



Sample - compliments of the Colorado Healthcare Association for Human Resource Management

47. Additional Chapter Education: “Community Citizenship” Leadership Competency

- Chapter provides an **additional one hour program** that focuses on the ASHHRA Leadership Model’s third competency: “Community Citizenship.”

Documentation Required Chapter must provide a completed program evaluation for the one-hour meeting. (See Addendum 5 for sample, or use your chapter model). Provide a brochure, flyer or email notice of one educational program to include all of the following: program title, speaker, and education objective(s). Provide a random sample (1) completed Program Evaluation for above program. For program presented, submit a summary of the individual evaluations collected, including total number of evaluations collected.

CHAHRM ANNUAL CONFERENCE

June 4 – June 6, 2008

The Lodge at Vail

Vail, Colorado



Connect with Hot Topics in Healthcare HR



Don't miss out on this incredible opportunity to find out about the latest healthcare HR trends, rules and solutions in Colorado. CHAHRM's Vail Conference is known to be a dynamic, informative, inspirational opportunity for all healthcare Human Resources professionals.

REGISTER TODAY!

CONFERENCE OBJECTIVES

- Learn about the latest hot topics for Colorado's hospitals
- Find out what top candidates want, need and demand *and* what you can do to recruit them
- Discover how to help your employees appreciate and best use the valuable benefits you provide, improving their health and productivity
- Get up-to-date perspectives on legal issues facing today's health care employers
- See how to put together the puzzle of FMLA, Workers' Compensation and Short-Term Disability
- Hear how to create an *effective* wellness program and the impact of one on a metro-Denver hospital
- Discuss the trend toward no-smoking campuses—the good, the bad and the not-so-pretty
- Hear about CHA's, ASHHRA's and CHAHRM's most recent activities and plans for the future
- Network with many other healthcare HR professionals
- Network with CHAHRM's sponsors and vendors
- Visit high-quality vendor exhibits
- Refresh, renew and replenish in the glory of Vail and its stunning atmosphere

Get credit for learning!!

We have been approved for 6.75 CHRI continuing education credits for the June CHAHRM conference.

WEDNESDAY, JUNE 4

6:30 - 8:00 p.m.

Networking Reception — sponsored by CareerBuilder (The Lodge at Vail)

Meet and greet your friends and colleagues from around the state, in a casual and relaxed atmosphere of camaraderie and fun!

THURSDAY, JUNE 5



8:30 – 9:00 a.m.

Registration and Breakfast

9:00 – 9:15 a.m.

Welcome and Introductions

9:15 – 10:15 a.m. – The Ten Commandments of Recruitment

Presenter: Erin Perry, MBA, Client Solutions Manager, Pinstripe Health Care

Erin's presentation will address these questions—ones all recruiters want answers to!

- What do top candidates want, need and demand?
- How are candidates' lives changing and how can companies anticipate their demands?
- How can your organization keep clearing the bar the competition keeps raising?
- How can you make your organization a talent magnet?



With a human resources and training background, Erin currently focuses on recruitment process improvement and effectiveness, to continually drive success for organizations she works with.



10:15– 10:30 a.m. – ASHHRA Update

Presenter: John Ostrom, ASHHRA Region 8 Consultant, Human Resources Director, Intermountain Medical Group

10:30 – 10:45 a.m. – Break with our Exhibitors

10:45 a.m. – 12:00 p.m. – Value-Based Benefits

Presenter: Mike Faughnan, SVP, Health/Benefits Practice Leader, Aon Consulting, Denver

Would you like to:

- Help your employees move from a "sickness" to a "wellness" culture by reducing absences?
- Improve the health status of your workforce leading to improved productivity?
- Reduce the burden of chronic disease among your staff through the use of condition-specific, evidence-based medicine?

Then you won't want to miss this presentation! Mike will share his extensive knowledge of group benefit design, cost containment, legal compliance, and plan administration.



12:00 – 1:00 p.m.

Lunch and a chance to visit with our Exhibitors



1:00 – 2:00 p.m. – CHA Update**Presenter: Steven Summer, President and CEO, Colorado Hospital Association (CHA)**

Steven will provide an update on CHA activities, legislative issues and AHA initiatives that impact the processes and concerns of hospitals and human resources professionals across the state.

2:00 – 2:15 p.m. – Break with our Exhibitors

2:15 – 3: 45 a.m. – Legal Update**Presenter: Chuck Pasaglia, Employment Law Solutions, LLC**

Among other topics, Chuck, in his entertaining fashion, will provide us updates on smoke-free workplaces, employee committees and union issues, FMLA changes and new Colorado lactation law.

