



Human Resources Professional Symposium

DATE

Wednesday, May 24, 2023
8:00 a.m. - 4:00 p.m.

LOCATION

LHA Conference Center
2334 Weymouth Drive
Baton Rouge, LA 70809

WHO SHOULD ATTEND

COOs, human resource professionals, compliance officers, organizational leaders, legal counsel, hospital attorneys, and anyone else interested in the topic

CONTINUING EDUCATION

Nursing: 5.75 contact hours will be awarded for this offering by the LHA for complete attendance and evaluation of the program. The LHA is approved by the Louisiana State Board of Nursing – CE Provider #39.



SHRM: “This program is valid for 5.75 PDCs toward SHRM-CP and SHRM-SCP recertification.”

Nursing Facility Administrators:

Up to 4.75 hours will be awarded for this offering by the LHA for complete attendance of the program and evaluation. The LHA is approved by the State of Louisiana Board of Examiners of Nursing Facility Administrators – CE Provider #101.

Participants will receive, upon completion of workshop and evaluation, a certificate documenting the completed continuing education/clock hours.

[EDUCATION CALENDAR](#)

[HOTEL WITH LHA GROUP RATE](#)

OVERVIEW:

Join your peers in Baton Rouge at the LHA Conference Center on March 24, and gain valuable insight, strategies, and tools to help your organization thrive in the HR arena during these ever-changing and somewhat challenging time.

Based on member feedback, the LHA Management Corporation has designed a day to support the human resource (HR) professional at all levels – emerging, mid-level, and seasoned professionals. The focus of the day will include tips for recruiting with social media, impactful tools for addressing social determinants of health, employment law updates, and updates from The Joint Commission with a review of HR-related standards. The day will end with group discussions and best practices related to diversity, equity, and inclusion.

PROGRAM OBJECTIVES

Upon completion of this program, participants will be able to:

- Analyze how social determinants of health impact patient health and wellness;
- Understand the community care hub framework for resolving social determinants of health needs using social care case management;
- Identify how organizations can benefit from collaborating with social care organizations;
- Identify requirements of top scored Joint Commission HR Standards;
- Implement compliance tactics for top scored Joint Commission HR Standards;
- Outline key issue spotting techniques;
- Discuss strategies for managing workplace leave and accommodations; and
- Explain the dos and don'ts of a union conversation.

AGENDA

8:00 a.m. **Registration, Networking, Welcome, and Introductions**

8:30 a.m. **Topic: Recruiting with Social Media**
Stafford Wood, Covalent Logic, Founder



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AGENDA CONTINUED

- 9:30 a.m. Social Care: The Best Complement to Healthcare**
Dr. Holly Howat, Founder & Executive Director of Beacon Community Connections
Addressing social determinants of health effectively is an essential aspect of 21st century healthcare, and it requires healthcare and community-based organizations to work together. Social care focuses on addressing those non-clinical aspects of care that directly impact health and well-being. Social care is not healthcare but a complement to the services provided by healthcare professional and organization. Knowledge, skills, and tools are critical to effectively blending healthcare and social care for positive patient outcomes.
- 10:30 a.m. Break**
- 10:45a.m. The Employment Law Landscape in 2023**
Daisy G. Kane, Vice President, Deputy General Counsel, Ochsner Health
This presentation will cover emerging issues in employment law, including medical leave and accommodation of the Family and Medical Leave Act (FMLA) and American with Disabilities Act (ADA); union awareness; social media; and the National Labor Relations Act (NLRA).
- 12:00 p.m. Lunch**
- 1:00 p.m. Joint Commission Human Resource Requirements 2023**
Robert Campbell, PharmD, BCSCP; Clinical Director, Standards Interpretation Group, Director, Medical Management, The Joint Commission
This session will provide information on the top scored Joint Commission Human Resource requirements along with compliance strategies that can be implemented to ensure compliance. The presenter will also clarify the most common misperceptions of Joint Commission requirements.
- 2:00 p.m. Diversity, Equity & Inclusion (DE&I) Group Discussions**
Christopher Ford will moderate the group discussions.
Participants will be divided into small groups and assigned topics for discussion on Diversity, Equity & Inclusion. The last 30 minutes will be devoted to sharing the most salient points of the group discussions with the audiences.
- 3:30 p.m. Questions and Answer**

Event Sponsored By



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MEET YOUR FACULTY:



Robert Campbell, PharmD, BCSCP, is the Clinical Director of The Joint Commission (TJC) where he is responsible for providing interpretation of TJC standards in all accreditation programs, with special emphasis on standards issues. He provides direction and leadership to surveyors and Standards Interpretation Group staff addressing interpretation of standards. He also participates as a consultant in the development and revision of standards and supports ongoing accreditation services and special projects. Dr. Campbell serves as the Director of Medication Management for TJC Enterprise where he functions as the subject-matter expert for medication management related topics; assists with interpreting the intent of standards and the development and revision of standards; provides guidance to organizations and surveyors; and supports the accreditation and certification process across TJC Enterprise.



