

Marilyn Dabady Lynk, PH. D.

Mdablynk718@gmail.com • linkedin.com/in/marilynlynk • Silver Spring, MD • 240-381-4282

Executive Director

Highly experienced executive leader and educator with over 20 years of experience developing and guiding diverse, high performing teams, in the design and launch of leading-edge system-level strategies and programs, resulting in improved organizational performance. Ability to provide operational and financial leadership. Strategically drive process improvement, performance measurement, and implementation of effective programs and services. Skilled communicator with demonstrated ability to teach in academic and business settings, engage leaders and community partners, and promote collaboration across multi-disciplinary sectors.

Highlights of Expertise

- Strategic Planning
- Process Improvement
- Program Development
- Operations Management
- Leadership & Training
- Organizational Development
- Adjunct Teaching/Public Speaking
- Social Psychology
- Diversity & Inclusion Champion
- Grants Management
- Budget Development

Career Experience

Adventist HealthCare, Inc., Gaithersburg, MD (2005 – Present)

Executive Director for Equity, Diversity & Inclusion, Human Resources (2019 – 2020)

Provide system-level leadership and strategic direction to consistently advance equity, diversity, and inclusion in programs, policies, and practices in alignment with organizational mission and values. Reports to Chief Human Resources Officer

- Develop high-level strategic action plan to transform organization's diversity and inclusion goals. Successfully added an organizational equity statement to all job postings, facilitated listening sessions across the system to understand employee experiences and identify meaningful actions to address racial injustice, and provide thought leadership for senior leadership. Offered three racial equity workshops for close to 100 senior leaders to expand learning and provide opportunities to have courageous conversations about race.
- In collaboration with Learning, Leadership & Organizational Development department, identified and addressed gaps in leadership program selection process leading to more equitable representation among program participants. Developed organizational diversity dashboard to track leadership diversity and performance metrics including turnover by race, ethnicity, age, and gender.
- Evaluate high-quality cultural and linguistic education and services including language interpretation and translation. Led team process improvement project that resulted in a 10% financial savings for the organization in one year.

Adventist HealthCare, Inc., Center for Health Equity & Wellness, Gaithersburg, MD

Executive Director (2015 to 2019); **Director of Operations** (2014 – 2015); **Program Manager** (2008 – 2014)

Impactful leader of strategic operations overseeing multiple education, training, and health improvement programs at Adventist HealthCare in collaboration with partner organizations. Received Leadership Impact Award (2019) recognizing outstanding leadership behavior, people management practices, collaboration, and culture transformation.

- Directed needs assessments and corresponding implementation plan development, efficiently identifying and prioritizing community health needs. Led efforts to award close to \$1 million of community benefit funding to partners addressing homelessness, hunger, behavioral health, and other areas of focus aligned with prioritized needs. Led strategic

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development of three Community Health Needs Assessments and corresponding implementation plans over six years that led to improvements in chronic disease management and increased community awareness of behavioral health issues.

- Oversaw language access services for the system, organizational cultural competence assessments, and ongoing health care professional training and continuing education resulting in more efficient and effective use of services. Published annual progress reports on health disparities and solutions aligned with annual conferences from 2007 to 2016 to assist healthcare decision makers.
- Executed strategies to successfully secure over \$500K of funding to support culturally sensitive disease management and community health improvement programs to: improve breast cancer navigation for low-income women, reduce lung cancer through effective tobacco prevention and cessation programs, provide diabetes self-management education and support, and provide professional and peer support for black breastfeeding mothers.

Education Institute, Rockville, MD

Internal Consultant (2005 - 2008)

Implemented best practices to enhance leadership, professional, and organizational development.

Designed, delivered, and evaluated leadership training, ensuring alignment with all strategic learning initiatives. Collaborated on processes focused on achieving business and performance goals aligned with organizational vision. Facilitated performance consultations and provided coaching services to executives and managers, setting goals for a high performing organization.

Additional Experience:

Senior Program Officer/Independent Consultant (2001 – 2005) – National Research Council, National Academies

Education

Doctor of Philosophy, Social Psychology – Yale University Graduate School, New Haven, CT

Bachelor of Science, Psychology – University at Albany, State University of New York

Certifications & Training

Foundations for Systems Leadership & Awareness-Based Systems Change Workshop
Leadership Montgomery Racial Equity Action Leadership (REAL) Inclusion Program
Racial Equity Institute (REI) Workshop; REI Debrief Session with Impact SILVER SPRING
The Ritz-Carlton Service Excellence Workshop
Mental Health First Aid Certification
Malcolm Baldrige Examiner Training Experience Program
Leadership Montgomery CORE Leaders Program Graduate
Adventist HealthCare Executive Fellow Program Graduate
Unconscious Bias Learning Lab – Cook/Ross, Inc.

Awards & Affiliations

Chair, Adventist HealthCare Equity, Diversity & Inclusion Steering Committee
Member, Maryland Hospital Association Diversity and Inclusion Advisory Group
Leadership Montgomery Educational Foundation – Board of Directors, Chair (2019 – Present); Vice Chair (2018 – 2019)
Adventist HealthCare Leadership Impact Award (2019)
Fellow, Adventist HealthCare (AHC) Executive Fellowship Program
Adjunct Faculty, University of Maryland, School of Public Health
National Association of Health Services Executives
Member, Institute for Diversity & Health Equity
Member, American Psychological Association