Employment Law Solutions LLC, founded by Chuck Pasaglia, is an employment law consulting and training enterprise designed to make a difference in an organization. They prepare human resource professionals, executives and managers to make the most critical decisions in any organization: those affecting people.



3:45 – 4:00 p.m. – Break with our Exhibitors

4:00 – 4:30 p.m. – Meet our Sponsors

4:30 – 5:30 p.m.**Executive Committee Meeting**

All are welcome to join us!

6:30 p.m.**Dinner at a Vail Restaurant**

FRIDAY, JUNE 6

8:00 – 9:00 a.m. – Registration and Breakfast

9:00 – 9:30 a.m.**General Membership Meeting**

9:30 a.m. – 10:15 a.m. – Putting the Absence Management Puzzle Together: FMLA, Workers' Compensation and Short-Term Disability**Presenter: Diann Eason, RN, MS, COHN-S, CCM, Manager, Employee Health, University of Colorado Hospital**

It's no easy task to integrate FMLA, Workers' Comp and STD. Diann's background as a Certified Occupational Health Nurse Specialist, with 14 years in the area of Absence Management, gives her a unique perspective on solving this puzzle in a way that ensures employee productivity and organizational efficiency.



10:15 – 10:30 a.m. – Break with our Exhibitors

10:30 a.m. – 12:00 p.m. – What’s Up with Wellness?

Presenter: Brad Cooper, MSPT, ATC, MBA, CEO, US Corporate Wellness, Inc

Wellness programs have been around for a number of years now, but not all wellness programs are created equal. Brad will point out the importance of an *effective* employee wellness program, how to



analyze the differences between various employee wellness options in the marketplace and how you can bring wellness into your team. Finally, Brad will tell us how one hospital in metro Denver has approached enhancing the health and well-being of their employees.

As a nationally recognized speaker and author, Brad has addressed audiences in 49 of the 50 states (bonus points if you can guess which state is missing)—from the American College of Healthcare Executives to the Navy and the Olympic Training Center. Brad is an All-American Triathlete, award-winning national columnist for “PT—the Magazine of Physical Therapy” and the author of three books, including *STRETCH! Maximize Your Professional and Personal Life*.

12:00 – 1:00 p.m. – Lunch and Facilitated Discussion

Topic: No Smoking!

Facilitator: Diann Eason, Manager, Employee Health, University of Colorado Hospital

Diann Eason is leading UCH’s task force on this issue as they prepare to go smoke-free on July 1, 2008. Diann has kindly offered to facilitate this important discussion. We look forward to hearing your thoughts about no-smoking strategies at Colorado hospitals, what’s working at your organization, and the costs/benefits of these efforts.



1:00 p.m.

Adjournment

EVENT SPONSORS:

PLATINUM



GOLD



SILVER



CHA Support Services



**MARSH MERCER KROLL
GUY CARPENTER OLIVER WYMAN**

Getting There: The Lodge at Vail, 174 East Gore Creek Drive, Vail, CO 81657
 Rooms are \$159/night single or double and will be held at this rate through **May 15, 2008**.
 Visit <http://lodgetatvail.rockresorts.com/info/htl.asp> or call 1-877-LAV-ROCK or (970) 476-5011 for reservations, and tell them you are with CHAHRM.



Vail is located approximately 100 miles west of Denver on Interstate 70.

Take I-70 to the Vail Village exit #176. Go around the roundabout, under I-70, and then straight through the second roundabout, heading directly toward Vail Mountain. As you continue, you will cross the Gore Creek Bridge, and the road will arc to the left. The entrance gate to The Lodge at Vail will be on your right-hand side.

Vendor Exhibits

Come see the very latest products and services in HR at our vendor exhibits. They will be staffed during registration, breakfast, lunch and break times on Thursday, as well as during Friday's break. If you would like to sponsor and exhibit at the conference, contact Gregory Thress, HR Operations Director, Denver Health, phone: 303-602-7001, e-mail: greg.thress@dhha.org.

(Detach here and send this portion with your payment.)

Register now and mark your calendar!

COMPLETE THE APPLICATION BELOW OR REGISTER ONLINE AT WWW.CHAHRM.ORG.

(Please note: When registering online, you still must mail your payment to the address below.)

