



Quarter 3, 2015

## PRESIDENT'S REPORT

Katy Reeves, SPHR, CHHR, SHRM-SCP



With fall officially here, daylight hours are getting shorter but my "must get done" list seems to be getting longer! I think many of us find ourselves in that same situation - so much to do, so little time.

As I sat in the audience waiting for the opening ceremony of the annual ASHHRA conference, I found myself mentally ticking off all the things back at the office and home that would be piling up in my absence. I was struggling with how to keep myself and my team excited and engaged in the midst of some pretty big changes. Then Jon Gordon, the keynote speaker, came out on stage and as he talked I found myself being re-energized by many of his insights. I want to share a few of those with you as we move into fall and those 'shorter days but longer to do lists.'

- Optimism is the most critical characteristic of a leader. Pessimists can't create the future.
- Positive leaders share a vision. If you can 'see' it, you can get there.
- Positive people cheer others on.
- You're not in a marathon - it's a series of sprints with a few boxing matches thrown in.
- A carpenter builds something; a craftsman puts their heart and soul into it.
- We don't get burned out because of what we do; we get burned out because we forget why we do what we do.

Regardless of what role you have in your organization, your passion, vision and enthusiasm are critical and they do make a difference. You can re-energize your work self at a regional meeting.

I want to congratulate **Jeanne Clark**, VaSHHRA President-Elect, who was honored at the national conference as ASHHRA Region 3 Chapter Officer of the Year and us for receiving Four Star Chapter designation.

Finally, as you know, one of the consequences of competing priorities was the cancelation of our Fall Conference. While not an easy decision, the limited number of registrations coupled with the small response of members intending to register simply did not make the conference a value add for our business partners who help offset the cost. We are planning to reschedule, but I would truly appreciate feedback from members of what we can do to make the conference a value add for you and the best time to hold the conference. Please contact me at [reevesk@fauquierhealth.org](mailto:reevesk@fauquierhealth.org) with your suggestions and feedback.

In January, the special Education Committee will deliver their recommendations on how VaSHHRA can improve delivery and content of education offerings. Coupled with your suggestions on conferences, your Executive Committee will use those suggestions to plan for 2016.

I wish you a bountiful fall and a Happy Thanksgiving!

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Send all VaSHHRA Voice  
comments and suggestions to  
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## US Senate Special Committee on Aging Presentation

Jim Godwin, SPHR, VP Human Resources, Bon Secours VA Health System



Jim Godwin, Vice President of Human Resources, Bon Secours Virginia Health System, recently testified before the US Senate Special Committee on Aging on June 24th regarding the

advantages of employing older workers and how to support older workers in the workplace.

Below are links to access Jim's Testimony. This was his script. The link to the hearing video is also down below. At the end you can see Senator Tim Kaine talking with Jim after the hearing ended.

[Jim's Testimony](#) [Hearing Video](#)

And subsequently Jim was quoted in the [New York Times](#) on August 22 on the same topic from the same testimony. Jim noted "It was an interesting experience and I encourage anyone who has the chance to do it to follow through."



June 30, 2015

James C. Godwin, Jr., SPHR  
Vice President of Human Resources  
Bon Secours Virginia Health System  
5801 Bremono Road, MOB-South, Suite 101  
Richmond, Virginia 23226

Dear Mr. Godwin:

Thank you for testifying at the U.S. Senate Special Committee on Aging's June 24 hearing examining the challenges and opportunities facing older Americans. You did an excellent job describing why Bon Secours Virginia Health Systems finds it important to attract and retain older workers and the value that they bring in providing care to patients.

We were interested to hear about Bon Secours' culture that values flexibility, and how that has helped to attract older as well as younger workers, including parents and reservists. We were particularly impressed with the benefits that you offer older workers, such as the daycare benefits you have extended to grandparents caring for young children. Indeed, what employees of all ages desire is changing, and we commend Bon Secours for its innovative programs and practices, which can serve as a model for other organizations.

Keeping older workers engaged in the workforce not only can help provide individuals a more secure retirement, but also it is essential to ensure a growing economy as the population ages. We appreciate the insights you provided about the value that older workers bring to the table and the work Bon Secours is doing.

Sincerely,

A handwritten signature in blue ink that reads "Susan M. Collins".

Susan M. Collins  
Chairman

A handwritten signature in blue ink that reads "Claire McCaskill".

Claire McCaskill  
Ranking Member

## 2015 ASHRRA Conference

The ASHHRA Conference took place in Orlando, Florida on September 19-22. Enjoy some photos from the conference.



## Welcome New & Renewing Members



Stephanie Burton, MHA, PHR  
HR Business Director  
Carillion Clinic

Jennifer Kuszniir  
Director of Human Resources  
Pulmonary Associates of Richmond, Inc.

Lisa Barker, SPHR, SHRM-SCP  
Director of Human Resources  
HealthSouth Rehabilitation Hospital of Petersburg

Holly Mignon  
Director of Human Resources, Augusta Medical Center

Sue Kent, SPHR

Mary Blood, SPHR  
Total Rewards Manager

Randi Richards  
Dogwood Village of Orange County in Orange, VA

## Coming Up...



## Tri-State Conference



Mark your calendars! The 2016 Tri-State Healthcare and Human Resources Spring Conference will take place April 20-22, 2016 at the Marriott Myrtle Beach Resort and Spa in

Myrtle Beach, South Carolina.

The focus of the conference will be "Charting the Course to Strategic Leadership." This conference is being sponsored by the state chapters from Virginia, North Carolina, and South Carolina. We hope you will plan to attend.

## Save for Retirement



It's not too late! October 18th - 24th was National Save for Retirement Week. As employers we all need to encourage our employees to save for retirement and take

advantage of any employer matching contributions to increase their savings. Promote and make it an event!



