Workforce Transformation: Focus of Fall Conference

Workforce Transformation is the theme of Healthcare Council’s annual Fall Conference. The Conference will be held on Friday, September 27, 2019, at the Pittsburgh Marriott North in Cranberry Township, Pennsylvania.

Keynote speaker Jan Ferri-Reed, Ph.D., president of KEYGroup, will focus on key areas related to workforce transformation, including strategic thinking, building leaders, culture, and employment branding. Participants will leave with implementable strategies and a workforce development checklist.

The Conference also features Stefani Pashman, chief executive officer of the Allegheny Conference on Community Development and its affiliated organizations. She will share information about ongoing workforce initiatives from the Allegheny Conference. She has a wealth of experience and expertise in both healthcare and workforce initiatives.

Prior to joining the Allegheny Conference, Stefani served as the chief executive officer of Partner4Work and its predecessor, the Three Rivers Workforce Investment Board. Prior to that, she spent many years in the healthcare field, both in policy and strategy roles.

She holds a master’s in Business Administration and a
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.

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Michael Draine, MBA, the Region 2 executive for the American Hospital Association (AHA), will provide a policy update as well as information on AHA’s workforce initiatives.

Prior to joining the AHA, he was an independent consultant to healthcare corporations and an adviser to investment groups with an interest in innovative treatments and technology related to healthcare delivery. Michael also served in leadership roles for national companies including Fresenius Health Partners and AmeriHealth Caritas. He has more than 20 years of experience in marketing and government affairs with pharmaceutical companies.

In August, Healthcare Council members will receive an invitation to the Fall Conference.

For more information contact [Pat Raffaele](mailto:Pat.Raffaele@hcwp.org).

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**Sponsorship Opportunities**

Each year, Healthcare Council provides the annual member conference free of charge due to support from both corporate and conference sponsors. Healthcare Council is once again offering both types of sponsorships to its Allied Members.

Healthcare Council's annual corporate sponsorships include Allied Membership dues for 2020 as well as 2019 Fall Conference sponsorship. Other benefits include the name and logo of each sponsor on the home page of Healthcare Council's website and the C-Suite and HR newsletters. Benefits vary based on the level of sponsorship. Corporate sponsorship levels are: Platinum Level ($7,000), Gold Level ($5,000), and Silver Level ($3,000).

Allied Members can also sponsor Healthcare Council’s Fall Conference. There are four levels of Conference sponsorships with varying levels of benefits. The levels are: Chairman ($2,000), President ($1,500), Director ($1,000), and Friend ($500).

Sponsorship opportunities are available only to Allied Members of Healthcare Council. Allied Members will receive detailed information on both sponsorships in the near future. For more information contact [Pat Raffaele](mailto:Pat.Raffaele@hcwp.org).
**Community Conversations**

**Workforce Strategies: Shifting Gear in Today’s Workforce** is the focus of the fourth and final program in Healthcare Council’s Community Conversations series. The program will be held on Friday, August 23, 2019, at Healthcare Council’s Jack C. Robinette Conference Center.

The focus of the August 23rd program is on state models, policies, and proposed funding related to workforce development.

The program features three speakers with expertise and experience in workforce initiatives and policy from across the country. Adam Suomala serves as vice president of Membership and Strategic Affiliations at LeadingAge Minnesota. His focus is on creating workforce solutions that build inclusive cultures, employers of choice, and systems needed to ensure adequate numbers of well-trained, supported and passionate caregivers within the aging services field.

Joining the program faculty is Robyn I. Stone, DrPH, senior vice president for Research at LeadingAge and co-director of the LeadingAge LTSS Center @UMass Boston. She has held senior research and policy positions within the United States government and the private sector. Under the Clinton administration, she served in the U.S. Department of Health and Human Services as deputy assistant secretary for Disability, Aging, and Long-Term Care Policy and assistant secretary for Aging.

Also sharing his insights is Charles W. Quinnan, executive director of the Pennsylvania Long-Term Care Council and director for the Department of Aging. Prior to his current position, he served as legislative director for the Pennsylvania Department of Agriculture. Before that, he served in a variety of roles within the Pennsylvania House of Representatives.

The program offers participants from across the continuum of care the opportunity for an interactive dialogue with speakers and other participants on workforce strategies.

Registration information has been sent to members. For questions regarding registration contact...
Save The Date: Cybersecurity Issues Briefing

Healthcare Council will host a Cybersecurity Issues Briefing on October 9, 2019, at the Jack C. Robinette Conference Center.

The program, which coincides with National Cybersecurity Month, features an interactive table-top exercise, as well as presentations from a chief information security officer (CISO) from a major health system and a special agent from the Pittsburgh office of the Federal Bureau of Investigation (FBI).

Dan Bowden, vice president and chief information security officer of Sentara Healthcare, headquartered in Norfolk, Virginia, will share what he has learned as he built Sentara's cybersecurity program. For the past 25 years, he has led cybersecurity and technology programs for healthcare, higher education, banking, retail, and the military. In 2017, he was named one of the Top 100 CISOs globally.

Jason McClean, an attorney with the Pittsburgh-based law firm Cipriani & Werner, will lead the interactive table top exercise in healthcare cybersecurity and will also serve as the moderator for the program.

He is a member of the firm's Cybersecurity, Privacy and Protection team and works with clients to develop data protection plans, conduct risk assessments, ensure regulatory compliance, and develop data breach risk mitigation strategies.

The opening speaker for the program is Supervisory Special Agent (SSA) for the FBI's cyber squad in Pittsburgh, Michael McKeown, Pittsburgh Division-Cyber Squad 16. The squad handles cyber criminal matters, and SSA McKeown has worked with healthcare facilities on cyber-related matters.

