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## President's Perspective

Happy 2013 to everyone! This is going to be an exciting year for VaSHHRA and I am honored to be your 2013 President.

I would like to personally thank our Past-President, Linda Williams, and all 2012 Officers and Executive Committee members. Their willingness to volunteer along with their dedication and hard work helped our chapter to reach all our 2012 goals and qualify for a Four Star Chapter Award through our affiliation with ASHHRA.

Looking ahead in 2013...

- The **VaSHHRA Spring Conference**, "Riding the Waves of Change," will be held March 14th and 15th at the Omni Hotel in Charlottesville, VA.
- This year our chapter will be co-hosting the **ASHHRA 49th Annual Conference & Exposition** from September 28th to October 1st, 2013 in Washington DC. The theme of this year's nation conference is "Strength Through Inclusion."

- Our website will be enhanced to include online membership profiles, automated dues notices, and online membership payments.
- In conjunction with our affiliation agreement with ASHHRA, we will apply for incorporation and seek to obtain the appropriate liability insurance necessary to satisfy our affiliation agreement.
- Bylaws and Ethics Policies will be reviewed, revised and updated as necessary,
- A new webinar series called "HR 101" will be created to assist members who may be new to HR or need to cross-train into the various areas of HR.
- We will continue to look for ways to grow our membership.

VaSHHRA is a 100 percent volunteer organization. Everything we do is provided to you by volunteers. If you or someone you know would like information on how you can help by volunteering, please contact one of the VaSHHRA Executive Team members.



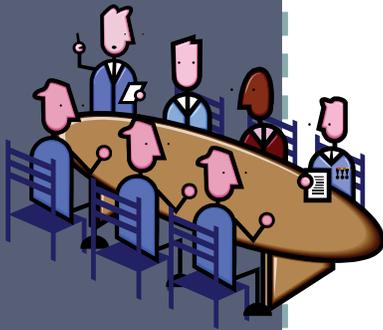
We are always looking for HR professionals who want to share their knowledge and expertise with others.

Please do not hesitate to contact me directly with any thoughts or feedback on ways to enhance your VaSHHRA membership. I look forward to an exciting year and to serving as your 2013 VaSHHRA President.

*For all we do. . .  
This week's for us!!!*

**March 17-23 2013  
Health Care HR Week**

Visit [www.ashhra.org/  
learning/  
healthcarehrweek](http://www.ashhra.org/learning/healthcarehrweek)  
to learn more about how  
to highlight and celebrate  
all you do each day to  
serve others!



Contact any member of the Executive Committee if you have questions or suggestions.

# Your 2013 Executive Committee

**President:** Terri Stevens  
**Past President—Acting:** Lee Byrd

**President-Elect:** Kristin Connor

**Vice President:** Kathy Kagarise

**Treasurer:** Amy Spalek

**Secretary/Librarian:** Katy Reeves

**Committee Chairs**

**Advocacy:** Lee Byrd

**Bi-Laws:** Kim Daniel

**Business Partner Liaisons:** Rena Wray Michael Cooley

**Chapter Awards:** Kathy Kagarise

**Community Outreach:** Cyndi Derricott

**Labor /Relations:** Kim Daniel, Lisa Friday

**Legislative:** Kim Daniel Lisa Friday,

**Membership:** Kathy Kagarise

**Newsletter:** Katy Reeves

**Program:** Kathy Kagarise, Kristin Connor

**Wage and Salary Survey:** Terri Stevens

**Website:** Terri Stevens

**Regional Representatives:**

Blue Ridge/Northern Virginia: Debbie Baker, Susan Edwards,

Central Virginia: Emily Endert  
 Roanoke/Southwestern: Open (Terri Stevens , acting)

*“Participate in the 2013 VaSHHRA Salary Survey ! Then use the report to ensure you have the most current healthcare specific compensation data available when making budget decisions.”*

## 2013 VaSHHRA Salary Survey



For over 20 years, VaSHHRA has sponsored an annual Salary Survey for its’ members. The comprehensive survey provides valuable information that can be used for benchmarking your current compensation models. The Titan Group, a third-party human resources consulting firm based in Richmond, is once again managing the survey design, data gathering and compilation, and distribution of results.