Linda Williams, PHR, Benefit Coordinator with Middle Peninsula Northern Neck Community Services Board, earned her SHRM-CP credential!

## **2015 ASHHRA BOARD OF DIRECTORS**

### **President**

Deborah Rubens, Director, Human Resources - Shriners Hospitals for Children, Sacramento, CA

### **Vice President**

Kristen Fox, Director, Human Resources - Kadlec Health System, Richland, WA

### **Immediate Past President**

Maureen O'Keeffe, System Vice President, HR and Strategic Planning - St. Luke's Health System, Boise, ID

### **Treasurer**

James Frain, Vice President, Human Resources - South Bend Medical Foundation, South Bend, IN

### **Health Care Facility CEO**

TBD

### **At-Large Directors**

James Parsons, VP/Chief HRO - Mountain States Health Alliance, Johnson City, TN

Gary Pastore, Manager of HR - Scottsdale Healthcare, Scottsdale, AZ

Norma Tirado, VP of HR and Information Technology - Lakeland Healthcare, St. Joseph, MI

### **Non-Hospital Health Care Directors**

Tedd Trabert, CHRO - Health Choice Network, Doral, FL

Lee Byrd, Chief Human Resources Officer - Masonic Home of Virginia, Henrico, VA

### **Chapter Officer Director**

Juliet Nelson, Director HR - Providence Health and Services, Walla Walla, WA

### **Regional Director**

Sarah Fredrickson, Director of Human Resources - Mayo Clinic, Rochester, MN

### **Region 3 Consultant**

Terri Stevens, Senior HR Consultant - Carilion Clinic, Roanoke, VA

### **New-to-the Profession Director**

Deana Thomas, Sr. Director, HR and OD - Randolph Hospital, Asheboro, NC

## 2015 VaSHHRA Executive Committee

### Officers:

President:	Katy Reeves	reevesk@fauquierhealth.org
Past President:	Terri Stevens	TEStevens@carilionclinic.org
President Elect:	Jeanne Clark	Jeanne.Clark@centrahealth.com
Vice President:	Karen Ackerman	Karen.Ackerman@centrahealth.com
Treasurer:	Meredith Sawyer	Meredith.sawyer@inova.org
Secretary:	Maria Stephens	maria.stephens@cmh-sh.org

### Committee Chairs:

Advocacy:	Lee Byrd	lbyrd@mahova.com
Bi-Laws:	Kim Daniel	kdaniel@hdjn.com
Business Partner Liaisons:	Rena Wray	rlwray@legalshieldassociate.com
	Michael Cooley	michael_cooley@valic.com
Chapter Awards:	Terri Stevens	TEStevens@carilionclinic.org
Community Outreach:	Cyndi Derricott	cyndi_derricott@bshsi.org
Labor / Relations:	Kim Daniel	kdaniel@hdjn.com
Legislative:	Kim Daniel	kdaniel@hdjn.com
Membership:	Karen Ackerman	karen.ackerman@centrahealth.com
Newsletter:	Maria Stephens	maria.stephens@cmh-sh.org
	Jennifer Moore	jennifer.moore@centrahealth.com
Nominating/Succession:	Terri Stevens	TEStevens@carilionclinic.org
Program:	Terri Stevens	TEStevens@carilionclinic.org
	Katy Reeves	reevesk@fauquierhealth.org
	Jeanne Clark	Jeanne.Clark@centrahealth.com
Scholarship:	Katy Reeves	reevesk@fauquierhealth.org
Social Media:	Vacant	
Wage & Salary Survey:	Terri Stevens	TEStevens@carilionclinic.org
Website:	Terri Stevens	TEStevens@carilionclinic.org

### Regional Representatives:

Blue Ridge/NOVA:	Meredith Sawyer	Meredith.sawyer@inova.org
	Debbie Baker	dbaker@culpeperhospital.com
	Susan Edwards	sedwards@culpeperhospital.com
Central VA/Tidewater:	Vacant/Recruiting	Vacant/Recruiting
Roanoke/SW:	Jeanne Clark	Jeanne.Clark@centrahealth.com

## Sponsor Spotlight



MedCost Benefit Services is a health benefits solutions company that specializes in the design and administration of self-funded benefit programs tailored for each employer's unique needs. For nearly 20 years, we have been a trusted and proven choice for employers in North Carolina, South Carolina and Virginia, providing smart solutions that bring real results.

MedCost had a goal of providing employers in Virginia with a viable alternative to large carriers. So in 2011, we partnered with Virginia Health Network to introduce MedCost Ultra. We call it the ultimate health care benefits solution – and you will, too.

MedCost Ultra Offers:

- Cost-Effectiveness – Superior network savings,

lower administrative costs and consistently lower trend make MedCost an attractive partner for your business.

- Remarkable Care Management – MedCost's suite of proactive Care Management programs result in reduced claims costs, and MedCost is rated "Best in Class" by independent, nationally recognized third party auditors.
- Increased Flexibility – Customize your plan for greater control over the design of your benefit program.
- Integrated Approaches – By combining health plan administration, networks and health management, you will experience maximum stop-loss discounts.
- Faster Stop-Loss Reimbursement – Expedited reimbursements with two to six day turnaround.
- Personal Relationship – Benefit from a true partnership. Our team will work with you or your consultant to determine what is best for your plan and will share the information and data you need to be confident you're making the right decisions.

Ultimate care, ultimate flexibility, and ultimate savings. MedCost Ultra is the ultimate health care benefits solution for you. To learn more, visit us online at [www.MedCost.com](http://www.MedCost.com) or contact us today at 800-217-5097.