

Susan J. Byington
2013 Group Health Board of Trustees Candidate
Background Information

PROFESSIONAL EXPERIENCE

Group Health Cooperative Seattle WA 2011 to Present
Nationally recognized integrated healthcare delivery system headquartered in Seattle serving more than 600,000 members through primary care and multi-specialty clinics and with the largest physician group in the state.

Trustee

- *Member of 11 member governing board of \$3.5 billion health care delivery system.*
- *Provide oversight and direction to management; approve strategy, business plans, and policies.*
- *Serve as Vice Chair effective January 1, 2013.*
- *Chair, Compensation Committee 2012 and 2013*
- *Committee assignments: Executive Committee, Finance Committee, Quality Committee, Compensation Committee, Governance Committee, Cooperative Development Committee*

Providence Health and Services Seattle WA 1984 - 2006
Not-for-profit health care system operating in five states, Alaska, Washington, Montana, Oregon and California, with 46,000 employees providing services for people in 26 hospitals, more than 35 non-acute facilities, physicians clinics, and in a health plan.

Vice President, Human Resources 1995 - 2006
Director, Human Resources 1984 – 1995

- Member of Health System executive leadership team responsible for developing and implementing Health System strategies, policies and regional operating plans.
- System executive responsible for the Human Resources function.
- Identify strategic issues confronting the Health System; develop strategies and action plans to position Providence to become an employer of choice.
- Design and implement executive/senior leadership development initiatives and succession planning.
- Design and administer executive compensation and benefit programs.
- Oversee comprehensive system-wide self-insured, insured, and retirement benefit programs.
- Serve as executive providing support to the Board of Directors and the Human Resources Committee on human resources issues.

City of Seattle 1980 - 1984
Director of Personnel

- Develop and implement a new personnel system for the 10,000 employees of the City of Seattle.
- Determine city-wide personnel policies and promulgate necessary personnel rules.
- Provide comprehensive services including recruitment, employment, compensation, benefit administration, labor relations, training, affirmative action, and employee safety.

- Work closely with the Mayor and City Council on personnel and labor matters.

Municipality of Metropolitan Seattle
Personnel Manager

1976 - 1980

- Direct and manage comprehensive personnel programs for 3500 staff providing transit and waste water treatment services to King County residents.
- Negotiate labor agreements.

University of Washington Seattle WA

1968 – 1976

During the more than eight years at the University held progressively responsible roles including:

Personnel Director, University Hospitals

1975 -1976

- Provide comprehensive personnel services to University Hospital and Harborview Medical Center.

Employment Manager

1970 -1975

- Direct and manage recruitment and employment activities for all non-academic staff including the hospitals.

Community Volunteer Activities

- *Group Health Foundation 2009 – 2011*
- *Mediator 2008 to present*
King County Inter-Local Program
Seattle Federal Executive Board
City of Seattle
- Washington Citizens' Commission on Salaries for Elected Officials
1997 - 2005: Member
2001 – 2005: Chair

Education

Dispute Resolution Center of King County
Mediator Certificate 2008

University of Washington
Management Program

University of Washington
Bachelor of Arts