

Melissa N. O'Neill, MA

CAREER PROFILE

Innovative thinker with broad-based experience in Human Resources within various settings including hospitals, physician practices and ancillary organizations. A senior leader with demonstrated success in leading a human resource function which achieves strong employee engagement and business operations. Proven ability to lead diverse, collaborative teams, and a culture of accountability to exceed organizational goals. Executive experience includes:

Succession / Talent Planning	Employee Safety	Partnership with Board
Cultural Transformation	Productivity Management	Leadership Development
Employee Engagement	Union contracts	Diversity, Equity, and Inclusion

PROFESSIONAL EXPERIENCE

Advocate Aurora Health - Downers Grove IL

Advocate Aurora Health system recognized as one of the nation's top 10 health systems.

Vice President, Human Resources

1/2012 – Present

Vice President, Diversity and Inclusion

Interim 2017

- Currently responsible for leading human resource function for Northern Illinois Patient Service Area (PSA) Advocate Sherman Hospital, Advocate Good Shepherd, Advocate Condell and the associated medical group in the region. Approximately 5,500 team members
- Member of executive leadership team of Northern Illinois PSA reporting the PSA President. Additionally, member of AAH's Senior Human Resources Leadership Team reporting to the CHRO.
- Member of AAH's Diversity, Equity and Inclusion team and executive sponsor of PSA DEI team.
- Partnered with finance in various structures to optimize productivity, operations, and employee engagement.
- Partnered with Advocate's Benefits team to be the first site to offer an early retirement program that yielded a 60% associate acceptance rate.
- Long track record of success in full-cycle talent management.
- Successfully negotiated one of AAH's few union contracts with Wisconsin Federation of Nurses and Health Professionals.
- During career as Vice President of Human Resources operational assignments have included Condell's Day Care, Volunteer Services and Public Affairs and Marketing.
- Provided leadership for Employee Health function and executive sponsor of multi-disciplinary Team Member injury team.

System Director, Leadership Planning and Selection 6/2000 – 1/2012
Manager, Management Selection 3/1998 – 6/2000

- Responsible for full-cycle selection, on-boarding and succession planning for all senior level leadership candidates up to and including President level for the Advocate Health Care system.
- Member of Human Resource Cabinet for Advocate Health Care System and direct report of CHRO.
- Staff to the Advocate Talent Development Board. Instrumental in facilitating changes by the Board to create focused strategic talent management.
- Achieved consistently high results for external diverse leadership hires with a three-year average of 26% based on a goal of 24%.
- Provided leadership in the creation of Advocate’s Launch and Core curriculum with over 200 leaders trained each year. First year leadership turnover in 2010 was less than 5%.
- Participated as arbitrator in the Advocate Health Care Conflict Resolution process.

Manager, Human Resources – Good Samaritan Hospital 2/1996 – 3/1998

Systemwide Recruiter 6/1994 – 2/1996

EDUCATION

Project Management Certification
Harvard School of Public Health Boston, Massachusetts

Master of Arts, Industrial Organizational Psychology
Roosevelt University Chicago, Illinois

Bachelor of Arts, Psychology
DePaul University Chicago, Illinois

BOARD MEMBERSHIP

Christian Brothers Services 2011 - current
Board of Directors
Member of Executive Committee and Chair of Compensation Committee

PERSONAL INVOLVEMENT

St Petronille Catholic Council of Women 2007 - 2017
Community Chair
Coordinate the largest Adopt-a-Family Program for DuPage County
Junior League of Chicago 1999 – 2002
Multicultural Diversity Chair 2001
Chicago United
Professional Member