



PRESIDENT'S REPORT

Katy Reeves, SPHR, CHHR, SHRM-SCP



As you read this summer edition of the VaSHHRA Voice, I want to thank Maria Stephens for her tireless efforts to gather, edit and format the information in it. This will be Maria's last newsletter as its editor – due to demands of her job, Maria has tendered her resignation as VaSHHRA secretary. In the true spirit of giving that is Maria, she agreed to publish this second quarter newsletter before making her resignation effective. Maria has been an integral part of your Executive Committee as Secretary – serving as editor of the newsletter and taking minutes of executive committee and business meetings. I want to personally thank Maria for her hard work and service to VaSHHRA and look forward to continuing to work with her as a member. Jeanne Clark, President-Elect, has offered to fulfill the duties of Secretary for the remainder of this year until a new slate of officers is elected for the 2017-2018 term. Thank you Jeanne!

Twenty four members journeyed to Myrtle Beach, SC in late April to attend the Tri State Healthcare HR Spring Conference – Charting the Course to Strategic Leadership. The three day conference brought together HR leaders from Virginia, South Carolina and North Carolina along with delegates from Tennessee, West Virginia, and Georgia. Fifty one business partners provided information about a host of services available to HRs and donated some awesome prizes! There was something for everyone – from inspirational keynote speakers like Matt Jones who reminded

us that “nothing great is every achieved without enthusiasm.” He reminded the group that we can only get out of our refrigerator what we put into it. Each of us is given 86,400 seconds every day – if those seconds aren't used, they are lost forever. He challenged HRs to adopt a Marathon Mentality – visualize your victory – both professionally and personally, set your intention and make it your attention; take action, and elevate your attitude. Other speakers provided great information related to compensation and pay transparency, new and shifting healthcare roles, the 'drama triangle', developing emotional intelligence, effective human capital management, and the always popular healthcare employment update. In our VaSHHRA business meeting, Julie Dime, Vice President of Government Advocacy for the VHHA provided a comprehensive update of healthcare issues facing Virginia and legislative action impacting healthcare.

In our continuing efforts to expand educational opportunities for members, we are pleased to present a number of opportunities in June.

Thursday, June 2 - We're all In this Together: Collaboration Under the HR Big Tent. VaSHHRA is partnering with Richmond SHRM and other local HR groups for a panel discussion on how we can learn and develop in our area of specialty. Emily Endert, CHHR, will represent VaSHHRA on the panel. Click [here](#) to find out more about the meeting, and to register. Use Promo code: VASOHCMEM

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Send all VaSHHRA Voice
comments and suggestions to
Jeanne Clark at

jeanne.clark@centrahealth.com

Wednesday, June 8 - Why Social Media? A Primer for HR Professionals. Presenter: Jon Thurmond, Southeast Regional HR Manager for Team Fishel, and Social Media Director for the Virginia SHRM State Council. [Learn about the benefits \(and liabilities\) of leveraging social media in HR.](#)

Thursday, June 9 - 2016 Virginia Chamber Health Care Conference. The 2016 Virginia Chamber Health Care Conference event will be at the Greater Richmond Convention Center. VaSHHRA will be co-hosting this event. [Visit the Virginia Chamber website to register.](#)

Mark your calendars for **Friday, August 26th for the VaSHHRA Fall Conference** at the Stonewall

Jackson Hotel and Conference Center in Staunton, VA. The theme for the conference is "The Changing Landscape of Healthcare". The agenda includes a look at happiness in the workplace and how HR can lead organizations away from stress and towards optimism; a look at how value based care is changing health systems as providers of care and employers of people, a legal update, and the changing financial future of healthcare and its impact on Virginia. And of course there will be time to speak with our business partners and visit their booths to learn about the latest in HR resources. Registration is now open on the website www.vashhra.org.

Have a safe and happy summer!

CHHR - Recognize Your Expertise!



**Certified in Healthcare
Human Resources**

A professional who holds the credential of Certified in Healthcare Human Resources (CHHR) is knowledgeable of the health care environment and health care workforce needs, and is able to adapt this knowledge to their individual health care organization's needs

and goals. This professional provides strategic guidance in the interfacing of HR programs and practices to meet the overall mission and vision of the

health care organization.

VaSHHRA is pleased to announce that we are offering to pay for up to three (3) members to take the CHHR exam this year! If you have interest in obtaining this professional certification, please contact Terri Stevens, 2016 VaSHHRA Past-President (email: TEStevens@carilionclinic.org). VaSHHRA will pay for a study guide and exam fees for up to three (3) VaSHHRA members. First come, first serve!

Don't miss out on this unique opportunity to earn this prestigious certification recognition.

Regional Rep Update



Good News!

We now have co-representatives for the Central VA/Tidewater region!