**CHAHRM's Annual Conference: Hot Topics in Healthcare HR
 June 4 – June 6, 2008**

Respond to: Kim Adair
 NAS Recruitment Communications
 6160 S. Syracuse Way, Suite 315, Greenwood Village, CO 80111
 Phone: 303-694-3600; Fax: 303-694-0555; Email: kadair@nasrecruitment.com

Fees: (check all that apply)

- \$250 full conference (including meals)
- \$100 for meals only for guests
- \$150 for all day Thursday (including breakfast, lunch and dinner)
- \$90 for half day Friday (including breakfast and lunch)
- Late registrants add \$25 to total registration amount*
- Non-members add \$20 to total registration amount*

Respond by: Friday, May 23, 2008

Please make checks payable to CHAHRM. Be sure your registration reaches us by the deadline. If that's not possible, please call.

- Do you plan to attend Wednesday evening reception? Yes No
- Thursday dinner? Yes No
- Friday lunch? Yes No

Name: _____ Title: _____

Organization: _____

Address: _____

Phone: _____ Email: _____

The Fine Print: Full refund of registration fee is available if cancellation occurs before seven days prior to the meeting; otherwise no refunds will be provided. If you are registered, but not paid, and cancel within seven days of the event, you will be billed for the registration fee. Substitutions will be accepted.

by actually reducing or eliminating co-pays for services such as office visits and high risk pharmaceuticals. Employees would have affordable access to the care and pharmaceuticals they need. This in turn, should help keep employer health plan costs down.

This is the 1st generation of this concept. Most companies/organizations are starting with the lower pharmaceutical co-pay approach.

Besides the impact on an employer's health plan, maintaining a healthy employee population prevents significant costs associated with absenteeism and presenteeism.

In order to be successful, it is important to have a culture that supports this model, and have data to support and assist with the design of a Value Based Benefits.

Sheila Maynard-Hosler, PHR
*Human Resources Business Partner
 Benefits and Employee Relations
 Vail Valley Medical Center
 (970) 569-7504*

CHA Update

Presenter: Tom Nash, Vice President of Financial Policy, Colorado Hospital Association



For Tom Nash, coming to CHA was an eye opener to the world of healthcare issues, having been previously employed with Centura Health. Tom explained that advocacy is the main mission of CHA and presented a comprehensive update of 2008's legislative challenges and successes in Colorado.

SB08-011 – Trauma Care Funding

No-fault insurance was repealed 4 years ago, resulting in a huge negative impact on trauma revenue streams. Since then, CHA has worked with the Trauma Care Preservation Coalition to obtain additional reimbursement for Colorado's trauma system since no-fault was repealed. Multiple bills, related to increased trauma funding were considered during the 2008 session but none of them were ultimately proven

to be politically feasible. CHA worked to meld the various approaches into SB08-011 which was acceptable to all stakeholders. As a result, there are mandates that medical payments coverage of \$5,000 be included in every auto insurance policy after January 1, 2009 with individuals being able to reject that coverage in writing if they determine that they do not need it. Payments will be prioritized first to first responders, second to trauma physicians, third to rural trauma centers, fourth to urban trauma centers and then to other licensed healthcare providers. The anticipated additional revenue to Colorado's trauma system is between \$10 and \$20 million. Governor Ritter signed the bill into law on June 5.

Increase in Medicaid Inpatient Rates

CHA worked successfully with the governor's office, HCPF, members of the joint budget committee and legislators to secure a 1.5% increase to inpatient Medicaid rates for the upcoming year, bringing an additional \$4.4 million or revenue to our hospitals who currently experience significant unreimbursed costs when treating Medicaid patients.



Transparency Act

As Tom described, sometimes success is making a bad bill not so bad. The consumer healthcare transparency act as originally drafted would have required very onerous reporting requirements, including information on hospital margins. CHA worked with the bill sponsor to make changes that minimized the impact on hospitals. CHA is required to submit a plan to the insurance commissioner by November 1 providing details of how hospitals will provide charge information for their top 25 DRGs. The first reporting will be available on the Division of Insurance website via link to the CHA website on August 1, 2009. Insurance carriers are also required to report average reimbursement for

the top 25 most common DRGs either state-wide or regionally, with the first reporting due on March 1, 2009. We are certain we will see more transparency legislation in the future.

Standardized Insurance Cards

SB08-135 will require that insurance carriers issue a standardized printed card containing plan information for new and renewal members by July 1, 2009 and for all members by July 1, 2010. The bill also requires conversion to a new standardized electronic card; however, the implementation date is unknown at this time.

