

## **LAURA R. FOXX, DM MA**

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### **PROFESSIONAL PROFILE**

- Alumna, University of Oxford Said School of Business Social Impact Investment Measurement Programme.
- Skilled communicator with experience in working with chief executive officers, senior executives, key volunteers, donors, and governing boards;
- Life-long advocate for socially progressive ecosystems through community engagement appointments and non-profit professional commitment;
- High-performing professional with expertise in optimizing organizational processes, measurement systems, and infrastructure to maximize business outcomes;
- Skilled strategist and collaborator who transforms strategic plans into workable solutions and benchmarks performance against key operational targets/goals;
- Experienced in intellectual property negotiation and compliance;
- Collaborative Institutional Training Initiative (CITI Program) Research Certified (Active), Social/Behavioral Investigator and Key Personnel;
- Six Sigma Green Belt with extensive scope of responsibility, proven success, and track record of delivering optimal results through initiatives that exceed operational performance targets and yield measurable outcomes;
- Earned doctorate in management with an emphasis in organizational leadership;
- Certified executive and organizational coach.
- Certification in the Diversity and Inclusion Program (Atrium Health)
- Certification in Leadership Mentoring Circles Program (Atrium Health)
- Neethling Brain Inventory (NBI) License
- North Carolina Notary Public License

### **AREAS OF EXPERTISE**

Recently completed professional development seminars at University of Oxford, Columbia University and Harvard University School of Business. Recently led forensic accounting and legal audit for an international nonprofit organization.

Strategic Planning, Budgeting, Policy, Leadership  
Development Productivity and Efficiency Improvement

Organizational Design and  
Project Planning/Execution

Diversity and Inclusion	Change Management
Performance Management	Continuous Improvement of Operational
Cross-Functional Team Leadership	Six Sigma Methodology
Negotiation, Persuasion, and Communication	Training and Leadership Development
Problem Solving	Decision Making
Planning and Deployment of Operational Assets	Operating Infrastructure

## **PROFESSIONAL EXPERIENCE**

### **Advocate Health, Charlotte, North Carolina (June 2012 – Present)**

**Present: Corporate Strategist, Division of Innovation and Commercialization.**

Responsible for innovative strategies for social impact investment policy and implementation; administration and fiscal direction for University of Pennsylvania Community Health Workers program affiliation with Atrium Health Community Clinics; direction for specific innovative cross-functional collaborations across the Advocate Health Enterprise.

- Leading strategist and implementation model leader for effective utilization and patient care management for emergency departments and primary care.
- Directed, negotiated and coordinated standardized community health worker curricula and performance metric implementation with internal and external partners. Estimated yearly savings \$3 million.
- Successfully negotiated U.S. DHHS National Health Services Corps provider shortage designations for 22 primary care and behavioral health community clinics throughout the Atrium enterprise. Estimated Federal subsidies for providers to defray medical school loan accounts: \$17 million per year (est).
- Coordinated patient billing policy changes creating greater access to affordable high quality care.
- Patient Advocate, Levine Cancer Institute and Speaker at the U.S. CancerX accelerator symposium.

January 2020 – June 2021: Human Resources Program Manager, Division of Community and External Affairs. Team approach to delivering lifestyle, career and workforce options that lead to socio-economic upward mobility. Responsible for directing major projects and working collaboratively with teammates and departments across Atrium Health and external partners to achieve the following:

- Directed Project HOPE, an affordable housing program for eligible Atrium Health teammates.
- Recommended “best in class” policy changes for the Education Assistance program that leverage college degree progression as a key talent and workforce development strategy to achieve organizational transformation.

- Developed a workforce development fund-raising plan that features internal collaborations and leverages public and private funding opportunities.
- COVID-19 Volunteer for Code Lavender, under the direction of the Atrium Health Office of Pastoral Services.

2015 – 2020: Manager, Performance Excellence Center. Directed strategic planning and ensured optimum performance.

