

H-200: Nomination Slate

Local Workforce Development Board Nomination Slate

PLEASE TYPE OR PRINT

1. Workforce Area: (02) Workforce Solutions South Plains
2. Name of Nominee: Adrienne Cozart
3. Organization Representing Cozart HR Consulting, LLC
4. Position/Title: President/Secretary
5. Address: 10501 Utica Drive City/Zip Code: Lubbock, TX 79415
6. Telephone Number: 806.241.0335 Fax: _____ Home: 806.783.9184
7. E-mail: adrienne_cozart@sbcglobal.net
8. Gender: ☐ Male ☒ Female
9. Race: What is the nominee's race? Mark one or more races to indicate what the nominee considers himself/herself to be.

<input type="checkbox"/> White	<input checked="" type="checkbox"/> Black/African American/Negro	<input type="checkbox"/> Chinese	<input type="checkbox"/> Korean
<input type="checkbox"/> Asian Indian	<input type="checkbox"/> American Indian/Alaska Native	<input type="checkbox"/> Samoan	<input type="checkbox"/> Japanese
<input type="checkbox"/> Vietnamese	<input type="checkbox"/> Guamanian or Chamorro	<input type="checkbox"/> Filipino	
<input type="checkbox"/> Native Hawaiian	<input type="checkbox"/> Some Other Race _____		
10. Hispanic Origin: Is the nominee Spanish/Hispanic/Latino?

<input checked="" type="checkbox"/> No, not Spanish/Hispanic/Latino	
<input type="checkbox"/> Yes, Mexican, Mexican American, Chicano	<input type="checkbox"/> Yes, Puerto Rican
<input type="checkbox"/> Yes, other Spanish/Hispanic/Latino, specify: _____	<input type="checkbox"/> Yes, Cuban
11. Reference Item 3. Please list any applicable **Employer TWC Tax Account Number(s)**:

1.) <u>88-3245047</u>	2.) _____	3.) _____
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12. **Total Number of Employees** associated with Employer TWC Tax Account Numbers listed in Item 11: 2

13. Please indicate the Workforce Board category the nominee represents (**Check Only One**):

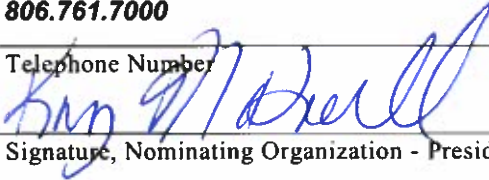
Private Sector Large/For-Profit Business (large 500 employees or more).....	<input type="checkbox"/>
Private Sector Small/For-Profit Business (fewer than 500 employees).....	<input type="checkbox"/>
Other Private Sector.....	<input checked="" type="checkbox"/>
Education.....	<input type="checkbox"/>
Literacy Council.....	<input type="checkbox"/>
Economic Development.....	<input type="checkbox"/>
Vocational Rehabilitation.....	<input type="checkbox"/>
Public Employment Service (TWC).....	<input type="checkbox"/>
Adult Basic and Continuing Education.....	<input type="checkbox"/>
Organized Labor [20 C.F.R. §628.410(a)(3)].....	<input type="checkbox"/>
Community-Based Organization (CBO).....	<input type="checkbox"/>
Public Assistance.....	<input type="checkbox"/>

Special Board Requirements - Indicate, if applicable:

14. Nominee has **expertise in child care or early childhood education**..... ☐
15. Nominee is a **veteran AND is actively engaged** in the field of veterans affairs or services..... ☐

Chief Elected Official's Membership Guide for Local Workforce Development Boards

Lubbock Chamber of Commerce

16. Name of Nominating Organization
1500 Broadway, Suite 101 **Lubbock** **TX** **79401**
17. Street Address or P.O. Box of Nominating Organization City State Zip
806.761.7000 **806.761.7013**
18. Telephone Number Fax
806.761.7000 **806.761.7013**
19. Signature, Nominating Organization - President, Director, or other official Date of Signature
 **7-25-22**
20. Print or Type Name Print or Type Title
Kay McDowell **President**

Individuals may receive, review and correct information that TWC collects about the individual by emailing to open.records@twc.state.tx.us or writing to TWC Open Records, Rm 266, 101 East 15th St., Austin, TX 78778-0001.

ADRIENNE COZART

**10501 Utica Drive
Lubbock, TX 79424**

Mobile: (806)241-0335

Home: (806)783-9184

Email: adrienne_cozart@sbcglobal.net

SUMMARY

- Strong background in Human Resources with over 30 years of generalist and specialist experience with the last 27 years as a Senior HR executive.
- Conceptually and technically skilled in facilitating and supporting change through systems and people while adapting to fluctuating business environments.
- Extensive experience developing and implementing Human Resource strategies for data-driven results in various HR disciplines such as union/non-union management, HRIS, total rewards, talent acquisition, performance management, employee relations, AA/EEO, DEI, organizational development, and succession planning.

