



**ASHHRA**

EXECUTIVE  
SUMMIT

2024

**SUMMIT 1:**  
Sept. 15 - 17

**SUMMIT 2:**  
Sept. 18 - 20



**ASHHRA**

American Society for Health Care  
Human Resources Administration

*Savannah, Georgia*

# SUMMIT 1: Schedule-at-a-Glance

<b>SUNDAY</b>	4:30 – 6:00 p.m.	Welcome   Happy Hour – <i>Trade Room</i>
<b>SEPT. 15</b>	6:00 – 8:00 p.m.	Dinner
<b>MONDAY</b>	8:30 – 9:00 a.m.	Breakfast
<b>SEPT. 16</b>	9:00 – 10:00 a.m.	Education
	10:15 – 11:15 a.m.	Education
	11:30 a.m. – 12:30 p.m.	Education
	12:30 – 1:00 p.m.	Lunch
	1:00 – 2:00 p.m.	Education
	2:15 – 3:15 p.m.	Education
	3:30 – 4:00 p.m.	Debrief Topics, Open Forum
	4:00 – 6:00 p.m.	Mental Refresh
	6:00 p.m.	Walk to Dinner – <i>Meet at lobby</i>
	6:15 – 8:00 p.m.	Dinner – <i>Vic's on the River (Off-site)</i>
<b>TUESDAY</b>	8:30 – 9:00 a.m.	Breakfast
<b>SEPT. 17</b>	9:00 – 10:00 a.m.	Roundtable Discussion
	10:00 – 10:30 a.m.	Final Comments/Adjournment

## PROGRAM

*All events in Harper's Gallery (located in the top floor of The Alida)  
unless otherwise indicated.*

### SUNDAY, SEPT 15

- 4:30 – 6:00 p.m. Welcome | Happy Hour | *Trade Room*
- 6:00 – 8:00 p.m. Dinner

### MONDAY, SEPT. 16

- 8:30 – 9:00 a.m. Breakfast
- 9:00 – 10:00 a.m. Education

#### **Masterclass: The Correlation Between Hiring Velocity and Olympic Baton Passes**

This is a PreBoarding Workflow Design Masterclass. We're storytelling the parallel tracks of Olympic relays, perfected baton passes, gold medals, and the race you run daily: The Race to Final Clearance.

- The first leg: We'll come out of the blocks with ordering and consent strategies that get candidates to full-sprint fast using a "single envelope" methodology.

The logo for Vetty, featuring the word "Vetty" in a bold, sans-serif font. The letter "V" is blue, and the letters "etty" are black.

- The second leg focuses on the critical elements of information collection, clinic preferences, and efficient management of medical history questionnaires.
- The third leg: We're teaching the importance of strategic, succinct, and waypoint candidate communications. This leg focuses on internal & external clinical and fingerprint scheduling workflows, the most significant risk of your race.
- We'll anchor it with cross-functional streamlined reviews and reporting criteria to make improvements & dial-in winning outcomes.
- Through actionable insights and real-world examples, you'll learn how to reduce bottlenecks and create a faster, more efficient hiring process, which will increase hiring velocity and win the Race to Final Clearance.

### Objectives

1. Three things you can do right now to increase hiring velocity.
2. Why measuring TAT is bad advice, and the metric you should measure instead.
3. A workflow design framework with benchmarks to Improve Start Date Accuracy & Happy Hiring Scores.

**Brad Heber**  
Solution Strategist  
*Vetty*

**Reddy Karri**  
CEO  
*Vetty*

### • 10:15 – 11:15 a.m. Education

#### Impacting Lives and Increasing the Loyalty of Your Diverse Workforce

As a leader in the healthcare industry, we understand your continued focus around attracting and retaining talent within a diverse workforce, while also being faced with competing priorities, demands for doing more with less, unionization, and ensuring patient satisfaction results are higher than ever. This session will bring forward thought leadership and proven results with a focus on three key areas: culture, diversity, equity and inclusion (DEI), and holistic benefits education.



We will dive into an overview of our industry-known culture and standards, share best practices around a successful DEI program, and strategies you can implement to close gaps across your diverse workforce. In addition, we will share our approach and impact to overall benefits education and the impact it can have on employee engagement and satisfaction. We will then wrap up with a round table discussion and discuss how we can help partner together for your success!

