

Carl Hinson



**Results-oriented Human Capital Executive** with specific expertise in talent management and development, compensation, employee relations, and employment branding. Track record of success in optimizing processes, productivity and attracting and retaining top talent.

**Hawai'i Pacific Health, Honolulu, Hawai'i (5/05 – Current)**

Director, Workforce Development

Hawai'i Pacific Health is a not-for-profit health care system and the state's largest health care provider, committed to providing the highest quality medical care and service to the people of Hawai'i and the Pacific Region through its four hospitals, more than 50 outpatient clinics and service sites, and more than 1,600 affiliated physicians. The system is anchored by four hospitals: Kapi'olani Medical Center for Women & Children, Pali Momi Medical Center, Straub Clinic & Hospital, and Wilcox Memorial Hospital. Reporting to the Executive Vice President of Human Resources and Organizational Effectiveness, responsible for the development and administration of workforce development strategies to insure achievement of the organization's mission.

**Fairview Health Services, Minneapolis, Minnesota (11/91 – 10/04)**

System Director, Talent Management, 12/00 – 10/04

Fairview is a seven hospital healthcare system with 19,000 employees across the state of Minnesota including the academic health center for the University of Minnesota. Reporting to the Senior Vice President of Human Resources, responsible for an annual operating budget of 16MM and 42 staff and the development and administration of operational strategies, policies and processes consistent with Fairview's strategic initiatives, which facilitated the recruitment, testing, selection, development and retention of a highly qualified, highly diverse workforce for all Fairview positions, including executives and physicians.

Director of Human Resources, Physician Recruitment & Retention, 11/91-12/00

Reporting to the Senior Vice President, Ambulatory Services, responsible for all human resource functions for physicians, advanced practice providers and executives with an annual operating budget of 4MM and 24 staff.

**Sioux Valley Hospital, Sioux Falls, South Dakota (7/88 – 10/91)**

Director of Physician Placement

Sioux Valley Hospital is a 600 bed tertiary level hospital with a 51 hospital affiliate network throughout the states of South Dakota, Minnesota and Iowa. Reporting to the Senior Vice President of Network Operations, responsible for developing a physician recruitment program and the development of new clinics for the Network.

**United States Navy, NC, VA, MN, WI and Guam (1977 – 1988)**

**Medical Programs Officer**

Responsibilities included development, implementation and management of a nationwide physician recruitment program for the US Navy Medical Corps.

**Chief Personnel Officer**

Administrative/leadership responsibilities for human resources at the Naval Hospital, Guam, N.M.I.

**Physician Assistant/Paramedic**

Range of clinical experiences from inpatient to ambulatory and emergency care.

**Education:** MBA in Human Resources Management – University of Phoenix

**Boards/Committees/Memberships:**

Hawai'i Workforce Development Council

Co-Chair, Hawai'i Healthcare Industry Skills Panel

Chair, Career & Technical Education Advisory Council

Chair, Board of Directors, Lanakila Pacific

The Hawai'i Health Care Project

Advisory Board, Hawai'i/Pacific Basin Area Health Education Center