The survey provides information about approximately 145 jobs including nursing, pharmacy, support services, clinical management, clerical and administrative, business/non-clinical management, executive positions, allied health and maintenance/security.

Members are strongly encouraged to participate to provide the most comprehensive information. The survey will be conducted February 27 through April 15. The published report will be available May 6 at a cost of \$250 for participant members, \$625 for non-participants members and \$725 for non-participant/non-members.

# Have You Renewed Your Membership?

Our goal this year is to maintain a membership of at least 200! As of mid-February we are about half way to our goal. If you haven't renewed your membership, won't you take just a moment to do so? Information is available on the VaSHHRA website or you may contact Kathy Kagarise, Membership Chairman, for more details. Kathy can be reached at [kka-garis@valleyhealthlink.com](mailto:kka-garis@valleyhealthlink.com). Remember, the membership fee is waived the first year if you are a new member. Why not encourage a co-worker to join and begin enjoying the benefits of membership? It costs them nothing, provides great professional development opportunities, and will give you someone to share ideas and trips to conferences with!! Renew today—refer a new member!

# VaSHHRA Regions Redefined

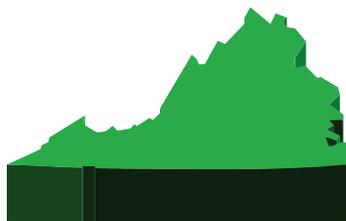
Effective January 1 2013, our regions were redefined.

## **BLUE RIDGE/NORTHERN VIRGINIA REGION**

Augusta Medical Center  
 Culpeper Regional Hospital  
 Fauquier Hospital  
 Martha Jefferson Hospital  
 Page Memorial Hospital  
 Rockingham Memorial Hospital  
 Shenandoah Memorial Hospital  
 Carilion Stonewall Jackson Hospital  
 UVA Heath System  
 Valley Health System  
 Warren Memorial Hospital  
 Winchester Medical Center  
 Dominion Hospital  
 Graydon Manor  
 Inova Alexandria Hospital  
 Inova Fair Oaks Hospital  
 Inova Health System  
 Loudoun Hospital Center  
 Mary Washington Hospital  
 MediCorp Health System  
 Northern Virginia Community Hospital  
 Potomac Hospital  
 Prince William Health System  
 Prince William Hospital  
 Reston Hospital Center  
 Virginia Hospital Center

## **CENTRAL VA REGION**

Bon Secours Memorial Regional Medical Center  
 Bon Secours Richmond Community Hospital  
 Bon Secours Richmond Health System  
 Bon Secours St. Mary's Hospital  
 Children's Hospital  
 CJW Medical Center  
 Community Memorial Health Center  
 Cumberland Hospital for Children and Adolescents  
 HCA Central Atlantic Division  
 Henrico Doctors' Hospital—Forest  
 Henrico Doctors' Hospital—Parham  
 John Randolph Medical Center  
 Poplar Springs Hospital  
 Rappahannock General Hospital  
 The Retreat Hospital  
 Riverside Tappahannock Hospital  
 Sheltering Arms Physical Rehabilitation Hospital  
 Southern Virginia regional Medical Center  
 Southside Community Hospital  
 Southside Regional Medical Center  
 VCU Medical Center  
 Veterans Affairs Medical Center



## **ROANOKE/SOUTHWEST**

Allegheny regional Hospital  
 Bath county Community Hospital  
 Carilion Bedford Memorial Hospital  
 Carilion Franklin Memorial Hospital  
 Carilion Giles Memorial Hospital  
 Carilion Roanoke Memorial Hospital  
 Carilion New River Valley Medical Center  
 Carilion Tazewell Community Hospital  
 Centra Health  
 Danville Regional Medical center  
 Halifax Regional Hospital  
 Lewis-Gale Medical Center  
 Lynchburg General Hospital  
 Memorial Hospital  
 Montgomery Regional Hospital  
 Pulaski Community Hospital  
 R.J. Reynolds-Patrick County Memorial Hospital  
 Twin County Regional Healthcare  
 Veterans Affairs Medical Center  
 Virginia Baptist Hospital  
 Bon Secours St. Mary's Hospital  
 Buchanan General Hospital  
 Clinch Valley Medical Center  
 Johnston Memorial Hospital

