April 2019 C-Suite News from Healthcare Council of Western Pennsylvania

2019 Corporate Sponsors:

Annual Labor and Employment Update
Trends in labor and collective bargaining are two of the topics featured at Healthcare Council’s upcoming Annual Labor and Employment Update. The program, which will be held on May 3, 2019, will also feature a comprehensive update on legal and regulatory issues related to labor and employment.

Chris Cimino, president and chief executive officer of Chessboard Consulting, based in Chicago, will open the program with a comprehensive overview of national trends in healthcare labor activity and share national data on labor and healthcare.

Terrence Murphy, a shareholder with the firm Littler, will provide an up-to-date overview of key employment cases. He will provide the latest information on the National Labor Relations Board as well as information on other regulatory agencies.

Elliot Dinkin, president and chief executive officer of Cowden Associates, will provide insights into total compensation as it relates to all employees and, in addition, he will discuss collective bargaining.

This interactive program is designed for chief nursing officers and other senior nursing managers, human resources executives, chief operating officers, chief administrative officers, legal counsel, and senior executives in health care and health-care related organizations. Healthcare Council’s Allied Members are also invited to participate in the program.

The program fee is $50 for members and $75 for nonmembers. For more information contact Pat Raffaele.

Allied Member Spring Meeting

Allied members are invited to participate in a spring meeting on May 8, 2019, from 9:30 a.m. until 11:30 a.m. at Healthcare Council’s Jack C. Robinette Conference Center. The meeting will also include a networking lunch.

The agenda includes an up-to-the-minute presentation from “the Hill,” given by Healthcare Council’s President, A. J. Harper. He recently participated in the American Hospital Association’s annual membership conference in Washington, DC, and he will provide the most current
information on healthcare policy, legislative and regulatory activity. The Allied member meeting will also include an additional speaker.

There is no charge for Allied members to participate in the meeting and a more detailed agenda will be provided soon. For more information contact Pat Raffaele.

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**Special Training for Providers: Overcoming Barriers to Healthcare for Patients with Disabilities**

Healthcare Council, in partnership with the FISA Foundation, will host a special training and educational session for the region’s healthcare providers on addressing and overcoming barriers to healthcare for patients and clients with disabilities. The session will be held on May 31, 2019, from 9:30 a.m. until 2 p.m. at Healthcare Council’s Jack C. Robinette Conference Center.

The session will provide participants with education and training from national experts, with resources and information, and with insights from individuals with disabilities. The program will begin with a two-hour training session conducted by experts from the Mid-Atlantic ADA Center.

The Center is one of ten regional centers established to provide training, information, and technical assistance on the Americans with Disabilities Act (ADA). The training will cover general ADA requirements applicable to healthcare entities, including non-discrimination requirements of the ADA and how to apply these requirements in specific healthcare cases.

The training session will be conducted by Caleb Berkemeier, training specialist for the Center, and Rob Hodapp, a vocational rehabilitation specialist for Pennsylvania’s Office of Vocational Rehabilitation.

The program will also include a moderated panel of self-advocates with disabilities discussing accessible healthcare. The program will conclude with a presentation from representatives from the Disability
Healthcare Council of Western Pennsylvania is a strategic partner with health care providers and affiliated organizations, enabling them to realize their mission while maintaining their status as economically viable entities.

Visit:  http://www.hcwp.org
Call: 1-800-704-8434

New Payment Model Focus of Programs

The new patient driven payment model (PDPM) for skilled nursing facilities is the focus of a three-part series offered by Healthcare Council in partnership with Arnett Carbis Toothman. The programs are held at Healthcare Council's Jack C. Robinette Conference Center from 9:30 a.m. until 11:30 a.m.

The series started on April 10, 2019, with a focus on physical therapy (PT), occupational therapy (OT), and speech therapy (ST). The series continues May 2, 2019, with a focus on nursing, the Nurse Training Act (NTA), clinical review and appropriate coding strategies. The program concludes on June 26, 2019, with a review of PT, OT and ST, a review of the NTA, and a review of RUG-IV.

The faculty for the program from Arnett Carbis Toothman includes Ed Klik and Kristopher S. Pattison, RN, RAC-RT. Klik is a partner with the firm’s Health Care Services Team and Pattison has a wide-range of experience in long-term care.

The cost for the program is $25 per session or $50 for the series of programs. For more information contact Jane Montgomery.

Flash Survey Released

Healthcare Council released the Flash Survey for the Second Quarter 2019. The Survey covers the period for the six months ending on December 31, 2018, and
reflects data from 60 hospitals in western Pennsylvania and northern West Virginia.

The Survey reflects continuing trends from the past few years. A growing number of hospitals are experiencing a loss from operations. In 2018, 25 hospitals (58 percent) had a loss from operations compared to 30 hospitals (50 percent) in 2019.