- Directed and monitored accreditations from the American Council on Education and the International Association for Continued Education and Training.
- Negotiated agreements on behalf of the department.
- Collaborated with internal organizations to organize and advance transformative opportunities.
- Organized and directed best practice exchanges via national conferences and participated in sponsored research proposal preparation.
- Advocated for transformational leadership by creating higher order training capacity.
- Committee memberships: International Association for Continuing Education and Training Finance Committee; Atrium Health Simulation Center Steering Committee; Levine Cancer Institute Community Diversity Advisory Council.

2012 – 2015: Manager, Human Resources Division. Primary responsibilities: designed and led high performance-based continuous improvement strategies; directed and evaluated accompanying philosophy and practices to achieve management and leadership development, returns on investment, and standards of work.

- Coached and led multiple cross-functional and multi-hierarchical project teams across the Human Resources Division;
- Authored cultural competencies policy, an organizational leadership policy resource to the health care system.
- Collaboratively achieved over \$5 million in savings through efficient and effective strategies.

University of Phoenix, Adjunct Professor, School of Business, Charlotte, North Carolina, 2013 – present. Approved courses include: global business strategies, strategic management, innovative leadership, management theory and practice, organizational development, managing change in the workplace, organizational negotiations, green and sustainable enterprise management, innovation and creative business thinking.

The Foxx Company, L.L.C., Charlotte, North Carolina, 2000-2003; 2008-2012. Strategic advisor to executive teams of nonprofit organizations. Experiences include consulting engagements for fund raising, restructuring, strategic planning, executive/board relations, executive positioning,

transition management, human resource issues, program planning and development, team building charters, and collaborations including public/private partnerships. Collaborated with and served as adjunct consultant with larger firms.

University of North Carolina System Office of the President, Chapel Hill, North Carolina, 2003-2008. Chief advancement officer for the University of North Carolina system. Reporting to the UNC Board of Governors and the Senior Vice President of the University of North Carolina, created and led the resource development strategy for private support infrastructure for the 16 university campuses, the mathematics and science high school, and the 12 nonprofit agencies affiliated with the UNC system. Cash private support improved over 30% from \$300 million to \$500 million annually, and endowment performance improved over 20%. Served as interim vice chancellor for North Carolina Central University and executive director, NCCU Foundation

NationsBank Foundation (President) and Bank of America Foundation (Executive Director), Charlotte, North Carolina, 1996-2000. Reporting to Senior Executives, Board of Directors, and regional presidents, established administrative structure for newly established NationsBank Foundation, coordinated community programs throughout the franchise, and directed national philanthropy strategies for the corporation. Charitable fund from \$35 million in 1996 to over \$100 million in 2000.

Davidson College, Davidson, North Carolina, 1989-1996. Senior Major Gifts Officer. Reporting to the Vice President for Development, supported the advancement activities on behalf of the president, trustees, and campaign volunteers, during the \$150 million Campaign for Davidson. Established fund-raising model for specific programs and activities, from concept through implementation.

### **PHILANTHROPIC INTERESTS**

Public policy, arts and culture, educational access, environment, social impact.

### **RESEARCH AND PRACTICE**

Atrium Health Administrative Lead: Lean Action Research Learning Collaborative, University of California at Berkeley School of Public Health Center for Lean Engagement and Research (2017-2020).

Peer review committee member: International Columbia Coaching Program Conference at Columbia University (2014 and 2018).

Peer Reviewer: Journal of Leadership Studies (current).

Member: University of Phoenix School of Advanced Studies Research Center (current).

Dissertation committee member: Doctor of Nursing Administration at Gardner-Webb University School of Nursing (2014). Dissertation title -- Utilization Review Software: The Impact on Productivity and Structural Empowerment in Case Management Nurses in an Acute Care Setting.

