 facilities.
Responsibilities include:

- Analyze organization human capital data and performance to identify training and development needs. Develop and implement business, leadership, and HR strategic interventions to meet organizational goals and objectives.
- Work with all levels of the organization to design and manage leadership development programs, performance management systems, and a broad range of employee recruitment, retention, customer service, and training and development programs.

- Design and lead organization development interventions for internal customers to facilitate culture assessment, organizational change, team building, employee engagement, and process consultation.
- Provide one-on-one coaching for new Executive Director leadership development.
- Lead comprehensive human resources facility audits to insure compliance with corporate policies, benefit and compensation administration, federal and state regulatory requirements, and affirmative action programs and objectives.
- Manage labor relations programs with multiple unions, negotiate labor agreements, prepare and present labor arbitrations, and manage election campaigns.
- Lead investigations and represent the organization in formal responses regarding EEOC, wage and hour audits, unemployment insurance hearings.
- Provide leadership and direction to resolve complex ADA, FMLA, EEOC, Workers' Compensation, recruitment and staffing issues.
- Represent the organization in formal responses regarding EEOC, workers' compensation, and unemployment insurance hearings.

ST. LUKE'S, Duluth, MN
2005)

1995 – 2005 Director, Human Resources (1999 -

Responsible for all human resource programs and services within the healthcare system.

Responsibilities include:

- Organization-wide responsibility for recruitment and staffing, workers compensation, benefits administration, performance management, and employee relations.
- Negotiate labor agreements with multiple unions, manage grievance process, prepare and present arbitrations, and lead election campaigns.
- Oversee HR policy and practice management (ADA, FMLA, labor law, EEOC, AA plans, etc.), pension plans, compensation, and multiple union labor agreements.
- Design and implement management core skills and leadership development programs.
- Lead organizational development interventions to drive strategic initiatives.
- Provide consultation and coaching to Vice Presidents and CEO regarding complex labor, benefits, and employee relation issues.
- Represent the organization in formal responses regarding EEOC, workers' compensation, and unemployment insurance hearings.

Labor & Employee Relations Manager (1995-1999)

First line professional to manage HR policy and practice within the St. Luke's organization.

Responsibilities included:

- Negotiate labor agreements with multiple unions, manage grievance process, prepare and present arbitrations, and manage election campaigns.
- Manage workers' compensation program, employee relations issues, and compensation and benefits programs.
- Provide policy and practice consultation to all levels of management.
- Develop performance improvement plans, present management training programs.
- Manage affirmative action plan and investigate and respond to EEOC issues.

STATE OF MINNESOTA, Silver Bay, MN
(1990 – 1995)

1982 - 1995 Senior Personnel Officer

- Responsible for management of all HR policies and practice at State of Minnesota skilled care nursing facility.
- Managed workers' compensation programs, labor relations, compensation and benefits, provide policy and practice consultation, negotiate labor agreement
- Manage all training and development programs.

Employment and Training Specialist, Duluth, MN (1982 – 1990)

- Provide counseling and training assistance to employers and job seekers within various industries and communities throughout the region.
- Coordinate education and on-the-job training programs.
- Analyze work site training needs, trainee skills assessments, approve training plans.