We would like to introduce:

Ann Belvin, SPHR, SHRM-SCP
Vice President, Human Resources
Diamond Healthcare Corporation
Phone: 804.648.9241
Email: abelvin@diamondhealth.com

Carrie Gillard, SPHR
Human Resources Director
Pulmonary Associates of Richmond, Inc.
Phone: 804.591.3103
Email: cgillard@paraccess.com

More information will be provided later regarding upcoming meetings. Thanks Ann and Carrie for your willingness to volunteer!

Advocacy Update

by Lee Byrd



This year, ASHHRA is advocating for ensuring a strong and engaged Hospital and Healthcare workforce to care for our patients by:

- Adequate workforce supply through the reauthorization and funding

for healthcare education programs

- Visas for international healthcare professionals
- Increasing the number of Medicare-funded physician residency slots
- Wider adoption of workplace disease prevention and wellness programs

In addition, ASHHRA is working with the AHA in ensuring adequate funding to enable hospitals and healthcare organizations to continue to have a positive economic impact in their communities.

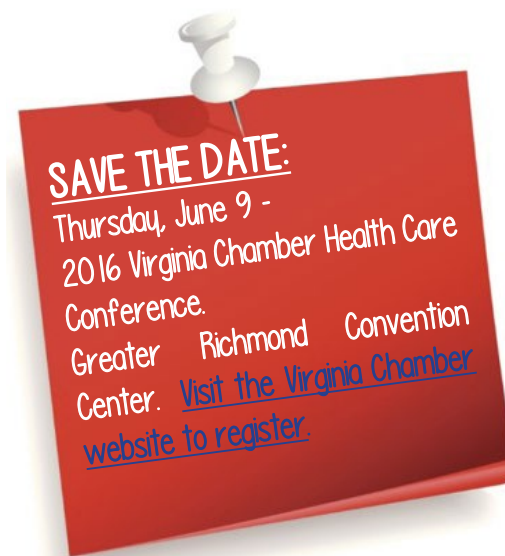
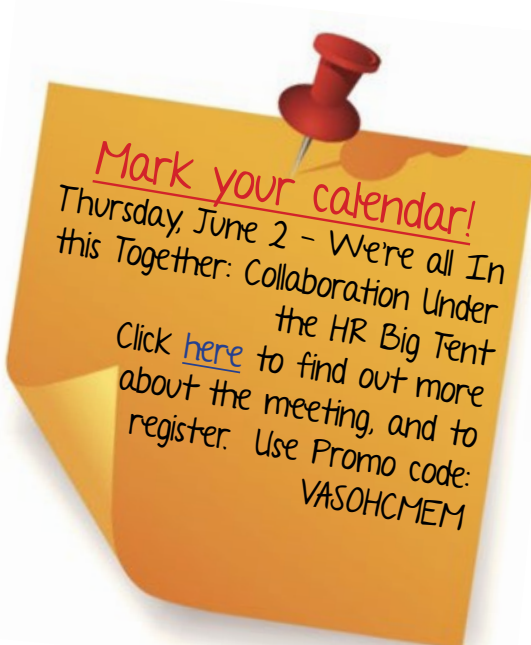
Also, ASHHRA/AHA is supporting efforts to reform the delivery of care and workforce models to ensure access and quality through adequate funding to enable hospitals to adapt to a changing environment.

Lastly, ASHHRA/AHA advocates creating a regulatory environment that promises excellence in healthcare work environments without burdensome regulations.

Also be aware about The Equal Employment Opportunity Commission issuance of final rules on how wellness programs can comply with the Americans with Disabilities Act and the Genetic Information Nondiscrimination Act, and clarified limits on financial incentives for participating in voluntary wellness programs.

And finally, the impact of the new overtime rules for exempt employee's from the DOL. So, stay tuned.

Coming Up...



VaSHHRA Fall Conference

Registration is now open for the 2016 VaSHHRA Fall Conference being held on Friday, Aug 26th at the Stonewall Jackson Hotel in Staunton, VA.

Please visit the VaSHHRA website for online registration and payment: www.vashhra.org

The VaSHHRA leadership team decided to offer this one-day conference in August because there are many things in each of our organizations happening in the Fall. We hope this timeframe better meets your needs and makes it easier for you to attend.

- **Early bird registration for members:**
- \$75 (\$90 beginning 8/1/16)
- **Non-VaSHHRA members:** \$125
- **Guests:** \$50 (no conference, food only)

**Special room rates are available for those who prefer to drive up Thursday evening. Mention that you are attending the VaSHHRA meeting to receive the special rate of \$115 (plus taxes) per night.*

We are requesting 4.0 HRCI and CHHR credits for the meeting.

