



☒ Economic Development Board
 ☐ Police Pension Board\*

☐ Recreation & Cultural Services Board
 ☐ Firefighters Pension Board\*

☐ Planning & Zoning Board\*
 ☐ General Employee Pension Board\*

## PERSONAL

## EDUCATION

## EXPERIENCE/INVOLVEMENT

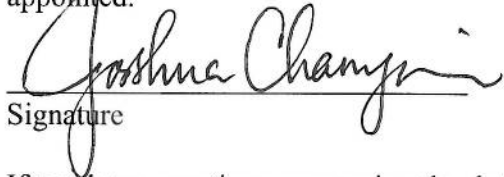
Please provide a brief statement concerning your interest and qualifications for serving on an advisory board. As incoming Chief Operating Officer at AdventHealth New Smyrna Beach, I would like to engage with this board as an active member. I believe partnership between the hospital and the city of Edgewater is vitally important to our mutual success.

**REFERENCES** please list three business or personal references

Name: <u>Khelsea Bauer</u>	Address <u>401 Palmetto St, New Smyrna Beach, FL 32168</u>	Phone: <u>386-424-5066</u>
Name: <u>Dennis Hernandez</u>	Address <u>401 Palmetto St, New Smyrna Beach, FL 32168</u>	Phone: <u>386-424-5090</u>
Name: <u>David Weis</u>	Address <u>301 Memorial Medical Pkwy, Daytona Beach, FL 32117</u>	Phone: <u>386-231-3909</u>

A resume or separate sheet with additional information may be included with your application.

I understand the responsibilities associated with being a board member, and I have adequate time to serve if appointed.

	<u>2/18/2025</u>
Signature	Date

If you have questions concerning the duties and responsibilities of any of the advisory boards, please contact the City Clerk's office at 386-424-2400 or email [cityclerk@cityofedgewater.org](mailto:cityclerk@cityofedgewater.org).

Return completed applications to the City Clerk's Office, 104 N. Riverside Drive, Edgewater, FL 32132; PO Box 100, Edgewater, FL 32132; or [cityclerk@cityofedgewater.org](mailto:cityclerk@cityofedgewater.org)

# Joshua I. Champion, MBA, SHRM-CP

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**Residence:** Daytona Beach, FL **Phone:** 407-702-0474 **Email:** [jidchampion@yahoo.com](mailto:jidchampion@yahoo.com)  
LinkedIn: [www.linkedin.com/in/joshua-champion-mba-shrm-cp-92b18063](https://www.linkedin.com/in/joshua-champion-mba-shrm-cp-92b18063)

## Professional Summary

Forward thinking leader with comprehensive human resources and operations experience within multiple health care settings. Proven experience collaborating with all levels of leadership to conduct organizational wide strategic planning, cultural change management, widespread implementations, leadership development and team building, design and construction, service line and business development. Strong verbal and written communications, interpersonal relations, mentoring, coaching, negotiation, and mediation skills.

## Areas of Expertise

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- Health Care Operations
- Acquisition & Outsourcing
- Multichannel Communication
- Multi-Disciplinary Team Building
- Project Management
- Process Design, Reporting and Analytics
- Mediator and Expert Facilitator
- Policy Management
- Performance Management
- Recruitment, Retention and Recognition
- Development of Training Programs and Initiatives
- Coaching and Counseling

## Professional Experience

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### **AdventHealth Daytona Beach (Florida Hospital Memorial Medical Center) – Daytona Beach, FL September 2023 – Present**

Non-profit, 362-bed, faith-based facility serving Volusia County as a member of AdventHealth. The facility has been dedicated to quality care for nearly 70 years, formerly known as Ormond Memorial Hospital. The organization employs nearly 3,000 area residents and cares for more than 300,000 patients each year. AdventHealth Daytona Beach supports an exceptional staff of physicians, representing numerous medical specialties and more than two hundred volunteers.

#### ***Vice President of Ancillary Services***

Member of the AdventHealth Daytona Beach Executive Team, leading the strategic operations, including Laboratory, Imaging, Food & Nutritional Services, Security/Emergency Management, Facilities, EVS, Patient Transport, Rehabilitation, Wound Care, Diabetes and Volunteer Services. Additionally, provides strategic and operational oversight for various hospital initiatives and special projects.

- Serves as a member of the AdventHealth Daytona Beach Executive Team and Administrator on Call Rotation.
- Leads 8 Direct Reports, 1 Executive Director Level, 5 Director Level and 1 Manager Level.
- Oversees department budgets exceeding \$350,000,000.00 in gross revenues.
- Coordinates monthly Ops/Ancillary Team Meetings and initiatives.
- Facilitates Monthly People Committee Meetings.
- Manages Lease Agreements and Policies for the Facility and Owned Entities.
- Executive Sponsor for Space, Equipment Management and Workplace Violence Prevention Committees.

- Serves as LOPC Certified Internal Executive Coach with the AdventHealth Leadership Institute.