A panel discussion on “hot” topics related to cybersecurity will feature speakers from BlueOrange Compliance and Clarabyte.

The program will include a networking lunch. There is no cost to attend the briefing; however, registration will be required. Registration information will be available later this summer.

For more information contact Pat Raffaele.
CEO Assistants Forum

Healthcare Council hosted its 10th annual CEO Assistants Forum on June 13, 2019. This year’s Forum featured guest speaker Roseanne Saunders, managing principal at Consult HRCS LLC. Her presentation, *Cultivating Resilience in Life and the C-Suite*, focused on approaches on thriving in an uncertain world. The discussion drew on both her experiences and those shared by participants.

The meeting also featured an update by Healthcare Council's President, A. J. Harper. The program concluded with a roundtable discussion focused on leadership transitions; CEO assistants and their management of all C-Suite assistants; portals for Boards of Directors; and venue options for meetings.

This year’s Forum had 28 attendees and participants are looking forward to next year’s Forum, which will be held on June 11, 2020.

For more information contact Judy Harrison.

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Flash Survey

Healthcare Council recently released the Flash Survey for the Third Quarter 2019, covering the nine months ended March 31, 2019, and reflecting data from 61 hospitals. The quarterly report provides financial and utilization information on an aggregate basis to participating member acute care hospitals.

The report reflects continuing trends similar to those over the past few years. A growing number of hospitals are experiencing a loss from operations. This report shows that 35 of 61 hospitals (57 percent) reported losses from operations in 2019. In the prior year, 25 hospitals reported losses from operations.

Hospitals with less than 100 beds had a negative average operating margin of -2.95 percent.

Overall, the operating margin ratio was 3.51 percent for the current year and 3.91 percent for the prior year. The reporting hospitals also saw an increase in uncompensated care from this year over last year.

For more information contact Denis Lukes.

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HR Survey Update
Data Collection for Three Surveys
Healthcare Council is collecting data from members for the Benchmark Salary Survey, the Physician Practice Compensation Survey and the IDD Benchmark Survey. Survey results will be released in late summer to participating members. For more information about these surveys contact Steve Forest or Pat Raffaele.

Labor Turnover Report
The Labor Turnover Report continues to be distributed to members each month. For more information or to participate contact Steve Forest or Pat Raffaele.

Long-Term Care Labor Turnover Report
Data collection will begin in July for the Long-Term Care Labor Turnover Report. Survey results will be released to participating members in September. For more information contact Steve Forest or Pat Raffaele.

Upcoming Meetings

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

Compliance Committee
The focus of the July 19th Compliance Committee meeting is a comprehensive update from Novitas. Diane Hess, CPC, education specialist of Outreach and Education from Novitas Solutions, Inc., will provide the update and respond to questions. The Committee will also discuss audits and the HCCA Regional Conference. The meeting will conclude with a roundtable discussion. For more information contact Pat Raffaele.

Chief Financial Officers Committee
The CFO Committee will meet on August 2nd. Registration information has been sent to members. For more information contact Denis Lukes.

Long-Term Care Chief Financial Officers Committee
The Long-Term Care CFO Committee will meet on August 8th. Meeting details will be sent to members in the near future. For more information contact Denis Lukes.

Risk/Quality Committee
The Risk/Quality Committee will meet on August 28th. Meeting details will be sent to members in the near future. For more information contact Jane Montgomery.

Other Programs of Interest

(Healthcare Council provides information to members about programs which may be of
ACHE September Program
The western Pennsylvania chapter of the American College of Healthcare Executives (ACHE) will hold a program on September 12, 2019. The focus of the program is on the Executive Track, Leading People Who Are More Experienced Than You.

Transforming Women’s Health Symposium
Adagio Health is hosting the second annual Transforming Women’s Health Symposium on September 24, 2019 from 8 a.m. until 6 p.m. at the Omni William Penn Hotel in Pittsburgh, Pennsylvania.

The Symposium features special guest speaker, Valerie Jarrett, former senior advisor to President Barack Obama and author of Finding My Voice. The Program includes sessions on the Opioid Epidemic and the MeToo movement.

The Symposium also includes a Champions of Women’s Health awards luncheon and a Celebration of Women networking reception. Special guests include Barbara Ross-Lee, D.O., the first African American woman to be appointed dean at a United States medical school; and Patrice Harris, M.D., the first African American woman to serve as president of the American Medical Association.

The cost to attend the Symposium ranges from $25-$400.

2019 Pittsburgh Regional Healthcare Compliance Association Conference
The Pittsburgh Regional Healthcare Compliance Association (HCCA) Conference will be held on Friday, October 4th from 7 a.m. until 4:45 p.m. at the Regional Learning Alliance Conference Center in Cranberry Township, Pennsylvania.

The Conference opens with a presentation by Assistant United States Attorney Robert Cessar, Esq., on A USAO Perspective: The Compliance and Legal Climate for Healthcare in 2019. The Program also includes presentations on compliant compensation arrangements; pay for performance; conflicts of interest; and compliance in the post-acute world.


The cost to attend the Conference is $220 for HCCA members and $270 for non-members.

Society of Healthcare Human Resource Professionals of Pennsylvania Hold Annual Conference
The Society of Healthcare Human Resource Professionals of Pennsylvania (SHHRPP) will hold its annual Conference, Solutions to the Challenges
Concerning Health Care Issues, on October 10 through October 11, 2019, at Toftrees Golf Resort.

Chip Madera, MS, CSP, will kickoff the Conference with the keynote presentation: *Intentional Disruption: How to Move Your HR Department from a Cost Center to a VALUE Creator in Just 90 Days*. Other Conference topics include the MeToo movement; recruitment; compensation; succession planning; and a legal update.

The cost to attend the Conference is $175 for a member and $200 for a non-member. Those who register prior to September 4th receive a discount.