Medicaid Moratorium

Medicaid is a financial partnership between states and the Federal government and generally the federal government will match the states' spending on Medicaid. In addition the federal government will match qualifying expenditures made by "public" hospitals. This is known as Certification of Public Expenditures and allows the state to bring in more federal dollars without requiring the state to spend more from the general fund. Currently, there are 34 Colorado hospitals considered public, the largest of which are Denver Health, University and Memorial Hospital in Colorado Springs. In May 2007, CMS issued several new regulations that could significantly impact the amount of federal financial participation states would receive. A congressional report cited the total estimated lost federal financial participation for states as approximately \$50 billion over the next five years, with Colorado's portion estimated at \$787 million. The most concerning new regulation tightens the definition of what constitutes a "public" hospital. Under the new regulation, Denver Health, University and Memorial hospitals, which comprise 92% of the total state CPE (Certification of Public Expenditures) do not meet the definition of a governmental unit. Eliminating CPE for these hospitals would mean the state would lose an estimated \$711 million in federal matching funds over the next five years. A moratorium that ended May 23 was extended for another 60 days. The House and the Senate have approved legislation that would extend the moratorium but whether or not it will be vetoed will not be known for several weeks. In Colorado, as a counter-measure, SB08-230 was passed that allows Denver Health, University and Memorial

Hospitals to meet CMS's new definition of a public provider.

Healthcare Reform

In 2006, the Colorado General Assembly created the Blue Ribbon Commission for HealthCare Reform, also known as the 208 Commission. The Commission was charged with identifying strategies to expand healthcare coverage and reduce healthcare costs for Coloradoans. The Commission's roadmap to reform included: streamlining administrative process and reducing administrative burden, providing better access to cost and quality information to allow better decisions, improve quality, providing for more care coordination to reduce duplicative or inefficient procedures, and encouraging health and wellness through low or no co-pays for preventative care and lower premiums for healthy behavior. Anticipated results are an 88 percent reduction in the number of insured, easier access to coverage and improved services for vulnerable populations, along with strengthening the safety net, creating administrative savings and reducing uncompensated care and the cost shift.

Coloradans for Responsible Reform (CFRR)

CHA has joined CFRR, an organization that has come together as a diverse, bipartisan statewide coalition of organizations and individuals who want to protect Colorado's economy. Its mission is to strongly oppose the ballot measures organized labor is proposing in 2008. Ballot measures include: a mandate to guarantee automatic, yearly cost of living raises for all employees, a mandate that all employees receive full healthcare benefits, guaranteeing the right of any citizen to sue any business manager for criminal and civil liability, including compensatory and punitive damages and a mandate prohibiting the firing of any employee without a formal, documented reason.

Check out www.cha.com for up-to-date information on the Colorado Hospital Association and our hospitals throughout the state. Please contact me if you have any questions.

Pamela Drake
*Director of Unemployment
CHA Shared Services
pam.drake@cha.com*

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ATTENDEES' EVALUATION
JUNE 2008



Listed below are the *objectives* for this program. Place an "X" in the column that best describes how well you think these objectives were met.

OBJECTIVE	1- Excellent	2 - Very Good	3 - Good	4 - Fair	5 - Poor
Learn about the latest hot topics for Colorado's hospitals	XXXXXXXX	XXXXX	X		
Find out what top candidates want, need and demand <i>and</i> what you can do to recruit them	XXXXXXXX	XXXXXXX	X		
Discover how to help your employees appreciate and best use the valuable benefits you provide, improving their health and productivity	XXXXXX	XXXXXX	XXX		X
Get up-to-date perspectives on legal issues facing today's health care employers	XXXXXXXXXXXXXXXX	X			
See how to put together the puzzle of FMLA, Workers' Compensation and STD	XXXXXX	XXXXXX	XX		
Hear how to create an <i>effective</i> wellness program and the impact of one on a metro-Denver hospital	XXXXX	XXXX			
Discuss the trend toward no-smoking campuses	XXXX	XXXX			
Hear about CHA's, ASHRA's and CHAHRM's most recent activities and plans	XXXXX	XXXXXXXXXXX			
Network with many other healthcare HR professionals	XXXXXXXXXXXX	XXXX			
Network with CHAHRM's sponsors and vendors	XXXXXXXXXXXX	XXXXXX			
Visit high-quality vendor exhibits	XXXXXXXXXX	XXXXXX	X		
Refresh, renew and replenish in the glory of Vail and its stunning atmosphere	XXXXXXXXXXXXXXXX	XX			

Comments:

- *Good vendors!*
- *Wonderful!*
- *Great conference, overall.*

How do you rate these *program elements*?

ELEMENT	1- Excellent	2 - Very Good	3 - Good	4 - Fair	5 - Poor
Networking opportunities	XXXXXXXXXXXX	XXXX			
Location	XXXXXXXXXXXXXXXX	X	X		
Speakers	XXXXXXXXXXXX	XXXXX	X		
Topics	XXXXXXXXXXXX	XXXX	X		
Schedule	XXXXXXXXXXXX	XX	X		
Sponsor participation	XXXXXXXXXXXXXXXX	X	X		

Comments:

What were the *most effective* portions of the program and why?