### Objectives

1. Gather insights from an industry leader within the retirement and group benefits space on the benefits of a continued focus on culture and DEI in the workforce.
2. Learn about the importance of benefits, employee understanding, and the direct impact education and personal support can have on your workforce retention.
3. Learn how you can partner with Lincoln to help attract and retain talent and close gaps across your diverse workforce.

**Rachel Duncan**  
Vice President, Relationship Management  
*Lincoln Financial Group*

**Kameka Grady**  
Vice President, Diversity, Equity and Inclusion  
*Lincoln Financial Group*

- 11:30 a.m. – 12:30 p.m. Education

### **Partnering with Your Onsite Pharmacy to Optimize Employee Health and Wellness**

Pharmacy benefits don't have to be a headache to manage.

HR leaders already have enough on their minds: combating employee recruitment, retention, and burnout challenges; navigating benefit complexity; and maintaining competitive benefits against available budget. By partnering with your onsite pharmacy, you can ease the strain of skyrocketing high-cost pharmacy claims, focus on employee health and wellness, and uncover savings opportunities.



Join RxBenefits to discuss:

- Actionable guidance for developing programs with your pharmacy resources, including MTM pharmacists and 340B programs.
- Strategies to balance cost/benefit for GLP-1's and other high-cost medications.
- How a large health system built internal and external partnerships to maximize employee health and wellness.

#### **Objectives**

1. Key strategies and programs for your pharmacy benefits.
2. Pharmacy trends all HR leaders should be aware of.
3. Building internal and external partnerships to maximize benefits and wellness.

**Kinjal Patel, PharmD, MBA**

Business Dev. Executive, Healthcare Markets  
*RxBenefits*

**Rebecca Grant**

Vice President, Healthcare Markets  
*RxBenefits*

- 
- 12:30 – 1:00 p.m. Lunch

- 1:00 – 2:00 p.m. Education

### **ACE: Your Solution to Education-Based Recruitment and Retention**

The American College of Education (ACE) makes it easy to invest in your employees so they in turn invest in you. At ACE, we have a specialized Healthcare Solutions Team designed to create curated solutions to meet your organization's diverse recruitment and retention needs from an education lens.



In this session, you'll learn about how we work with you on pathways to career advancement keeping time and cost in mind. Flexible to your needs, our team will share how our already low-cost online programs taught by faculty with real-world experience can be stacked with partnership discount options to reduce cost. You'll learn how our team prioritizes previous education credit evaluation to maximize the credits we can offer for an employee's prior learning, potentially further reducing costs and time to completion.

#### **Objectives**

1. Learn how ACE creates curated solutions to meet your organization's diverse recruitment and retention needs.
2. Learn about our approach to cost and time savings for you and your employees.
3. Realize the positive benefits an education-based recruitment and retention strategy may have on your organization.

**Mike Rickart**

Senior Vice President, Healthcare Solutions  
*American College of Education*

**Monica Carson**

Chief Growth Officer  
*American College of Education*

- 2:15 – 3:15 p.m. Education

### Transforming Supplemental Benefits with BeneRe

In this focused session, we'll dive into how BeneRe's pioneering group captive insurance model is uniquely positioned to help you tackle the critical challenges facing healthcare organizations today. As the first in the industry, BeneRe was founded to revolutionize supplemental benefits, offering better coverage at lower premiums with complete financial transparency and the potential for year-end dividends. We'll share our journey—BeneRe's positive financial impact, who we serve, and how we've grown to support over 120 clients and 1.2 million+ employees (about the population of Montana).



We'll also focus on the specific issues you're grappling with—recruitment and retention, employee well-being, and managing compensation and financial pressures. You'll learn how our innovative approach can enhance your benefits package, making it more attractive to both current employees and new talent, while also supporting their overall well-being and engagement. Additionally, we'll discuss how our model provides cost-efficiency, allowing you to reinvest in your workforce and stay competitive in today's challenging labor market. This session is designed to equip you with the insights and tools you need to build a more resilient and satisfied workforce, all while ensuring your organization's financial sustainability.

