

Roger A. Haney, M.A., SPHR

Address:

Cell:

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Professional Experience

December 2014 – Present

Chief Operating Officer

Palms of Pasadena Hospital, HCA Healthcare, St. Petersburg, FL

- Manages day-to-day operations of a 187-bed hospital, encompassing clinical areas such as Surgical Services, Pharmacy, Imaging, Laboratory, Therapies and Wound Care.
- Responsible for overseeing Facility Management Department, Emergency Management, Life Safety and Environmental Care Programs
- Daily building of relationships and alliances between Palms of Pasadena Hospital and local area physicians
- Directly responsible as Executive Lead of \$10 Million Demolition and Rebuild of Cafeteria, Kitchen and Emergency Room Ambulance Bay
- Serves as Ethics and Compliance Officer, responsible for the administration and communication of company's Ethics Program
- Previously held the title of Chief Staffing Officer, in absence of CFO. Responsible for daily analysis of department and overall hospital staffing targets and also assisted with creation of the 2016 hospital budget projections

June 2012 – November 2014

VP of Operations (August 2012 – Present)

VP of Human Resources (June 2012 – March 2014)

Edward White Hospital, HCA Healthcare, St. Petersburg, FL

- Manage multiple departments including, Rehabilitation, Respiratory, Diagnostic Imaging, Laboratory, Food and Nutrition Services, Environmental Services, and Plant Operations
- Lead and coordinate local community projects
- Provide guidance/consultation to employees and leaders in order to improve employee performance effectiveness
- Directly responsible for relationship between Pinellas County Workforce Board and EWH in order to increase ROI through the On The Job Training Program and Employed Worker Training Program
- Lead Monthly Labor Management calls outlining overtime, contract labor, turnover and employee satisfaction

December 2008 – May 2012

Human Resources Generalist

Interim VP of Human Resources (August 2011 – October 2011)

Regional Medical Center Bayonet Point, HCA Healthcare, Hudson, FL (December 2008 – May 2012)

- Provides guidance/consultation to employees and leaders in order to improve employee performance effectiveness
- Directly responsible for relationship between Pasco County Workforce Board and RMCBP in order to increase ROI through the Workforce Investment Act and Employed Worker Training program
- Serving as a member of the Tampa Bay Regional Business Plan and Florida Eight Tampa Bay Regional Business Team to create new jobs in the Tampa Bay Area for 2012
- Maintain HR practices and procedures by conducting rounding sessions with department directors to discuss staffing, turnover, licensure compliance and employee relations issues
- Assist in labor grievances and arbitrations

October 2007 – November 2008

Human Resources Generalist

Englewood Community Hospital, HCA Healthcare, Englewood, FL

- Provides guidance/consultation to employees and leaders in order to improve employee performance effectiveness Lead and attend weekly/monthly committee meetings for groups within the organization
- Attend monthly leadership meetings and educate directors on new HR policies & practices

June 2005 – October 2007

Human Resources Recruiter

Lee Memorial Health System, Ft. Myers, FL (Formerly HCA Healthcare until 11/06)

- Manage employment process for Allied Health/Nursing opportunities
- Assist in New Hire Orientations and Benefits presentations
- Integrally involved in the redesign of the pre-employment/pre-screening process for applicants/new hires

Education

Master of Arts, Industrial and Labor Relations

Indiana University of Pennsylvania, Indiana, PA

Bachelor of Science, Hotel Restaurant and Institutional Management

Indiana University of Pennsylvania, Indiana, PA

Professional Certifications

Senior Professional Human Resources (SPHR)

HR Certification Institute