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## BAC-10566

### Contact Information

Contact Name	Janice Turner	Home Address	[REDACTED]
Preferred Phone	[REDACTED]	Home City	[REDACTED]
Preferred Email	[REDACTED]	Home State	[REDACTED]
Other Phone		Home Zip	[REDACTED]
Other Email		County	[REDACTED]
DOB	[REDACTED]	Hispanic or Latino origin or Descent?	
Gender	[REDACTED]	Race/Ethnicity	[REDACTED]
Other Gender		Other Ethnicity	
		Tribal Affiliation	
		Salutation	
		Pronouns	she/her

### Application

Status	In Progress	Council Resolution Number	
Notes			

### Board Information

Board Name	Career Service Board	Original Start Date	
		End Date	
		Other boards or commissions served	

### Work Information

Employer		Work Address	
Position		Work City	
Business Phone #		Work State	
Work Email		Work Zip	

### Additional Information

Work or home in Denver	Yes	Objection to appointment?	No
Are you a registered voter?		Special Information	
If so, what county?		Registered Lobbyist	No
Denver City Council District No	Lives outside of the City and County of Denver	Conflict of Interest	No

Conflict of Interest  
Explanation

**Education and General Qualifications**

Name of High School		Name of Graduate School	
Location of High School		Location of Graduate School	
# of Years Attended High school		# of Years Attended Graduate School	
Did you Graduate High School	Yes	Did you Graduate	
		Graduate Major	
Name of College			
Location of College			
# of Years Attended College			
Did you Graduate College			
Undergrad Major			

**Reference Details**

Reference Name #1		Reference Email #1	
Reference Phone #1		Reference Address #1	
Reference Name #2		Reference Email #2	
Reference Phone #2		Reference Address #2	
Reference Name #3		Reference Email #3	
Reference Phone #3		Reference Address #3	

Agree to a background check

Owner [REDACTED]

Created By Denver Integration, 5/1/2026, 4:56 PM

Last Modified By Sterling Simms, 5/6/2026, 2:18 PM

**Notes & Attachments**

**CareerServiceBoard\_JaniceTurnerMemo\_20260501.docx** **Janice Turner.png**

Type **Attachment**  
 Last Modified **Denver Integration**  
 Description  
[View file](#)

Type **Attachment**  
 Last Modified **Denver Integration**  
 Description  
[View file](#)

**Janice Turner Biography NP - HR Executive .docx**

**Janice Turner Resume 2026.docx**

Type **Attachment**  
 Last Modified **Denver Integration**  
 Description  
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 Last Modified **Denver Integration**  
 Description  
[View file](#)

**Applicants History**



**5/6/2026, 2:18 PM**

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User **Sterling Simms**

Action **Changed Status from New to In Progress.**

**5/1/2026, 4:56 PM**

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User **Denver Integration**

Action **Created.**

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# JANICE TURNER

## PROFESSIONAL PROFILE

Senior People & Culture Executive focused on leading a culture of engaged talent, implementing best practices, and creating customer-centric experiences that align with overall business strategy. Acknowledged for developing strategic alliances between People & Culture, leadership, and regional business units. Skilled at balancing strategic design with operational excellence. Professional competencies and experience in:

<input type="checkbox"/> Talent Acquisition and Retention	<input type="checkbox"/> Organization/Leadership Development
<input type="checkbox"/> Diversity and Inclusion	<input type="checkbox"/> Employee Relations
<input type="checkbox"/> Succession Planning	<input type="checkbox"/> Compensation/Benefits/Payroll
<input type="checkbox"/> Culture Integration	<input type="checkbox"/> Regulatory Compliance
<input type="checkbox"/> Employee Engagement	<input type="checkbox"/> Labor Relations/Negotiations
<input type="checkbox"/> Relocation and Transition	<input type="checkbox"/> Mergers and Acquisitions
<input type="checkbox"/> Workforce/Performance Management	<input type="checkbox"/> Risk Management/Safety

## PROFESSIONAL EXPERIENCE

Mercy Housing, Inc. 2017-Present

*Senior Vice President, People & Culture*

Provide strategic leadership and set overall direction for the People & Culture infrastructure for a \$3B non-profit in affordable housing and real estate development; 1800 employees in 6 business units across 23 states, 350 properties, and 45,000+ residents.

- Oversight of 23 staff who execute on HR Operations, Benefits, Compensation, Employee Relations, Talent Acquisition, Learning & Organizational Development, and Employee Inclusion in a matrixed organizational structure; manage a \$4M People & Culture budget, a \$75M retirement plan, and a \$20M benefits plan.
- Accountable to lead the human capital strategic business plan for organization-wide workforce strategy, People & Culture governance/compliance, compensation strategy, employee engagement, performance management, succession planning, and total rewards across multi-states.
- Generated \$500K savings resulting from a dependent eligibility audit.
- Negotiated a 5.5% health and welfare renewal through plan design changes.
- Collaborate with the Board of Trustees on the Audit Committee, and advised the former Board Chair through a strategic CEO search.

