



## **Shanon Shumpert, JD, LLM**

**Associate Vice President,  
Employee & Labor Relations,  
Institutional Equity**

*Respected leader with more than 20 years of experience. Expertise in institutional investigations, disruptive physician matters, coaching executives and developing institutional policies and programmatic activities.*

Shanon has had the unique experience of holding progressively more advanced positions in private practice, in-house/corporate legal and human resources work settings. Educated as an attorney, Shanon earned her JD from Howard University, Washington, DC. After law school, she returned to her hometown, Chicago, where she practiced general litigation, including employment law with a Chicago law firm.

Believing that she could make a more positive direct impact on people if she moved from a law firm to a corporate environment, Shanon accepted an in-house counsel position at her alma mater, DePaul University. Her career quickly accelerated over the next several years as she held positions in the legal department and in the human resources department, ultimately culminating in a role as Associate General Counsel with a focus on employment matters.

While at DePaul, Shanon completed an LLM in Health Law. She then returned to private practice to take on health care related claims, in addition to employment litigation. Thereafter, when law firm principals split into two separate firms, Shanon accepted an in-house opportunity at the University of Chicago Medical Center. There, she negotiated labor contracts between the hospital and their four labor unions. Attributable to her collaborative work style, Shanon achieved a number of milestones, including settling a significant backlog of grievances and reducing the overall number of grievances and arbitrations.

In 2013, Shanon accepted a role on the executive leadership team at Rush University Medical Center. She currently holds the role of Associate Vice President for Employee/Labor Relations & Institutional Equity. She is responsible for setting the organization's employee relations and labor strategy. She prides herself on her ability to tackle complex employment matters with a creative and personable approach. She continues to have a sincere passion and natural affinity for creating equitable solutions in today's challenging employment law landscape.



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