# VALIC

## *COMMITTED TO HEALTHCARE ORGANIZATIONS IN VIRGINIA*

Each issue the VaSHHRA Voice will highlight one of our corporate partners. The series is intended to inform you of the services offered by our business partners and the potential value they can add to your organization. Their continued support of VaSHHRA enables us to provide our members with robust conferences and professional development opportunities. This issue we turn our focus to VALIC— platinum sponsor of our spring conference.

We listen. We ask questions. We learn your objectives. Then we help you develop a cohesive plan to help you achieve those objectives.

VALIC offers flexible solutions to the real issues faced by hospitals and other healthcare organizations throughout Virginia and the United States. Whether your goal is to attract better-qualified employees, keep the employees you have, reduce plan administration costs or boost employee contributions, you deserve a plan tailored to your institution. That's what we deliver to several thousand healthcare organizations and their employees. In fact, we're one of the country's top retirement plan providers to healthcare organizations.

The following are some quotes from healthcare organizations that have chosen to partner with VALIC.

"VALIC has helped us boost employee participation from 23% to 94% and increase the savings rate to 6.28% of earnings. I believe any organization that truly wants to help its employees build a solid financial future can achieve the same results we did."

-Administrative Director, Human Resources  
St. Luke's Episcopal Health System, Houston, Texas

"There's a big focus here on lowering fees associated with retirement plans, but the real issue is the value we receive as part of our contract with VALIC." - Director of Employee Benefits, Baptist Health, Jacksonville, Florida

"The human resources department has received numerous compliments from our employees and the executive team on the new and improved quality of service." -Director of HR/Benefits, Huntington Hospital, Pasadena, CA

"I have had many favorable comments from our employees. For example, 'I appreciate all the help the advisor assigned to my account has given me in the past few weeks especially with some financial issues.' I have had employees use the following adjectives in describing your service: helpful, prompt and fast in responding to my request."  
- HR Senior Benefits Counselor, Lehigh Valley Hospital and Health Network, Allentown, Pennsylvania

You can count on VALIC to serve your organization and your employees. We would love the opportunity to help put real retirement solutions to work for you and your employees!

We're on the web at  
[www.valic.com](http://www.valic.com)



# THE MAKINGS OF A GREAT PLACE TO WORK

The Bon Secours Virginia Health System, based in Richmond and Hampton Roads, has been named one of *Modern Healthcare's* Best Places to Work in Healthcare. Bon Secours Virginia was one of only three from Virginia to earn a spot on the fifth annual *Modern Healthcare* list.

What makes Bon Secours a great place to work?

Just ask Cyndi Derricott, Benefits Manager for Bon Secours Virginia and VaSHHRA board member.

Cyndi started her career with Bon Secours on her birthday, March 19, 1990. Bon Secours provided Cyndi with the financial support and work flexibility she needed to complete her

undergraduate and graduate education to buy her home, to raise her family, and to hold a meaningful leadership role in her church. Along the way, Bon Secours noticed Cyndi's talents, promoting her to new positions and responsibilities.

*Modern Healthcare* recognized Bon Secours for its workplace culture—one of engaged employees committed to the health system's mission of being a *good help to those in need*. Bon Secours' support of its employees underpins this culture and includes the following programs and policies:

- Full benefits for employees working just 16 hours per week
- Flexible work schedules such as job sharing, telecommuting, compressed work weeks
- Wellness and employee assistance programs
- Dependent care, both child care and eldercare
- Volunteerism and outreach

- Environmental responsibility
- Employee recognition
- Communication with employees
- Professional development and education

"I am loyal and very grateful to Bon Secours for allowing me the flexibility in my schedule, providing an incredible tuition reimbursement benefit, and surrounding me with a supportive boss and peers," said Cyndi, whose job is to coordinate and communicate all of these great benefits to Bon Secours' 12,000 employees. "I have fulfilled a lifelong dream."