### **AdventHealth Waterman – Tavares, FL October 2021 – September 2023**

Non-profit, 313-bed, multi-campus faith-based facility serving Central Florida as a member of AdventHealth. The facility has been dedicated to quality care for more than 80 years as is a pillar in its community. The organization employs nearly 2,000 area residents and cares for more than 250,000 patients each year. AdventHealth Waterman supports an exceptional staff of physicians, representing numerous medical specialties and more than two hundred volunteers.

#### ***Executive Director of Operations***

Member of the AdventHealth Waterman Executive Team, leading the strategic operations of the Food and Nutritional Services, Environmental Services, Patient Transport, Wound Care, Laboratory and (formerly, before divestiture Child Care) departments. Provides strategic and operational oversight for various hospital initiatives and special projects.

- Serves as a member of the AdventHealth Waterman Executive Team and Administrator on Call Rotation.
- Leads 6 Direct Reports, 4 Director Level and 2 Manager Level.
- Oversees department budgets exceeding \$200,000,000.00 in gross revenues.
- Coordinates monthly Operating Review and Service Line Volume Summary initiatives.
- Facilitates Monthly Leadership Team Meetings.
- Serves as LOPC Certified Internal Executive Coach with the AdventHealth Leadership Institute.
- Oversees “Operation Facelift” Initiative, revitalizing inpatient nursing units, a collaboration between Facilities and EVS Departments.
- Implemented an alternative health-conscious café within the facility Food Services platform.
- Implemented North Lake County’s 1<sup>st</sup> Robotic Surgery program.
- Led divestiture of Child Care Services, eliminating an annual \$375,000.00 loss from facility operations.
- Developed Strategic Plan for Wound Care operations optimization and volume growth and initiated partnership with Healogics.
- Initiated Environmental Maintenance Rounds as a proactive strategy for maintaining the physical environment.
- Achieved improved patient experience scores in Environmental and Food Services.
- Leading Patient Experience Improvement initiatives for interdisciplinary group of clinical and non-clinical areas.
- Negotiated contracts to provide Reference Lab and Phlebotomy services to vendors creating additional revenue streams for Laboratory operations.
- Leading SPD renovation, office relocations/renovations, and various building projects to include a new MOB, OSER and other expansion efforts.

### **AdventHealth Waterman (Florida Hospital Waterman) – Tavares, FL November 2018 – October 2021**

#### ***Director & HRBP Human Resources, Employee Health & Child Care Center***

Member of the AdventHealth Waterman Executive Council, leading the strategic operations of the HR/Employee Health departments. Manages a staff of 5 with HR Shared Service support for routine and repeatable functions.

- Manages department budgets of over \$1,500,000.00.
- Designed and implemented a robust Leadership Development Institute for 185+ supervisors, managers, directors, and executive team members.
- Developed HR Strategic Plan inclusive of AdventHealth, Local Facility, and Department level initiatives.
- Revamped local facility Recognition Program.
- Began regional alignment initiatives for compensation programs and general HR Operations initiatives.
- Implemented Regional Leadership Development Program and Strategy.
- Serves as a member of the AdventHealth Waterman Executive Team and Administrator on Call rotation.
- Implementing Employer of Choice Strategy focused on retention, recognition, recruitment, and image standards.
- Conducted HR Department restructure and integration of Employee Health Services.

### **AdventHealth Central Texas (Metroplex Health System) – Killeen, TX September 2016 – November 2018**

Non-profit, 245-bed, multi-campus faith-based facility serving Central Texas as a member of Adventist Health System. Dedicated to meeting residents' needs for quality healthcare services, Metroplex has grown rapidly over the past few years. Metroplex Hospital provides 148 acute-care beds in Killeen, 60 psychiatric care beds in the nearby Metroplex Behavioral Health Center and 25 beds at Rollins Brook Community Hospital in Lampasas. The system employs about 1,000 area residents and cares for more than 125,000 patients each year. Metroplex supports an exceptional staff of more than 300 physicians, representing 42 medical specialties and more than 200 volunteers.

#### ***Executive Director of Human Resources & Employee Health***

Member of the Metroplex Health System Executive Team, leading the strategic operations of the HR/Employee Health departments. Manages a staff of 4 with HR Shared Service support for routine and repeatable functions.

- Lead the facility in the successful implementation of the iSynergy initiative, PeopleSoft HRIS and Shared Services support functions.
- Lead the implementation of Performance Review Committees, an initiative to drive performance improvement and goals at all levels of the organization.
- Serves as a member of the Metroplex Health System Executive Team and Administrator on Call rotation.
- Manages department budget of over \$600,000.00.
- Designed and implemented a robust Leadership Development Institute for 120+ supervisors, managers, directors, and executive team members.
- Developing HR Strategic Plan inclusive of AHS Corporate, Local Facility, and Department level initiatives.
- Developed and in continuous development of policy and procedure for the HR/Employee Health team members and our services.
- Leading initiative to bring HR Leaders within the region together for monthly touch base meetings to foster regional support and collaboration.
- Implementing Employer of Choice Strategy focused on retention, recognition, recruitment, and image standards.
- Conducted HR Department restructure and integration of Employee Health Services.