Average operating margins were 3.59 percent in FY 2018 and 3.79 percent in FY 2019. More than half of the hospitals, 55 percent, had a decline in operating margins.

Hospitals under 100 beds, which represent 24 hospitals of the 60 hospitals in the Survey, continue to see a drop in operating margins.

For more information contact Denis Lukes.

MWI Data Scrub

Healthcare Council and participating members are working with the firm BKD on the annual Medicare wage index (MWI) “data scrub,” which ultimately impacts the MWI for the Pittsburgh Core Based Statistical Area (CBSA) and other regional CBSAs.

Healthcare Council has conducted a “data scrub” since 2009, and since that time more than $120 million has been recovered for the Pittsburgh CBSA. The Johnstown CBSA and the Pennsylvania Rural CBSA have also benefited from “data scrubs.”

The “data scrubs” for participating organizations will continue throughout the summer. For more information contact Denis Lukes.

Pennsylvania Rural Health Model

Healthcare Council recently hosted a meeting with members and the Pennsylvania Department of Health on the Department’s PA Rural Health Model. More than 30 chief executive officers and chief financial officers interested in learning more about the Model participated in the meeting.
The Model began its pilot program this year and plans to expand the program to include more hospitals in the next two years. Janice Walters, chief operating officer consultant at the Department of Health, provided information about the Model at the meeting.

For more information contact Denis Lukes or Janice Walters.

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**HR Survey Update**

**Benchmark Salary Survey**
Healthcare Council recently released the March 2019 Benchmark Salary Survey to participating members. The Survey reflects data from 76 participants and includes positions related to both acute and non-acute care. Each participant also received an individual compa-ratio report. For information about the Survey contact Steve Forest or Pat Raffaele.

**Data Collection**
Healthcare Council is finalizing data collection for both the Collective Bargaining Update and the Management Compensation Survey. Members can participate in these surveys if Healthcare Council receives the data by April 19, 2019. The survey results are expected to be sent to participating members in May 2019. For more information contact Steve Forest or Pat Raffaele.

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**Upcoming Meetings**

*(All meetings will be held at Healthcare Council’s Jack C. Robinette Conference Center unless otherwise noted.)*

**Fund Development Committee**
Best practices in the use of social media and video will be the focus of the Fund Development Committee meeting on April 16, 2019 from 9:30 a.m. until noon. Two speakers from Sparq Designs, James Blundo, vice president and founder, and Lizz Venanzi, online market manager, will provide a presentation and facilitate a discussion on tips and tools for the use of social media in fundraising. Members will share their best practices on the use of social media and share tips on how to develop video and other social media content on a
budget. The meeting will conclude with a roundtable discussion. For more information contact Pat Raffaele.

**Educator's Committee**
The Educator’s Committee will meet on April 18, 2019, from 9:30 a.m. until noon. Holly Hampe, D.Sc, RN, MHA, MRM, will provide a presentation on how healthcare employees can cope in the rapidly changing healthcare environment. She is program director for and assistant professor in Health Service Administration for Robert Morris University. The meeting will also include a roundtable discussion. For more information contact Jane Montgomery.

**Accounts Receivable Committee**
The Accounts Receivable Committee will meet on April 24, 2019, from 9:30 a.m. until noon. Registration information has been sent to Committee members and an agenda will be sent to Committee members in the near future. For more information contact Denis Lukes.

**Long-Term Care Quality Committee**
The Long-Term Care Quality Committee will meet on April 25, 2019, and the meeting will also include the Long-Term Care Directors of Nursing. Rebecca Flack, BSN, MSN, CRNP, DNP, will join the meeting to discuss ROP Phase 3 preparation and some survey pitfalls. She is the director of nursing for St. Anne Home and the professional development nurse educator for the Pennsylvania Association of Directors of Nursing Administration. The Committee will also discuss the Centers for Medicare and Medicaid Services (CMS) Patient Driven Payment Model (PDPM), changes to value-based purchasing, the 5-star calculations, and tools available from CMS to assist in determining staff competency. For more information contact Jane Montgomery.

**Chief Financial Officers Committee**
The Chief Financial Officers Committee will meet on May 3, 2019, beginning at 9:30 a.m. Registration information was sent to Committee members. For more information contact Denis Lukes.

**Compliance Committee**
Updates from the national Health Care Compliance Association’s annual conference will be a focus of the May 10th Compliance Committee meeting. Committee members who are participating in the national conference will share trends, “hot” topics and information from the conference’s educational sessions. Registration information will be sent to the Committee in the near future. For more information contact Pat.
Raffaele.

**Risk/Quality Committee**
The Risk/Quality Committee will meet on May 15, 2019, beginning at 9:30 a.m. More information will be provided to the Committee in the near future. For more information contact Jane Montgomery.