EXPERIENCE AND ACCOMPLISHMENTS

Cozart HR Consulting, LLC
HR Consulting Firm

2022-present

President/Secretary

Providing HR consulting services to small businesses. Customizing consulting services that meet a company's basic or more complex HR needs.

UMC Health System, Lubbock, TX

1995-2022

Acute care, Magnet, and teaching Hospital with 499 beds and 5,000 employees

Senior Vice President, Chief Human Resources Officer

Responsible for managing and supervising all Human Resource functions, including workplace safety & workers' compensation, reward and recognition, and policy management. Directed the Seniors are Special Program and Volunteer Services. Served on the health system executive/administrative team.

- Develop and implement vital Human Resource Programs to ensure UMC is the "Employer of Choice." They included, but are not limited to:
 - Turnover tracking – continued success in reducing employee turnover by moving turnover from 49% to 15% over 15 years.
 - Workplace Safety Program – continued to create a safe workplace environment by creating a safe patient mobilization program and managing a strong workers' compensation program. Workers' compensation claims were reduced by 70%.
 - Human Resource Information System – directed the development and implementation of several systems for the health system. Systems are Manager and Employee Self Service Systems and two HRIS systems Lawson and recently Workday.
 - Diversity, Equity, and Inclusion in the Workplace – created and continually reviewed innovative approaches to ensure the acknowledgment, understanding, acceptance, valuing, and celebration of diversity, equity, and inclusion in the workplace. Diversity, equity, and inclusion training is a part of new employee orientation, and training/education occurs throughout the year. Employee sat results showed this is the number one reason for increasing employee retention.
 - Employee Satisfaction Survey – helped build a culture where the organization averages a 97 % employee satisfaction ranking over the last ten years. Ranked in the top10% of acute care hospitals in the Press Ganey database for over 15 consecutive years and received awards for those accomplishments.
 - Service-is-our-Passion - assisted in developing and implementing our hospital-wide customer/employee initiative. The initiative contributed to UMC being

- named the #1 “Best Place to Work in Texas” for 12 years
- Performance Management - developed and implemented Standards of Excellence performance behavioral standards, leadership scorecards, and performance evaluation forms and systems to assess and reward employee performance. Contributed to high employee satisfaction
- Benefits Administration – served as the plan administrator for retirement accounts and contracted benefit services, designed and implemented various employee benefits programs to help recruit and retain employees. Reduced employee benefit costs by 60%.
- Affirmative Action – implemented processes and systems to address deficiencies and ensure compliance. Improved veterans and individuals with disabilities hired by teaming with community groups to increase applicant awareness
- Total Reward Programs – developed several compensation structures that streamlined hospital pay practices and policies and increased marketplace and internal competitiveness. Conducted annual and as need detailed benefits and compensation analysis. A recent analysis showed that the healthcare system’s benefits offerings are above the healthcare marketplace.
- Succession Planning – orchestrated and propelled succession planning for promotional growth throughout the organization. 90% of executive hires are from leaders in the organizations.
- Executive duties – developed and executed annual operating plans and budgets and maintained cost reduction goals that resulted in at least a 2% annual reduction. Effectively managed budgets in excess of \$3 million.
- Vehicle/Fleet - managed the company vehicle/fleet insurance program by implementing a driver safety program (reduced the number of accidents by 70%), maintaining driver competency, and accurate tracking of health system’s vehicles.
- DNV, JCAHO, Magnet HR compliance – maintained 99% - 100% compliance with these accreditation organizations. Facilitated the hospital’s HR compliance through two magnet award-winning certifications.
- Successfully managed employee growth from 1,500 to 5,000 in the UMC Health System.

OTHER HUMAN RESOURCES WORK HISTORY

1979-1995

- Worked in various compensation, benefits, recruitment, and training managerial positions in various industries, leading to an outstanding long-term career as an HR executive.

EDUCATION

Doctoral Candidate, Walden University, Minneapolis, MN, expected completion – 3-2023

MBA, with Honors, Regis University, Denver, CO.

B.A., Political Science - North Carolina Agricultural and State University, Greensboro, NC

HR CERTIFICATIONS AND COMMUNITY SERVICE

Received several HR Certifications, Community Service Awards, and Community Board Chairperson Awards.

Serve on eight community boards focusing on children, health, education, and local and state workforce boards.

PART H: FORMS

PART H-100: CONFLICT OF INTEREST STATEMENT FOR LOCAL WORKFORCE DEVELOPMENT BOARD MEMBERS

Board Nominee: Adrienne Cozart

Category Representing: Private Sector

1. Does board nominee, any entity or business he/she is involved with, or the organization for which he/she is being nominated to represent have a contract with the Board?
Yes ☐ No ☒ If yes, please explain.

If yes, nominee will need to make appropriate disclosures to the Board.

Martin O'Keefe
Executive Director

5/9/2022
Date