#### Objectives

1. Gain a deeper understanding of how BeneRe's group captive model can reduce costs while enhancing employee benefits, making your organization more attractive to top talent.
2. Learn how financial transparency and BeneRe's historical year-end dividends can be reinvested to improve employee well-being and engagement, leading to a more satisfied workforce.
3. Leave with actionable insights on how BeneRe's innovative model can help address the critical challenges of recruitment, retention, and compensation in today's competitive labor market.

**Joe Sadik**

National Director, Captive Programs  
*BeneRe*

**Mike Schaller**

Chief Client Officer  
*BeneRe*

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- 3:30 – 4:00 p.m. Debrief Topics, Open Forum
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- 4:00 – 6:00 p.m. Mental Refresh
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- 6:00 p.m. Walk to dinner venue | *Meet at The Alida lobby*
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- 6:15 – 8:00 p.m. Dinner | *Vic's on the River (Off-site)*

## TUESDAY, SEPT. 17

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- 8:30 - 9:00 a.m. Breakfast
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- 9:00 - 10:00 a.m. Roundtable Discussion
- 
- 10:00 - 10:30 a.m. Final Comments/Adjournment

## SUMMIT 2: Schedule-at-a-Glance

<b>WEDNESDAY</b>	4:30 – 6:00 p.m.	Welcome   Happy Hour – <i>Trade Room</i>
<b>SEPT. 18</b>	6:00 – 8:00 p.m.	Dinner   <i>Vic's on the River (Off-site)</i>
<b>THURSDAY</b>	8:30 – 9:00 a.m.	Breakfast
<b>SEPT. 19</b>	9:00 – 10:00 a.m.	Education
	10:15 – 11:15 a.m.	Education
	11:30 a.m. – 12:30 p.m.	Education
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	6:15 – 8:00 p.m.	Dinner – <i>Churchill's on Bay (Off-site)</i>
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## PROGRAM

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unless otherwise indicated.*

### WEDNESDAY, SEPT. 18

- 4:30 – 6:00 p.m. Welcome | Happy Hour | *Trade Room*
- 6:00 – 8:00 p.m. Dinner | *Vic's on the River (Off-site)*

• 8:30 – 9:00 a.m. Breakfast

• 9:00 – 10:00 a.m. Education

### Modernizing Leave Programs in Healthcare

Marsh McLennan's consulting practice is at the forefront of providing expert guidance to healthcare professionals on the complex landscape of time away from work

programs and the evolving leave of absence regulations. In our presentation, we aim to equip the audience with comprehensive knowledge about the challenges and changes impacting health systems in this area. We understand the importance of balancing employee attraction and retention with managing employer expenses related to time off, absence, disability, and other paid and unpaid leave programs. Our team will delve into the intricacies of these topics, offering insights and strategies to navigate the ever-changing landscape. We strive to empower healthcare professionals to make informed decisions that optimize both employee well-being and organizational success.



#### Objectives

1. Identify key trends in time away from work and leave of absence in healthcare
2. Develop meaningful and compliant leave programs while maintaining budget and patient care standards
3. Leverage data insights to drive enhancements in leave program modernization

#### Steve Cherok

Sen. Vice President, Healthcare Practice Leader  
*Marsh McLennan Agency*

#### Jim Jantz

Chief Compliance Officer, Absence & Leave Practice  
*Marsh McLennan Agency*

• 10:15 – 11:15 a.m. Education

### A Bottoms-Up Approach to What's Next in Total Rewards

As healthcare organizations continue to face challenges including mergers and acquisition, employee turnover and budget cuts, HR Leaders are challenged with many difficult

decisions as it relates to benefits and total rewards. Leaders need to evaluate their total rewards program and determine how to best meet the varied needs of their diverse workforce while keeping costs in check. In this session, Fidelity experts will present an approach to total reward evaluation looking from the bottom up, best practices to consider and examples of how health systems have tackled this challenge.



#### Objectives

1. Understand factors to consider when evaluating total rewards and key considerations when thinking about revising benefits offerings.
2. Learn key tactics to evaluate your organization's benefits offering including what to nurture, maintain and eliminate.