## SELECTED WRITINGS

“Cultural Competence at Carolinas HealthCare System” (author)  
“Individual Giving Practices Among HBCU Leaders” (unpublished)  
“Corporate Philanthropy and Culture” Contributing essay in *Giving Back*  
“Corporate Philanthropic Trends” CASE Seminar  
“Major Gift Fundraising” CASE Workshop for Senior Advancement Officers  
“Ethics in Fundraising” Commentary for *CASE Currents*  
“Technology in Higher Education” Plenary address, IntelliWorks Client Conference  
“Virtuoso Leadership in Health Care is ALL our Responsibility” (ACHE Newsletter)

## AWARDS AND HONORS

American Council on Education, National Leadership Forum for Women  
Atrium Health Pinnacle Award Finalist (2018)  
Harvey Beech Outstanding Alumni Award, University of North Carolina  
Commendations by the UNC Board of Governors and UNC President  
Delta Mu Delta International Honor Society  
Graduate Fellowship, University of North Carolina  
Honorable mention, *Carolina Preserves* by William Mangum  
Honorable mention, *The Hewitt Collection of African American Art*, by Dr. Todd Smith  
Outstanding Women in America  
Outstanding Faculty, Council for Advancement and Support of Education  
Outstanding Speaker, Council for Advancement and Support of Education  
School of Advanced Studies Research Award, University of Phoenix  
Spirit and Mind Volunteer Award, Dowd Y.M.C.A.  
Volunteer Award, Charlotte Education Foundation  
Wells Fargo Career Initiative Scholarship

## PROFESSIONAL MEMBERSHIPS

American College of Health Care Executives  
International Coach Federation  
Council for Advancement and Support of Education  
Innovation Institute, McColl Center for Visual Art  
International Accrediting for Continuing Education and Training (Treasurer, Chair of Finance Committee, Board of Directors, Executive Committee, Personnel Committee)  
Natalia Rose Advanced Nutrition Program  
N.C. Department of Agriculture Goodness Grows Program  
UNC Law School Corporate Board Diversity  
The World Affairs Council

## LANGUAGES AND TRAVEL

English – native language; French – (novice) speaking, reading, writing

Travel to Canada, France, Italy, Germany, Mexico, Africa (Senegal, Cote d'Ivoire, Ghana), United Kingdom, France, Monaco, Norway, The Netherlands.

## **PUBLIC SERVICE**

### **Current Board Memberships**

Davidson College, Board of Visitors Life Member  
Leadership Charlotte, Past Presidents' Council  
Levine Cancer Institute Diversity Community Outreach Council  
UNC Center for Professional and Applied Ethics Advisory Council

### **Previous Memberships and Volunteerism**

Andreas Bechtler Foundations and Museum of Modern Art, Board of Directors  
CASE Commission on Philanthropy  
Catawba Riverkeepers Foundation  
Charlotte Wine and Food Weekend  
Discovery Place Science Museum  
Fed Cup Tennis Tournament (Charlotte), Co-Chair  
The Light Factory Film Advisory Council  
Loaves and Fishes  
PlanIt Now Board of Directors  
Public Library of Charlotte and Mecklenburg County Board of Trustees  
Sugar Creek Charter School  
UNC at Chapel Hill Board of Visitors  
USAirways/American Airlines Education Foundation Advisory Council  
White House Millennium Council Program Participant

### **Community Memberships**

Alpha Kappa Alpha Sorority, Inc.  
The Charlotte City Club  
Discovery Place Science Museum  
The Links, Inc.  
The Leukemia and Lymphoma Society – Teams in Training Program  
The Mint Museum of Art  
UNC Alumni Association Life Member

## **PROFESSIONAL SEMINARS AND CONFERENCES**

American College for Healthcare Executives, Secrets of Successful Healthcare Organizations (2017).

American Council on Education National Leadership Forum for Women (2010)  
ACE Office of Women in Higher Education, Washington, D.C.

American Hospital Association Healthcare Leadership Summit (2017, 2018)

Atrium Health Leadership Mentoring Circle Program (2020)

Atrium Health Diversity and Inclusion Certification (2019)

Atrium Health Leadership Development Seminar Series (2019)

Building the Clean Energy Future (2011)

Mr. Jacques Besnainou, CEO, AREVA

Career Competencies and Commitments (2011)

Dr. Rachelle Hollander, Director, Center for Engineering, Ethics, and Society  
Institute for Philosophy and Public Policy, University of Maryland at College Park

Carolinas HealthCare System Diversity Seminar (2012, 2013, 2015)

Center for Lean Engagement and Research Symposium (2017, 2018)

Collaborative Institutional Training Initiative/CITI (Renewed 2012)