Christopher Ford is the Senior Vice President of Human Resources (HR) at St. Tammany Parish Hospital. As an accomplished HR Executive, he develops HR strategies that support business deliverables, drives results, and improves stakeholder value for the organization he serves. He believes that companies are successful because of their people. That is why he has helped individuals and teams reach their full potential. Known as a trusted advisor to senior leadership, and for delivering on commitments, Ford has proven success developing people initiatives, which become part of the culture of the organization.



Daisy G. Kane is Vice President and Deputy General Counsel at Ochsner Health, the state's largest private employer with more than 36,000 employees across 44 states. She oversees all labor, employment, and benefit related legal matters for Ochsner. Prior to joining Ochsner, Kane worked for Jackson Lewis, PC where she specialized in ERISA class actions and employment litigation. She is a Tulane graduate.



Holly Howat, PhD, is the Founder and Executive Director of Beacon Community Connections. Dr. Howat has had a long and varied career path, beginning her career as a speech-language therapist. Her work focuses on using collaboration, communication, and connections to develop cross-system policies, processes, and programs to improve outcomes for marginalized populations. She previously worked as the first Executive Director of the Lafayette Parish Criminal Justice Coordinating Committee, and as a Project Director at the Picard Center for Child Development and Lifelong Learning. At the Picard Center, she completed research and evaluation on various projects, including coordinated school health, juvenile justice, and teacher professional development. Dr. Howat was appointed as a Louisiana State Public Defender Board member in 2021. She is also a member of the Louisiana Association for United Ways' ALICE Research Advisory Committee.



Stafford Wood is the founder of Covalent Logic, a corporate communications agency based in Baton Rouge. She's received numerous awards, including AAF-BR's Goldsby, PRAL's First Circle and SPRF Hall of Fame, and the Business Report named her 40 Under 40 and Young Businessman of the Year. With offices in Austin and Houston, she works along the I-10 corridor for clients, including Shell Chemical, Cleco, BTR airport, Manda Fine Meats, and other local and national organizations.



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REGISTER ONLINE AT: <https://lhaonline.org/Event.aspx?EventKey=M2305001>

DATE/TIME:

- Wednesday May 24, 2023; 8:00 a.m. - 4:00 p.m.

PRICE:

- ☐ Hospital Member: \$195 (Per Person Rate)
- ☐ Associate/Corporate & Attorney Member: \$250 (Per Person Rate)
(2023 dues must be up to date to qualify for this discounted rate.)
- ☐ Non-Member Hospital: \$400 (Per Person Rate)

REGISTRATION:

Registrations are accepted online only, and VISA, Master Card, Discover, and American Express are accepted. Email confirmations will be sent to registrant upon completion of registration. Program material and access information are not meant to be shared with anyone other than registered participants. This is intellectual property of the speakers and as such, is intended only for those who registered and participate in the seminar. Sharing of this information with others within your organization will result in an additional registration fee.

CANCELLATION POLICY:

Individuals who cancel **more than seven business days prior to a scheduled event** will be charged a cancellation fee of \$50 per person. Written notice of the cancellation must be emailed to marthur@lhaonline.org. No refunds will be issued for cancellations received **within seven business days of the event or for no-shows**.

SUBSTITUTION POLICY:

Registrants who are unable to participate in an LHA educational event are permitted, and encouraged, to have an eligible substitute; however, written notice of the substitution must be emailed to marthur@lhaonline.org **at least seven business days in advance of the event**. The substitution option is not available if written notification is received by the LHA less than seven business days prior to the scheduled program.

ACCOMODATIONS:

Please contact the LHA if you have a disability that may require special accommodations for this educational opportunity. The LHA is committed to ensuring full accessibility for all registrants.

LHA Code #M2305001