- *Wellness discussion and CHA update, 10 demandments*
- *Legal update, 10 demandments*
- *Excellent learning sessions - great vendor participation, wonderful CHAHRM leadership!*
- *Networking*
- *All of the discussions on wellness - hot topic; good to hear how other facilities are dealing with it. This location was superb. Integration of vendors into conference, well organized agenda and topic selections*
- *Chuck's legal update - always the best*
- *Exceptional topics/speakers*

VAIL CONFERENCE
ATTENDEES' EVALUATION
JUNE 2008

What were the *least* effective portions of the program and why?

- *Value-based benefits - I could not find any connection with what I do. Steven Summer's stand in did not hold my attention like Steven did last year.*
- *Value-based benefits - speaker without speaking ability*
- *I want a clear list of all attendees, their phone & email; where are the handouts?; Mike F. just mumbled; need slides for every program*

What is your *overall* evaluation of the conference (please check one)?

XXXXXXXX 1 = Excellent XXXX 2 = Very Good x 3 = Good 4 = Fair 5 = Poor

Any suggested topics for future conferences?

- *Leadership development*
- *Systems, procedures, technology, best practices for actually processing, tracking and keeping track of FMLA leave*
- *Continue with best practice approach*
- *Best PTO practices*

VAIL CONFERENCE
ATTENDEES' EVALUATION
JUNE 2008



Listed below are the *objectives* for this program. Place an "X" in the column that best describes how well you think these objectives were met.

OBJECTIVE	1- Excellent	2 - Very Good	3 - Good	4 - Fair	5 - Poor
● Learn about the latest hot topics for Colorado's hospitals		X			
● Find out what top candidates want, need and demand and what you can do to recruit them	X				
● Discover how to help your employees appreciate and best use the valuable benefits you provide, improving their health and productivity		X			
● Get up-to-date perspectives on legal issues facing today's health care employers	X				
● See how to put together the puzzle of FMLA, Workers' Compensation and STD		X			
● Hear how to create an <i>effective</i> wellness program and the impact of one on a metro-Denver hospital	X				
● Discuss the trend toward no-smoking campuses	X				
● Hear about CHA's, ASHHRA's and CHAHRM's most recent activities and plans		X			
● Network with many other healthcare HR professionals		X			
● Network with CHAHRM's sponsors and vendors	X				
● Visit high-quality vendor exhibits	X				
● Refresh, renew and replenish in the glory of Vail and its stunning atmosphere	X				

Comments:

How do you rate these *program elements*?

ELEMENT	1- Excellent	2 - Very Good	3 - Good	4 - Fair	5 - Poor
Networking opportunities		X			
Location	X				
Speakers	X				
Topics		X			
Schedule	X				
Sponsor participation	X				

Comments:

What were the *most* effective portions of the program and why? *WELLNESS DISCUSSION* *
CHA UPDATE, 10 DEMANDMENTS

What were the *least* effective portions of the program and why?

What is your *overall* evaluation of the conference (please check one)?

1 = Excellent 2 = Very Good 3 = Good 4 = Fair 5 = Poor

Any suggested topics for future conferences? *LEADERSHIP DEVELOPMENT*



VAIL CONFERENCE
JUNE 2008

Evaluation Form for Sponsors/Exhibitors

We truly appreciate your participation in our event as a sponsor or exhibitor. We want to make your future involvement with CHAHRM as beneficial as possible for you and our members. Please take a moment to complete the following evaluation so we can improve our conferences to come.

How do you rate these elements?

ELEMENT	1 - Excellent	2 - Very Good	3 - Good	4 - Fair	5 - Poor	N/A
Sales opportunities	✓					
Opportunities to network with attendees	✓					
Value received by members from your participation	✓					
Location of conference	✓					
Location of exhibits	✓					
Quality of attendees for your marketing purposes	✓					
Schedule	✓					

Comments on elements above:

Good vendors!

What were the *most* effective aspects of your participation and why?

What were the *least* effective aspects of your participation and why?

What is your *overall* evaluation of your participation (please check one)?

- 1 = Excellent 2 = Very Good 3 = Good 4 = Fair 5 = Poor

Would you like to sponsor or exhibit at a future CHAHRM event (please check one)?

- 1 = Definitely 2 = Probably 3 = Maybe 4 = Probably Not 5 = No

Name _____ Company _____
(optional) (optional)

Name _____ Company _____
(optional) (optional)