

CHRISTOPHER MACK ACKERMAN, SR.

HR EXECUTIVE PROFILE

Enterprise Chief Human Resources Officer across large public universities, academic medicine, federally regulated enterprises, and healthcare systems. Trusted advisor to CEOs and Boards, aligning human capital governance with institutional performance, regulatory rigor, and long-term organizational strength.

Portfolio Highlights:

- **Academic Medicine, Research & University Enterprise Leadership:** Led HR strategy across academic medical centers, federally funded research programs, national laboratories, and global university operations. Navigate shared governance, unionized environments, and complex regulatory frameworks while aligning workforce strategy with clinical, research, and institutional performance.
- **Healthcare System Leadership:** Enterprise healthcare HR executive with accountability for workforce, labor, and compensation strategy across multi-hospital systems in union and non-union environments. Integrate labor governance and human capital strategy with clinical performance, regulatory discipline, and operational resilience within complex healthcare enterprises.
- **Enterprise HR Architecture & Transformation:** Redesigned HR operating models within complex, matrixed institutions to strengthen enterprise governance, scalability, and service delivery. Built aligned Centers of Expertise and modernized HR infrastructure to drive consistency, accountability, and measurable organizational performance.
- **Workforce Planning & Total Rewards Strategy:** Led large-scale job architecture and compensation redesign initiatives to strengthen workforce equity, improve recruitment and retention in critical roles, and align labor investment with organizational strategy and financial sustainability. Advanced workforce planning models that connect hiring, labor spend, and long-term organizational needs.
- **Enterprise Workforce, Labor & Governance Strategy:** Set and execute long-term workforce and labor strategy in partnership with executive leadership and the Board, aligning labor investment and compensation governance with institutional performance and fiscal discipline.

PROFESSIONAL EXPERIENCE

George Mason University

February 2025 to present

Vice President, Human Resources and Chief Human Resources Officer

Chief Human Resources Officer for a large, publicly governed research (R1) university serving over 12,000 employees and 40,000 students across four campuses, including an international location. Report directly to the University President and serve as the senior executive responsible for workforce strategy, labor relations, total rewards, HR operations, and compliance within a complex, highly regulated environment.

Enterprise Impact & Strategic Leadership:

- Set and execute enterprise workforce strategy for a publicly governed, multi-campus and global institution serving more than 12,000 employees, strengthening employee engagement while aligning labor investment with financial performance and long-term institutional sustainability.
- Serve as principal advisor to the President and executive leadership team on human capital strategy, labor risk, compensation governance, and organizational effectiveness, ensuring alignment between workforce decisions and enterprise performance objectives.
- Lead enterprise transformation initiatives that strengthen leadership accountability, modernize institutional operating models, and embed data-driven decision-making across the organization.

- Architect a comprehensive compensation and workforce framework that advances market competitiveness, pay equity, fiscal discipline, and long-term workforce resilience.
- Advance forward-looking workforce planning and labor governance strategies that improve recruitment velocity while enhancing workforce agility within a highly regulated public environment.
- Strengthen governance partnership with executive leadership and oversight bodies, translating complex workforce dynamics into clear, strategic decisions that support institutional performance and public accountability.

Stanford University, SLAC Laboratory, US Department of Energy

July 2021 to February 2025

Head of HR Client Services, Compensation, and Staff Housing Program

Enterprise HR leader within a federally regulated national laboratory operated by Stanford University, with system-level responsibility for workforce strategy under Department of Energy oversight. Advised university leadership, federal officials, and executive management on labor governance, workforce risk, and organizational performance, aligning human capital strategy with national research priorities, regulatory rigor, and institutional resilience.

Federal Enterprise Research Leadership:

- Developed and advanced a multi-year HR strategy aligned with the laboratory's scientific mission priorities, positioning HR as a strategic enterprise partner to executive leadership and federal stakeholders.
- Held enterprise accountability for workforce and labor strategy across a 2,000+ employee federally regulated research institution operating under collective bargaining agreements, academic governance, and Department of Energy oversight.
- Supported labor strategy within a complex unionized environment, partnering with university leadership, federal officials, and executive stakeholders to preserve workforce stability, regulatory discipline, and mission continuity.
- Modernized enterprise workforce infrastructure, embedding advanced HR technology and analytics to strengthen executive decision-making, institutional agility, and long-term talent sustainability.
- Architected compensation and workforce frameworks aligned with competitive research labor markets, improving pay strategies for critical scientific and research staff roles while reducing compensation spend and strengthening long-term financial sustainability.
- Served as principal advisor to executive leadership on workforce governance, organizational design, and enterprise risk within a matrixed federal and academic oversight model.
- Integrated DEIA programming in leadership and staff models that improved inclusion, retention, and employee engagement in a research-driven environment.

