

WALTER CASSITY

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June 25, 2026

TACO Executive Board
Tamarron Association of Condominium Owners

Dear TACO Executive Board,

Please accept this letter and my resume as notice of my interest in serving on the TACO Executive Board.

My wife and I are new Tamarron owners, but we have already made the property an important part of our lives, spending 57 nights on site during our first year of ownership. That time has given me a strong appreciation for the Tamarron community, the owner experience, and the importance of thoughtful, practical leadership.

I currently serve on the TACO STR Committee and have also served on several community and nonprofit boards, including as an Executive Board Member for CareFlite EMS and a Governing Board Member for BSWH Surgicare of North Texas. Professionally, I have spent my career leading large-scale operations, facilities, safety, emergency management, business continuity, and compliance programs. My background includes working closely with executive leadership and boards, managing complex budgets and infrastructure, evaluating risk, improving processes, and helping organizations make sound long-term decisions.

I believe my experience in operations, governance, safety, planning, and problem-solving would allow me to contribute in a practical and constructive way to the TACO Executive Board. As an owner who is actively engaged and regularly present on property, I would be committed to supporting decisions that protect Tamarron's value, strengthen the owner experience, and serve the broader interests of the community.

Thank you for your consideration.

Sincerely,

Walter Cassity

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SUMMARY

A Senior Operations Executive, transforming complexity into scalable, high-performing operations. Aligns systems, infrastructure, and processes to drive automation, efficiency, and sustainable growth. A trusted partner to executive leadership in improving misaligned operations, streamlining facilities, and converting dysfunction into operational clarity. Utilizes a builder mindset, precision execution, and long-game thinking in designing environments that are clean, efficient, and self-sustaining at enterprise scale.

**Risk Analysis | Team Leadership | Strategic Planning | Business Continuity | Facilities Management
Emergency Management | Security Operations | Public Safety Administration | Policy Development
Environmental, Health, and Safety Programs | Industrial Hygiene | Operational Analytics | Technology
Implementation | Regulatory Compliance**

EXPERIENCE

BAYLOR SCOTT & WHITE HEALTH Senior Vice President

Dallas, Texas
2020-2025

- Directed enterprise-wide facilities operations across 40 hospitals and 2.6M square feet of clinical and support spaces, managing \$22M to \$26M in service contracts and ensuring operational excellence.
- Oversaw public safety, police, security, and emergency management programs, ensuring compliance, mitigating risk, and maintaining operational readiness across all sites.
- Developed and implemented business continuity and disaster preparedness strategies, protecting critical enterprise functions during catastrophic events.
- Advised the board and senior executives on strategic initiatives, leveraging data-driven insights to align operational capabilities with organizational priorities.
- Integrated innovative technologies, including AI systems, to optimize resource allocation, risk assessment, and operational performance.
- Directed senior managers and cross-functional teams, enhancing accountability, performance, and efficiency throughout operations and facilities functions.
- Executed enterprise-level risk analysis and resource prioritization, ensuring zero-tolerance assets such as data centers remained fully operational.
- Collaborated with teams for capital projects (\$500M) and operational initiatives (260 projects), ensuring timely delivery, budget adherence, and strategic alignment.
- Optimized service contracts for all operations, maximizing value and operational effectiveness.

BAYLOR SCOTT & WHITE HEALTH System Vice President

Dallas, Texas
2017-2020

- Directed enterprise-wide business continuity and emergency management programs across 40 hospitals and approximately 47,000 employees, ensuring operational resilience during critical events.
- Designed emergency response protocols, using risk assessment, scenario planning, and data-driven decision-making to safeguard enterprise operations.
- Instituted environmental health, safety, and compliance frameworks, mitigating organizational risk and ensuring regulatory adherence.
- Led specialty initiatives, including workplace violence prevention, active-shooter preparedness, and drug-diversion controls.
- Deployed technology solutions and managed cross-functional teams to optimize readiness, streamline incident response, and strengthen performance across non-clinical operations.
- Served as liaison with all federal, state, and local agencies, regulating police, security, emergency management, environment of care, and safety aspects of operations.

