Judith Rapp
Assistant Director, Staff & Academic HR
Department of Surgery, School of Medicine
rappj@uw.edu;

Selected Resume

- **University of Washington**
  - Department of Surgery: 2004 -present
  - Department of Surgery and Department of Anesthesiology & Pain Medicine: March 2016 – June 2021

- **Positions Held:**
  - **Department of Surgery 2004 – 2007:**
    - Writing Department Policies and Procedures.
    - Participation in start-up of Simulation Center (now WISH/CREST).
    - Work with start up of Bariatric Surgery Center.
    - Special Projects for Director

  - **Department of Surgery 2008 – 2016:**
    - HR/Faculty Affairs, Communications Administrator

  - **Department of Surgery & Anesthesiology & Pain – Shared Services 2016 – 2021**
    - Assistant Director of Staff and Faculty Human Resources & Communications

  - **Department of Surgery – July 1, 2021 – and on-going**
    - Assistant Director of Staff and Faculty Human Resources

- **Virginia Mason Medical Center – 10 Years** (1990 – 2000)
  - Director of Board Relations/Chief of Staff, CEO's Office

Areas of Interest/Expertise:
- Building & Managing Teams
- Initiating and Managing Projects/Programs to Encourage Community and Employee Engagement.
- Initiating Systems Improvement:
- Writing – Business Writing and Public Facing Communications.
  - Job Descriptions, Website, internal and public facing communications (including Managing Editor of *Surgery Synopsis)*.

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- Certified Trainer "Crucial Conversations."
- Strategic Planning and Implementation.
- Deep understanding of UW Staff and Academic HR systems and practices.
- Understanding of Medicine – concepts and practices
- Staffing Committees and special initiatives

Education
BA English/Communications
- Secondary School Education Training (Certified Secondary School Teacher taught integrated English/Communications in Middle School – 3 years)
- Post BA course work in Psychology/History/Philosophy)

HR Certification
Certified Crucial Conversations Training Certification