#### Tim Ruggles, CRPS

Sen. Vice President, Healthcare Practice Leader  
*Fidelity Investments*

#### Brian P. Murphy

Senior Vice President, Workplace Consulting  
*Fidelity Investments*

- 11:30 a.m. – 12:30 p.m. Education

### Talent Acquisition and Credentialing: Is a New Era on the Horizon?

Healthcare systems require efficient talent acquisition and credentialing processes. However, many struggle to achieve this due to prolonged hiring timelines, high costs, and the complexity of credentialing. The profound impact of these challenges can bring organizations to a standstill, resulting in wasted resources and lost time.



This interactive session will uncover common hurdles that health system executives face in talent acquisition and credentialing. We'll also dive into KarmaCheck's vision for what the future of credentialing could look like and lead a discussion about which technology and process innovations could most benefit health systems.

#### Objectives

1. Identify common challenges that healthcare systems navigate related to the talent acquisition and the credentialing process.
2. Discover emerging trends and tools that can revolutionize and empower health systems with faster, more efficient credentialing capabilities.
3. Discuss the potential implications of these advancements for the future of credentialing.

**Eric Ly**  
CEO and Co-founder  
*KarmaCheck.com*

**Erin McCarthy**  
Senior Product Manager  
*KarmaCheck.com*

- 
- 12:30 – 1:00 p.m. Lunch

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2. Learn how financial transparency and BeneRe’s historical year-end dividends can be reinvested to improve employee well-being and engagement, leading to a more satisfied workforce.
3. Leave with actionable insights on how BeneRe’s innovative model can help address the critical challenges of recruitment, retention, and compensation in today’s competitive labor market.

**Kyle Frigon**  
 Chief Commercial Officer  
*BeneRe*

**Stacey Krings**  
 National Director, Captive Programs  
*BeneRe*

• 2:15 – 3:15 p.m. **Education**

**ASHHRA and SHRM: A Future of Partnership**

An open discussion on how ASHHRA and SHRM are paving the way for collaboration between our organizations to meet the demands of healthcare human resource leaders.

This discussion will focus on what ASHHRA and SHRM are doing today and what we hope to accomplish in the years to come. While both organizations are primarily individual membership associations, we recognize that leveraging economies of scale through enterprise partnerships may be beneficial to the healthcare industry.



**ASHHRA**  
 American Society for Health Care  
 Human Resources Administration

**SHRM**<sup>®</sup>  
 SOCIETY FOR HUMAN  
 RESOURCE MANAGEMENT

**Objectives**

1. To engage in open dialog about what ASHHRA and SHRM are doing right and what’s missing with our current offerings.
2. Seek affirmation that the partnership path between ASHHRA and SHRM will bring value to our members and healthcare institutions
3. Gain industry perspective on how enterprise-wide Joint membership can be leveraged to reduce training and consultancy costs for our healthcare partners.

**Jeremy Sadlier, CHHR**  
 Executive Director  
*ASHHRA*

**Syed Wasey**  
 Senior Director, Enterprise Solutions  
*SHRM*

• 3:30 – 4:00 p.m. **Debrief Topics, Open Forum**

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• 6:00 p.m. **Walk to dinner venue | Meet at The Alida lobby**

• 6:15 – 8:00 p.m. **Dinner | Churchill’s on Bay (Off-site)**

**FRIDAY, SEPT. 20**

• 8:30 - 9:00 a.m. **Breakfast**

• 9:00 - 10:00 a.m. **Roundtable Discussion**

• 10:00 - 10:30 a.m. **Final Comments/Adjournment**

## SUMMIT 1 SPONSORS

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Join us in Albuquerque!

**ASHHRA25**

CONNECT INNOVATE TRANSFORM

APRIL 6-8 | ALBUQUERQUE

[ASHHRA.org/ASHHRA25](https://ASHHRA.org/ASHHRA25)



**ASHHRA**  
**BENEFITS**  
**SYMPOSIUM**

**Establishing Value  
as a Healthcare  
Cost Containment Priority**

JAN. 27 - 29, 2025 • NASHVILLE

ASHHRA is proud to host the second annual Benefits Symposium, a boutique event for hospital benefits leaders to network, share insights, and discuss practical solutions to healthcare HR's most vexing challenges.

[ASHHRA.org/BenefitsSymposium](https://ASHHRA.org/BenefitsSymposium)