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**New Allied Member**

Healthcare Council welcomes *Citrin Consulting* as a new Allied Member. Citrin Consulting focuses on professional and advisory coaching, talent and professional development, and organizational consulting. Richard Citrin, the firm’s founder, is also an author and a speaker. His book, *The Resilience Advantage*, focuses on how to address challenging and adverse situations at work and at home. For more information visit [www.citrinconsulting.com](http://www.citrinconsulting.com) or email Richard Citrin or call him at 412-327-8744.

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**In Memory of Robert Sigmond**

Robert “Bob” Sigmond, a former executive director of Healthcare Council (formerly Hospital Council), recently died. The 98-year old was known as a leader in healthcare, a trusted adviser, a prolific author and a respected teacher.

His first leadership position was serving as the Executive Director of Healthcare Council from 1955 until 1964. He then led the Hospital Planning Association of Allegheny County from 1964 until 1968, when he became the executive vice president of Albert Einstein Medical Center in Philadelphia.

Following his work at the Medical Center, he spent nearly 20 years as an advisor on hospital affairs to the Blue Cross and Blue Shield Association in Chicago. Sigmond was also active in the American Hospital Association and received the AHA Honorary Life Membership Award in 1988 for his contributions to hospitals and health care in America.

Services were recently held in Southampton, Pennsylvania.
Other Programs and Information of Interest

**Women's Leadership Conference**
The western Pennsylvania chapters of the American College of Healthcare Executives (ACHE) and the Healthcare Financial Management Association (HFMA) are hosting a *Women's Leadership Conference* on April 30, 2019, from 8 a.m. to 4 p.m. at Threadbare Cider House in Pittsburgh.

Topics include Resiliency & Professional Well-Being, Diversity, and a panel discussion featuring women who work in healthcare. The event concludes with a cider tasting and networking. The cost for the event is $55.

For more information visit [wphfma.org](http://wphfma.org).

**Patient Safety Fellowship**
The Jewish Healthcare Foundation, in partnership with the Pittsburgh Regional Health Initiative and Health Care Futures, is accepting applications for the 2019 *Patient Safety Fellowship*. The nine-week summer fellowship is open to undergraduate students, graduate students and employees in a health-related discipline.

The fellowship prepares students and employees in applying emerging methods and strategies in implementation science, team-based problem-solving, and continuous quality improvement in healthcare settings. The 2019 Fellows will focus on maternal health and work with members of the Pennsylvania Perinatal Quality Collaborative.

The 2019 Patient Safety Fellowship begins June 4th and concludes on July 30th. The Fellowship sessions will be held from 4 p.m. to 7 p.m. on Tuesday’s in Pittsburgh.

Applications are due on Wednesday, May 8th and can be completed online at [www.jhf.org](http://www.jhf.org). For more information contact Scotland Huber.

**Healthcare Executive Leadership Forum**
The Pittsburgh Business Group on Health (PBGH) will hold the *Healthcare Executive Leadership Forum* on Thursday, May 9, 2019, at the Pittsburgh Marriott City Center. The program features health plan executives from Aetna, Cigna, Highmark and United.

The program is free to employer members and primary
and secondary associate member representatives of PBGH. Associate members of PBGH can attend for $100 per person and nonmembers can attend for $200 per person.

For more information visit www.pbghpa.org.

**Pennsylvania Health Literacy Coalition Meeting**

The **2019 Pennsylvania Health Literacy Coalition Meeting** will be held May 14th and May 15th at the Crowne Plaza Hotel in Harrisburg, Pennsylvania. There are several training programs available each day and the trainings are provided free of charge.

Topics of the training sessions include Materials Design and Review, Tools for Establishing a Culture of Health Literate Care, Motivational Interviewing, and other topics.

Hillary Holes, director of Health Equity for Healthcare Council, will conduct a session on **Tools for Establishing a Culture of Health Literate Care** on May 14th from 1:30 p.m. to 3:30 p.m. The session introduces a set of resources for integrating the Ten Attributes of a Health Literate Organization.

The sessions are free of charge, but registration is required. For more information and to register visit [http://healthliteracypa.org/events-and-training](http://healthliteracypa.org/events-and-training) or contact Hillary Holes.

**Transforming Women’s Health**

Adagio Health is hosting the Second Annual symposium, **Transforming Women’s Health**, on September 24, 2019, from 8 a.m. until 6 p.m., at the Omni William Penn Hotel in Pittsburgh.

Special guest speaker Valerie Jarrett will open the symposium. She is a businesswoman and a former government official. She served as the senior adviser to President of the United States, Barack Obama, and assistant to the President, for public engagement and intergovernmental affairs from 2009 to 2017.

The symposium also features speakers related to women’s health on topics including the opioid epidemic, the Maternal Health Crisis, the #MeToo movement, and other topics. The program includes the Women’s Health Transformation Ceremony and Luncheon and concludes with a networking reception.

Ticket prices for the symposium range from $50 for students to $250. To register and for more information
visit www.adagiohealth.org or contact Blayre Holmes.