BAYLOR SCOTT & WHITE HEALTH
Vice President

Dallas, Texas
2013-2017

- Oversaw environment-of-care and emergency management programs across 40 hospitals and 40,000 employees, ensuring statewide operational compliance and readiness.
- Administered facility operations and engineering for a 3.5M-square-foot Level-One tertiary medical center, managing complex infrastructure and critical systems.
- Delivered a \$120M internal CVICU and OR renovation project on time, within budget, and aligned with strategic objectives.
- Coordinated operational integration during healthcare system mergers, aligning processes and driving efficiency across multiple sites.
- Partnered with the senior leadership team to optimize statewide operational strategies, enhance resource allocation, and support enterprise initiatives.
- Mobilized cross-functional teams to enforce standards, strengthen preparedness, and drive performance across all hospitals under statewide purview.

BAYLOR HEALTH CARE SYSTEM
Corporate Director of Environmental Safety and Emergency Management

Dallas, Texas
2007-2013

- Directed enterprise-wide environmental safety and emergency management programs, integrating facility, engineering, and construction operations with regulatory and operational standards.
- Developed system-wide policies and procedures to ensure compliance with federal, state, and local health and safety regulations across all hospitals.
- Consolidated disaster planning and emergency preparedness initiatives, enhancing organizational readiness through drills, plan revisions, and risk assessment.
- Secured and managed federal and private funding to advance safety programs, emergency preparedness initiatives, and enterprise resilience.
- Oversaw environmental assessments, remediation projects, and accreditation initiatives, standardizing JCAHO environment-of-care protocols enterprise-wide.

BAYLOR UNIVERSITY MEDICAL CENTER
Safety Manager / Facility Safety Officer

Dallas, Texas
2005-2007

- Monitored and ensured compliance of all facilities with local, state, and federal regulatory requirements, developing flexible solutions to address operational and regulatory challenges.
- Analyzed campus-wide risk and incident data to reduce frequency and severity of accidents, improving safety outcomes.
- Chaired enterprise-wide safety and environment-of-care functions, leading cross-functional committees to establish consistent policies and standards.
- Served as mass decontamination officer and primary liaison for emergency preparedness, construction safety, and third-party contractors.
- Directed strategic initiatives to enhance environmental safety, regulatory compliance, and operational risk mitigation across all facilities.

BAYLOR HEALTH CARE SYSTEM
Corporate Safety Manager

Dallas, Texas
1998-2005

- Directed safety programs, integrating risk management with accident prevention, investigation, and operational oversight.
- Analyzed work-related incidents and trends, applying root-cause analysis and failure-mode assessments to reduce frequency and severity.
- Standardized environment-of-care and safety protocols across community medical centers, ensuring consistent operational and regulatory compliance.
- Oversaw environmental safety programs, including indoor air-quality assessments, safety inspections, environmental audits, and industrial hygiene surveys.
- Managed 100 departmental safety coordinators across clinical and non-clinical settings, driving accountability, performance, and operational excellence.

EDUCATION

UNIVERSITY OF TEXAS, Tyler, Texas
M.P.A., Healthcare Administration

UNIVERSITY OF TEXAS, Tyler, Texas
B.A., Industrial Safety / Business Technology

TEXAS STATE TECHNICAL COLLEGE, Waco, Texas
A.S., Environmental Health and Safety

CERTIFICATIONS

Certified Healthcare Environmental Manager (HEM)
Six Sigma Lean Management System Champion

PROFESSIONAL DEVELOPMENT

Advancing Best Care Course, University of Texas at Dallas

AFFILIATIONS

Executive Board Member, CareFlite EMS
Governing Board Member, BSWH Surgicare of North Texas
Member, International Association for Healthcare Security and Safety
Member, Healthcare Specialty, American Society of Safety Engineers
Member, North Texas Chapter, American College of Healthcare Executives