### **AdventHealth Palm Coast (Florida Hospital Flagler) – Palm Coast, FL February 2012 to September 2016**

Non-profit health organization offering services as sole provider in Flagler County; 1000+ exempt/non-exempt staff members and six locations inclusive of a 147-bed acute care facility, inpatient/outpatient rehab, radiology, and laboratory services, home health and hospice. Additionally, the organization manages more than 40 employed physician practices in multiple locations practicing within more than 20 specialties.

#### ***Director of Human Resources & Employee Health***

Oversees the planning, direction, and management of all HR/Employee Health department activities including staff recruiting, screening, testing, and hiring in compliance with state and federal standards. Lead staff of 5, mostly new to HR professionals grooming them to succeed in each of their respective roles.

- Played a vital role in rebuilding the Human Resources Department by updating Human Resource systems, position descriptions and employee policies and procedures.
- Implemented new PeopleSoft HRIS System and migrated all employee files to ImageNow electronic file management system.
- Wrote Human Resources procedure manual for the Human Resources Department.
- Wrote, developed, and implemented new policies and procedures as applicable.
- Coached and counseled managers on all Human Resources related issues, working to finalize "Leaders Guide to HR".
- Designed the framework for user friendly home page for Human Resources Department on the organization's intranet. Created new process for on-line job postings and recruitment marketing initiatives.
- Re-designed New Employee Orientation program at the Regional and Local level. Created standardized presentation content, handouts, computer-based learning supplements, streamlined on-boarding process and created new hire metrics to established correlation between culture and decreased turnover.
- Managed department budget of over \$600,000.00.



- Designed and implemented a robust Leadership Development Plan for 80+ supervisors, managers, directors, and executive team members.
- Created training programs and trained supervisors and managers in human resources policies, employee relations, harassment training, performance evaluations and interviewing techniques.
- Implemented Employee Engagement Strategy for improvement of scores, participation, and overall employee morale.
- Established targeted Recognition and Retention Plans, developed Retention and Recognition Committee.
- Facilitated project to outsource services in facility Security and Rehabilitation Services including in/outpatient PT, OT, and SLP.
- Implemented facility CREATION Health culture infusion initiative as part of Adventist Health System 2020 Vision.
- Serves as member of Regional Market Growth Strategy Committee.
- Serves as Administrator on Call in rotation with C-Suite members.

### **AdventHealth Corporate Headquarters (Adventist Health System Corporate Headquarters) – Altamonte Springs, FL June 2010 – February 2012**

Non-profit healthcare organization that emphasizes Christ at the center of care. Founded in 1973 to support and strengthen Seventh-day Adventist healthcare organizations in the Southern and Southwestern regions of the United States, Adventist Health System has grown to become the largest not-for-profit Protestant healthcare provider in the nation. Today, Adventist Health System supports 44 campuses and employs 79,000 individuals. Adventist Health System hospitals are comprised of 7,700 plus licensed beds, providing care for 4 million patients each year in inpatient, outpatient, and emergency room visits.

#### ***Leadership Resident - Human Resources***

- Builds Leadership Competency on Rotation Within the Health System in all areas of Human Resources
  - Hospital Acquisition Activities to include Orientation, Benefits, HR Policy, and Mission/Values
  - Employee Benefits Administration with AHS Benefits Service Center
  - Developed LOA Specialist Job Description, New Position for AHS Benefits Service Center
  - Assisted in Recruitment/Hiring Efforts for Corporate Office Employees and Interns
  - Employee Relations
  - Unemployment
  - Developed Employee Disciplinary Plan of Action, Facilitated Critical Conversations
  - Assisted in Updating AHS HR Policies
  - Lead Employee Engagement Efforts for 2011 with Adventist Midwest Health
  - Facilitated/Coordinated New Employee Orientation and New Leader Orientations with AMH
  - Employee Training and Organizational Development
  - Research in I-9 Compliance
  - Compensation: Facilitated AHS Corporate Merit Increase Process for 2010-2011
  - Clinical Rotation: Clinical/Nursing Leaders System Wide

### **Education & Training Credentials**

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#### **Webster University – Master of Business Administration**

Longwood, FL

#### **Oakwood University – BBA: Health Care Administration    Minor: Management**

Huntsville, AL

**Certified Lean Six Sigma – Green Belt**

**Society of Human Resources Management (SHRM) – Certified Professional**

**Certified Development Dimensions International (DDI) Facilitator**

**Certified Leadership & Organizational Performance Coach (LOPC) – AH Leadership Institute**

**ACC – Associate Certified Coach by the International Coaching Federation – In Progress**