Stanford University, School of Medicine, Cancer Institute

May 2020 to July 2021

Managing Director, People Operations

Senior HR executive for Stanford's Cancer Institute, an academic medical enterprise integrating clinical care, research, and education. Served as principal advisor to executive and physician leadership on enterprise workforce, compensation, and organizational strategy, aligning human capital investment with clinical growth, research excellence, and institutional performance.

Executive Leadership & Performance:

- Led enterprise workforce and organizational effectiveness strategy for a premier academic medical institute, integrating clinical, research, and educational priorities to drive performance alignment and institutional resilience.
- Aligned workforce and talent strategy with clinical growth, research priorities, and faculty governance, strengthening institutional resilience within a highly competitive academic medical environment.
- Modernized workforce infrastructure and decision-support capabilities to enhance executive visibility into talent risk, retention dynamics, and resource allocation.
- Architected workforce planning and compensation strategies to sustain clinical excellence and research productivity in high-demand specialty areas.

- Advanced inclusive leadership and engagement strategies to strengthen representation, retention, and organizational culture across faculty, physicians, and staff.
- Navigated complex shared governance structures and academic appointment frameworks, aligning workforce policy with institutional standards and regulatory requirements.

HCA Healthcare

September 2015 to May 2020

Vice President and Hospital Chief Human Resources Officer

Enterprise healthcare executive serving as senior advisor to hospital CEOs and executive leadership, with accountability for workforce, labor, and compensation strategy across a multi-hospital system. Integrated labor governance, leadership development, and total rewards strategy with clinical operations to support quality, patient experience, and financial sustainability.

Executed disciplined labor strategy across union and non-union environments, preserving operational flexibility and mitigating regulatory and organizing risk under Joint Commission and CMS oversight. Strengthened leadership capability, engagement, and workforce resilience to ensure continuity of care and sustained organizational performance.

System-Level Strategy & Impact:

- Served as senior HR executive across multiple acute-care hospitals, advising CEOs and executive leadership teams on enterprise workforce, labor, and compensation strategy in alignment with quality performance, patient experience, and financial sustainability.
- Executed disciplined enterprise labor strategy across union and non-union environments, preserving labor stability and mitigating organizing and regulatory risk in high-acuity healthcare settings.
- Architected compensation and retention strategies for high-demand clinical roles, aligning labor investment with market competitiveness, fiscal discipline, and long-term workforce resilience.
- Strengthened enterprise service delivery and leadership accountability models to drive consistency, scalability, and performance across multi-hospital operations.
- Provided executive oversight of labor spend, workforce compliance, and employment risk, improving cost discipline while protecting clinical capacity and continuity of care.
- Aligned workforce planning with patient volume, acuity, and service line growth, ensuring staffing flexibility and sustainable clinical performance.

EARLY CAREER

McClendon Center, Washington, DC

2013 to 2015

Director, Human Resources and Operations

Led human resources and operations for a multi-site behavioral health nonprofit, overseeing workforce strategy, compliance, and operational performance within a Joint Commission–accredited environment.

Berry Appleman and Leiden, LLP, San Francisco, CA

2011 to 2013

Human Resources Sr. Recruiter

Led high-volume, compliance-driven talent acquisition in a highly regulated national immigration law firm.

University of California, Berkeley, Berkeley, CA

2009 to 2010

HR Academic Analyst

Supported academic HR operations for faculty appointments within a unionized public university system, developing foundational experience in shared governance, academic labor relations, and complex policy environments.

University of California, San Francisco, San Francisco, CA

2006 to 2008

Human Resources Manager

Directed HR operations for an NIH-funded translational research program, supporting clinical researchers and staff while ensuring compliance with UC employment policies, federal research requirements, and clinical workforce standards.

EDUCATION

Stanford University

Executive Leadership Development Program, Center for Creative Leadership (CCL)

Executive-level development focused on enterprise leadership and change

Western Governors University

Master of Science (M.S.), Management and Leadership

Expected Conferment – April 2026

University of Maryland

Bachelor of Science (B.S.), Business Administration

NATIONAL THOUGHT LEADER

CUPA-HR DC Chapter

Panelist, CHRO Conversations – The Changing Landscape of HR in Higher Education, 2025

Invited panelist discussing executive HR leadership, workforce strategy, and organizational transformation in complex, regulated institutions, with emphasis on talent sustainability, governance partnership, and the evolving role of the CHRO.

Gartner C-level Communities

Panelist, Pathing to Performance – HR's Role in Career Roadmaps, 2025

National panelist with senior HR executives, sharing perspectives on workforce planning, career architecture, and performance enablement in large, mission-driven organizations.

TIAA

Panelist, One Year In – What's Changed, What's Next – A Look at the Federal Policy Landscape, 2026

A retrospective-forward conversation examining what actually happened in 2025 vs. what was predicted, which fears materialized vs. which didn't, and what institutional leaders learned from navigating the past year's policy volatility.