Certification: Group 1 (Basic Course) – Social/Behavior Research Investigator

Corporate Board Diversity Training Program (2009)

University of North Carolina School of Law

Council for Advancement and Support of Education Annual Summit and District Meetings  
(various years)

Dynamic Discussion in the Classroom (2013)

University of Phoenix

Export University (2009)

United States Department of Commerce

How to Run the World: Charting a Course to the Next Renaissance (2011)

Dr. Parag Khanna, Author and Senior Research Fellow, New America Foundation  
The World Affairs Council of Charlotte

**Impact of Coaching in Organizations, Columbia University Teachers' College (2023)**

Innovation Institute (2009)

McColl Center for Visual Arts and the Knight Foundation

**Innovation Master Class, Strategyzer (2022)**

A Conversation with Nathan Harter (2011)

Dr. Nathan Harter, Professor of Organizational Leadership and Supervision, Purdue University

A Conversation with Warren Bennis (2010)

Dr. Warren Bennis, Distinguished Professor of Business, University of Southern California

Leadership and Innovation: Engines for Economic Recovery (2011)

Dr. John Bryan, President and Founder, eProcesses Inc., San Diego, CA

Leadership: Who Needs That? A Conversation on the Breadth and Depth of the Field (2011)

Dr. Eric Kaufman, Virginia Tech; and Dr. Nicole Stedman, University of Florida

National Association for College and University Business Officers (NACUBO) Endowment Study (NES) Conference (2006).

On Misrecognition: Racialization and the Unruly (2011)

Dr. Falguni Sheth, Professor, School of Social Science, Hampshire College

Phenomenology: Ways of Knowing (2010)

Dr. Valerie Bentz, Professor, School of Human and Organizational Development, Fielding Graduate University

Principality of Monaco: 60<sup>th</sup> Anniversary Celebration of the National Aeronautics and Space Administration and Thanksgiving Dinner, Hosted by HSH Prince Albert, Monte Carlo (2018)

Quantum Leadership: New Notions on Leading the Knowledge Worker (2011)

Dr. Tim Porter-O'Grady, Professor of Leadership, Arizona State University

Recognizing the Best and Brightest: Encountering Race in Life and Language (2010)

Dr. Sally Haslanger, Professor of Linguistics and Philosophy, Massachusetts Institute of Technology

The Role of Technology in Transforming Higher Education (2010)

Dr. Chris Dede, Wirth Professor in Learning Technologies, Harvard University School of Education

**Social Impact Measurement Course and Seminar, University of Oxford Said School of Business (2021, 2022)**

Society for the Advancement of American Philosophy National Conference (2010)

Strategic Restructuring for Nonprofit Organizations (2010)

Mr. Robert Harrington, Director of Strategic Restructuring Practice, LaPiana Consulting Firm

**Technology and Society, University of Oxford Rhodes Trust (2023).**

**Virtual Reality and Strategic Leadership, lecture and demonstration by Ithai Stern (INSEAD) at the Harvard University School of Business (2023).**

White House Millennium Symposium: The Meaning of the Millennium (1999)

President and Mrs. Clinton and The White House Millennium Council  
Professor Natalie Zemon Davis, Professor of History, University of Toronto;  
Professor Martin Marty, Professor Emeritus, University of Chicago School of Divinity

Yale University, The Science of Well-Being (2020)

## **EDUCATION**

Doctor of Management in Organizational Leadership, University of Phoenix  
Dissertation: A Qualitative Study of Alumni Non-Donors of Historically Black Colleges and Universities. Delta Mu Delta International Honor Society

University of Oxford (UK) Saïd School of Business  
Social Impact Investment Measurement Programme.

Columbia University  
Executive and Organizational Coaching Certification

University of North Carolina School of Law  
Corporate Board Diversity Development Program

University of North Carolina at Chapel Hill  
Master of Arts  
Major: Higher Education Minor: Business Administration

University of North Carolina at Charlotte  
Bachelor of Arts  
Major: English Minor: French

Spelman College  
Atlanta, GA

**REFERENCES AVAILABLE UPON REQUEST**