Iliiff School of Theology 2016 – 2017

*Director, Human Resources and Title IX Coordinator/Investigator*

Developed and implemented a human resources business plan, established accountability processes, identified solutions and actions that added value to the institution, and fostered an inclusive culture that enabled all employees to contribute at their full potential.

WideOpenWest (WOW! Internet, Cable & Phone) 2003 - 2015 Senior Vice President, Human Resources

Led the HR function for a \$11B cable, internet and phone service provider with 3400 employees in 13 states. Strategic business partner to multiple Call Centers, Business/Residential Sales, Marketing, Operations, Finance, Accounting, IT, and Corporate.

- Established overall leadership, strategic direction and metrics for all HR functions
- Directed a matrix structured team of 6 senior level HR professionals, with up to 25 geographically dispersed HR team members

- Fiduciary responsibility for a \$29M Benefits Plan, a \$75M Retirement Plan and a \$25M Deferred Compensation Plan
- Generated \$3M cost savings due to strategic benefit plan design changes
- Led organizational development, cultural integration initiatives through 5 major acquisitions
- Championed best practice initiatives for cultural change that support business strategies and goals

Janice Turner

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WideOpenWest (WOW! Internet, Cable & Phone) – cont'd

- Developed the leadership team to ensure alignment to key strategic initiatives and build bench strength at the executive and senior management level
- Implemented multiple 360° feedback processes: Enneagram, Succession/Workforce Planning, Talent Management, Leadership Development, Internal Customer Satisfaction Surveys and Focus Groups
- Strengthened performance management processes through standardized metrics and training programs
- Oversight of a major HRIS conversion project to consolidated systems that resulted in \$500k savings
- Reduced employment-related litigation costs through standardization of consistent practices; responded to and prevailed in all 35 EEOC claims filed since 2003
- Reduced safety incidence rates by 20% and workers compensation claims costs by over 15%

ADDITIONAL PROFESSIONAL EXPERIENCE

Time Warner Cable (Telecommunications) – *Corporate Director, Human Resources* Rental Service Corporation (Heavy Equipment) - *Regional Human Resources Director* TCI of Colorado (Telecommunications) – *Director, Employee Relations*  
 Xcel Energy (Utility) – *Progressive Human Resources roles*

EDUCATION

Master of Arts Degree Management, Organizational Behavior/ Human Relations  
 University of Phoenix

Bachelor of Arts Degree Organizational Behavior and Communications  
 Creighton University- Omaha, Nebraska

Certificate - Finance Finance for the Non-Financial Manager  
 The Wharton School – The University of Pennsylvania

PROFESSIONAL AFFILIATIONS

2023- Present Board Vice Chair, Three Birds Alliance  
 2024 -Present Executive Leadership Coach, Denver Chamber of Commerce  
 2017 -Present Steering Committee, Housing Partner CHRO Network  
 2007- Present CXO CHRO Peer Group  
 2018- 2020 Governing Body, Evanta CHRO Leadership Summit; Facilitator “Becoming a Talent-Magnet Company”  
 2003- 2020 Career Development Facilitator- The Leadership Investment, INROADS, Creighton University, University of Colorado at Denver, Metropolitan State University  
 2014-2015 Board Member and Board of Affairs Committee Member, The Leadership Investment (*formerly The Women’s Vision Foundation*)

2012- 2014	Gala Chair, Cleo Parker Robinson's Dancing with the Denver Stars; Volunteer
2011-2015	Executive Board Member and Treasurer, Cable Telecommunications Human Resources Association
	Co-Chair for two Human Capital Think Tank Seminars ( <i>led by former FCC Chair Michael Powell, Professor David Ulrich, and Professor Patrick Wright</i> )
2011-2012	Chair, The Leadership Investment Annual Success Forum
2009 -2012	Board Vice President (2009-2011), National Association of Multi-Ethnicity in Communications
2005-2007	Board Member, Latin American Education Foundation
2004-2006	Board Member, Urban League of Metropolitan Denver

# JANICE TURNER

## Human Resources Executive Biography

Janice Turner is an experienced executive leader with more than 30 years of expertise leading the people function of organizations, advising boards of trustees, and senior leaders on strategy, culture, and organizational performance. She is known for advancing transformational initiatives that strengthen leadership capacity, align organizational values, and promote equitable, community-centered outcomes.

Janice currently serves as Senior Vice President of People & Culture at Mercy Housing, Inc., one of the nation's largest nonprofit affordable housing organizations. She leads enterprise-wide strategies focused on culture, employee engagement, workforce planning and transformation, executive and leadership succession planning, equity and inclusion, and change management initiatives.

Prior to Mercy Housing, Inc., Janice served as Human Resources leader in higher education and at WideOpenWest (WOW), where she was responsible for people strategy for a national workforce that provided cable and internet services.

Her career spans telecommunications, higher education, affordable housing, and utilities, providing a broad perspective on economic development and community systems. Janice has partnered closely with boards and executive teams to enhance governance, drive strategic execution, and build high-performing organizations.

A Denver native, Janice is committed to the city's growth, equity, and long-term vitality. Currently Janice serves on Three Birds Alliance Board of Directors and is the human resources advisor to the Board Chair. She holds degrees from Creighton University and the University of Phoenix and is a certified executive coach.