"This year will mark my 23rd year with Bon Secours," Cyndi said. "I can't imagine being anywhere else. I feel like I'm among family. I am proud to say that this is a 'best place to work.'"

## **VaSHHRA EXECUTIVE COMMITTEE JOINS ASHHRA IN CELEBRATING HEALTH CARE HR WEEK "THANK YOU HR PROFESSIONALS!"**

ASHHRA issued the following press release related to Health Care HR Week. . . "The American Society for Healthcare Human Resources Administration, a personal membership group of the American Hospital Association, announces Health Care HR Week. The week of March 17-23, 2013 has been set aside to commend health care human resources professionals for their hard work and dedication. They will be recognized for the daily issues they face in areas such as workforce, compensation and benefits, employee relations, talent management, wellness, etc. ASHHRA encourages everyone to get involved in this week-long celebration.

"This celebration is for health care human resources professionals who work in hospitals, health systems clinics, long-term care, and hospice facilities, and any other health care organization. ASHHRA created this day to recognize the contributions they've made in making their organization successful," said Stephanie Drake, executive director of ASHHRA.

The Executive Committee of VaSHHRA would like to recognize the many professionals working in healthcare organizations across the state for all you do each day to improve the working environment of others.





## 2013 VaSHHRA Spring Conference

### "Riding the Waves of Change"

**March 14th & 15th, 20**

The Omni, Charlottesville, VA, 22903

#### CONFERENCE HIGHLIGHTS

- Networking opportunities with HR professionals with all levels of expertise & experience.
- Real-time information pertinent to your workday and goals.
- Informative keynote speakers.
- One-stop access to business partners and consultants specializing in the healthcare arena.

#### CONFERENCE SESSIONS:

- Beltway Update: Wondering what the new year holds for your company? Mr. Rodger King will provide a legislative update that will help you surf the changes.
- "Productive Chaos: Riding the Wave of Change": Are your organizational arrows aligned to prepare you for the chaos awaiting you? Will you be a victim or a benefactor of this inevitable trend? The choice is yours!
- Retaining Clinical Healthcare Workers: An Uphill Climb With Downhill Solutions": This session will provide documented, researched solutions for solving employee turnover despite the odds. Participants will leave with an abundance of policy and process ideas they will implement at their organizations.
- "Coordinating Employee Medical Leave: How to Navigate the ADA, FMLA and Workers' Compensation": This session will give a brief overview of each of these three laws and discuss how they overlap, as well as how they differ. Mr. Page Gravely will review key compliance issues to give practical tips on navigating the coordination of these issues.
- "Healthcare Financing Fundamentals"—The Advisory Board: This session teaches participants core concepts about the financial management of hospitals and healthcare. This is designed to be relevant to participants as it is targeted to those who have had some experience with basic financial concepts but have not yet become experts in the day-to-day management of financial issues in their areas.
- "Healthcare Reform—Now What?": Ms. Susan Maley Rash, CEBS, REBC will give a thorough update on what employers and their employees can expect as a result of the newly passed regulations. Far from a dry overview, this energetic presentation will give you insight into compliance issues and time lines, the mechanics behind benefits and coverage through exchanges, coordination with your health plans and so much more. This is one seminar you didn't know you'd want so much!
- "Managing Healthcare Cost in the Era of Healthcare Reform": Hospitals are very good at providing healthcare to the communities they serve, but they're not as proficient at meeting the health needs of their own employees. Across the country, we don't see hospitals leveraging their own services consistently for their employee populations, which is a missed opportunity in many cases. This session will address the key considerations for identifying and implementing "domestic" utilization strategies

**REGISTER TODAY!**

**[www.vashhra.org](http://www.vashhra.org)**