

Leadership Profile



Andrea Lobo **Chief of Human Resources**

Inspired by her passion for change as well as her interest in health care reform, Andrea Lobo joined the Cornell Scott-Hill Health Center leadership team in 2010 as the Chief of Human Resources. However, Andrea is no stranger to the health center; she served as its Director of Human Resources from 2001 to 2004.

In addition to her work at the health center, Andrea brings an impressive array of human resource experience to her position. Before returning to the health center she served as the Director of Human Resources and Labor Relations for the New Haven Public Schools. There she played a key role in negotiating the first teacher contract in the United States that included student performance as part of the evaluation process. She also implemented several key initiatives that dramatically improved the quality of the teaching staff, increased retention rates, and decreased vacancy rates. Previously, Andrea was the Human Resources Manager for People's Bank.

Since returning to the health center, Andrea has put her skills and experience to work. Her many accomplishments include:

- Implementing the Weight Watchers at Work program
- Automating the employee benefit enrollment process
- Getting the human resources department fully staffed
- Renegotiating vendor contracts resulting in significant cost savings
- Implementing an employee assistance program
- Expanding new employee orientation
- Determining and implementing competitive pay ranges

Again, these are just a few of the areas that have benefited from Andrea's knowledge and experience. Andrea is committed to evaluating and improving all aspects of the employee experience and working with all levels of the organization to achieve the health center's goal of becoming an employer of choice.

When she's not at work, Andrea is actively involved in the community. In fact, she once served as the Police Commissioner for the Town of Hamden. Today she serves on the Board for Sister's Journey, a support group for breast cancer survivors, and is the Commissioner for the Hamden Employees Retirement Board.

Andrea received her B.A. degree in business management from Albertus Magnus College. She received an M.S. degree in economics from Southern Connecticut State University as well as an M.B.A. in organizational management from the University of New Haven. All three schools are located in New Haven, Connecticut.