VaSHHRA Fall Conference | August 26, 2016 Stonewall Jackson Hotel & Conference Center Staunton, VA

THE CHANGING LANDSCAPE OF HEALTHCARE

- 8:00 – 8:30 **The Morning Dew:** Breakfast & Registration; Business Partners
- 8:30 – 8:45 **Sunrise:** “Welcome”
- 8:45 – 9:45 **View from the Mountaintop:** “Happiness in the Workplace”
Susie Owen, AllPointsEAP
 - What is happiness? Common stress reactions that lead to unhappiness. Happiness formula past and present. Current research on happiness. Tips toward leading your organization to optimism.
- 9:45 – 10:15 **Lemonade Stand:** Business Partner Break
- 10:15 – 11:45 **Surveying the Land:** The Changing Landscape of Healthcare,
David Adams, Centra
 - The next 5 years –A look at how value-based care is changing health systems as providers of care and employers of people.
- 11:45 – 12:00 Business Meeting/Community Outreach
- 12:00 – 1:00 **Picnic:** Lunch/Business Partners
- 1:00 – 2:15 **The Sands of Time:** Legal Update, Tom Winn, Woods Rogers
 - FLSA and all things on the horizon
- 2:15 – 2:45 **Lemonade Stand:** Business Partner Break
- 2:45 – 3:45 **Staying out of the Weeds:** Hospitals Matter: the Changing Financial Future of Hospitals and its Impact on Virginia, Julie Dime, VHHA
- 3:45 – 4:00 **Sunset:** Drawings/Wrap up

Centra Helps Employees Find Their Wellpower

by Corrin McCloskey, MPH, Centra



Wellness is more than a choice; it's your will to make healthy decisions each day. Wellpower, Centra's employee wellness program, features programs and tools to help employees take charge of their health and improve their

quality of life.

The program includes discounts subsidized by Centra with YMCA and Weight Watcher affiliates across the state as well as access to the Employee Assistance Program for personal and professional counseling at no cost to the employee. Centra also offers nicotine replacement therapy and tobacco cessation classes free to all employees. Employees are encouraged to participate in the Live Healthy Lynchburg Strive for Five Challenge and 100-Mile Challenge. These campaigns include prizes for participants and subsidies race events. Preventative screenings and wellness exams are a key wellness benefit provided to medical plan participants and additional resources and

programs are provided through the medical plan to employees with complicated, high cost medical conditions.

In 2015 the program took wellness one step further by targeting the workplace environment. By working with nutrition services, Wellpower was able to launch a salad punch card and stoplight food labeling system in the cafes as well as influence vending machine managers to provide at least 35% healthy options. The Wellpower initiative also lead the way in renovating an onsite fitness facility at Lynchburg General Hospital in partnership with the YMCA of Central Virginia.

This year Wellpower is focusing on adding offerings that target mental health and stress by launching a mindfulness app in partnership with BodyMind Sessions and highlighting education and resources for financial wellness.

For more information about the Wellpower Program contact Employee Wellness Program Manager, Corrin McCloskey at corrin.mccloskey@centrahealth.com.

Social Media



Find VaSHHRA on Facebook!

Click on the Facebook logo to the left and connect to our page. You'll receive reminders of upcoming events, news, and other real

time information right on your news feed. Join the Social Media buzz and connect with other VaSHHRA members.

VaSHHRA Member Spotlight

Every quarter VaSHHRA turns the spotlight on a member who is making an impact in Human Resources by exemplifying the mission of their organization and in healthcare. We highlight their experiences and how they have benefited from VaSHHRA membership. The spotlight offers an opportunity to share your story with your colleagues and the VaSHHRA community, inspire future Healthcare HR professionals, and strengthen awareness of the profession. If you are interested in being highlighted or nominating another member for the spotlight, please contact Jeanne Clark at jeanne.clark@centrahealth.com.

JAN WALKER

What motivates you? I am most motivated when I have the chance to influence my environment in ways that make a difference. Being part of the senior leadership team at Centra enables me to have a direct voice in discussions that impact the long term strategy of the organization. When you are part of a larger team of dedicated talent, you know that what you do each and every day matters. That connection to the mission of the organization is not just reserved for leadership. Feeling connected and knowing how your role contributes to the bigger picture is something EVERY employee, at every level of the organization, needs to experience.

What is your greatest accomplishment? Life is filled with accomplishments, some BIG and others small but important. Early in my career, a small accomplishment during a college course led to an entire redirection of my career, when I overcame a fear of public speaking. I learned through a communications class that I actually LOVED public speaking, and ended up changing my major - and career aspirations - to include roles and opportunities built around corporate communications and professional development. Sometimes it's those small things that lead to great opportunity. Today, looking back on a thirty year career, I would say that my greatest accomplishment is having had a chance to serve in very fulfilling executive roles while raising two smart, beautiful young women in partnership with my amazing husband.

What's the greatest lesson you've ever learned? I think I've learned to have more patience in understanding other's points of view. We each carry our own experiences, and these experiences provide filters through which we see the world; understanding the story behind the person matters.



Jan Walker
Senior Vice President,
Chief Administrative Officer
Centra, Lynchburg, VA

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TBD

2016 VaSHHRA Executive Committee

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President Elect:	Jeanne Clark	Jeanne.Clark@centrahealth.com
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