

# 2022 IOWA SOCIETY FOR HEALTHCARE HUMAN RESOURCES ADMINISTRATION SPRING CONFERENCE

THURSDAY, APRIL 14



IOWA HOSPITAL  
ASSOCIATION

*We care about Iowa's health*

## PROGRAM OVERVIEW

This conference is designed to bring together Iowa health care human resource professionals to collaborate, gather knowledge and network.

## INTENDED AUDIENCE

The conference is recommended for health care human resource professionals.

## PROGRAM AGENDA

### 8:45 a.m. Conference welcome

*Tonya Clawson, Human Resources Manager, MercyOne Centerville and ISHHRA Board Chair*

### 9 a.m. Pennies of Positivity – Investing in Your Mental Health

*Ramona Wink, LMHA, 515 Therapy and Consulting, West Des Moines*

In this session, participants will learn to recognize signs and symptoms of burn out. By using positive psychology and cognitive behavior therapy strategies, participants will learn how to decrease anxiety, depression and stress while increasing their overall well-being. Wink will provide lessons learned from years of providing therapy sessions and helping normalize the mental health struggle health care workers are facing today.

Learning objectives:

- Complete a self-care plan.
- Define the signs and symptoms of burn out, anxiety and stress.
- Demonstrate gratitude practices to help change mindsets.
- Identify negative thoughts and gather evidence to dispute and formulate new positive paths.

### 10:15 a.m. Break

### 10:30 a.m. Mary Greeley's Journey to Baldrige from a Human Resources Perspective

*Penny Bellville, M.S.-HRD, SPHR, CCP, SHRM-SCP, Director of Human Resources and Education, Mary Greeley Medical Center, Ames*

This presentation provides an overview of the Baldrige Framework and Mary Greeley's journey to becoming a recipient of the Baldrige Quality Award. We will discuss human resources' role in the journey and share the workforce-specific performance criteria and valuable lessons learned. (Hint: Perfection is not required.)

Learning objectives:

- Define the Baldrige acronyms: OFI, ADLI and LeTCI.
- Define why systematic processes support continuous improvement.
- Describe the Baldrige performance excellence framework's value to organizations.
- Identify key takeaways to implement that support the workforce experience for your hospitals.

### 11:30 a.m. Network roundtable

*Moderated by Tonya Clawson, MercyOne Centerville*

Noon Lunch

12:45 p.m. ISHHRA Business Meeting

1 p.m. Making Career Connections in High School

*Cammie Richards, Director, High School Programs, and Danielle Hodges, Instructor, Health Sciences, Indian Hills Community College, Centerville*

The health science career academy offers high school students in our 10-county region a chance to take college classes through Indian Hills Community College that exposes them to the health care field. This session will discuss how these classes help students build solid foundations in the health care field and the benefits they will see when pursuing a health care degree as their next step.

Learning objectives:

- Describe a health care career academy.
- Discuss how courses and learning objectives allow students to get an overview of health care career fields.
- Identify what the academy can do for students wanting to pursue health care careers.
- Outline how the academy works with the high school students and their respective high schools.

2 p.m. Break

2:15 p.m. Employment Law

*JoEllen Whitney, Attorney, Dentons Davis Brown Law Firm, Des Moines*

This session will focus on recent changes to employment law as well as long-standing and, sometimes, intractable issues.

Learning objectives:

- Examine issues encountered with shift management.
- Identify recent legal changes in the field.
- Recognize surprises in various agency regulations.
- Resolve common employment problems facing health care.

3:30 p.m. Conference Closing Remarks

*Kolton Hewlett, Chief Human Resources Officer, Cass Health, Atlantic and ISHHRA Board Chair*

3:45 p.m. Adjourn

## SPEAKERS

**Penny Bellville** has more than 30 years of experience as a human resources professional in a variety of industries including health care, financial services and commercial real estate. Bellville received her Master of Science degree in human resources development from Villanova University, and her professional certifications include certified compensation professional, SHRM-senior certified professional and HRCI senior professional in human resources. What Bellville loves about being a human resources professional is the ability to have influence. That may be in helping someone get through a challenging situation or achieve goals or developing programs and strategies that help the organization fulfill its mission.

**Danielle Hodges** has been with Indian Hills Community College for 14 years and has been instructor of health sciences for the high school programs at Rathbun Area Career Academy for the past 10 years. Hodges' background is in nursing, in which she holds a master's degree in nursing education.

**Cammie Richards** has been with Indian Hills Community College for the last 26 years and has been part of many different areas of the college. She started her journey as a secretary for the continuing education department. Richards obtained bachelor's and master's degrees while taking care of her family and working full time. She was an academic adviser at IHCC for 12 years before taking on her new role as director of high school programs. Richards oversees the nine career academies at Indian Hills, plus the many concurrent high school instructors teaching college classes in the college's 10-county region.

**Jo Ellen Whitney** is a senior shareholder of the Davis Brown Law Firm and practices primarily in the areas of employment and health law. As the chair of the firm's employment and labor relations department, she brings more than 20 years of practical experience to business planning, discipline and termination issues for employers. In health law, she focuses on privacy and confidentiality issues including medical staffing, credentialing, privileging, consent and risk analysis for hospitals, clinics, physician practices and long-term care facilities. She frequently provides clients with on-site training for all levels of employees and is a highly sought-after presenter on labor and health law issues.

**Ramona Wink** is a licensed mental health counselor and motivational public speaker with 515 Therapy and Consulting. As a mental health therapist, Wink works with adults and couples. Many of her clients are health care workers suffering from burnout and post-traumatic stress. Wink is passionate about bringing her message of hope to audiences. She teaches audiences science-based skills to achieve mental wellness and inspires them to live their best lives.

## REGISTRATION

Register online at [www.ihaonline.org](http://www.ihaonline.org).

## REGISTRATION FEES PER PERSON

- ISHHRA members – \$185
- IHA members – \$200
- Non-IHA members – \$225

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## CONTINUING EDUCATION

This Program, ID No. 585323, has been approved for HR (General) recertification credit hours toward aPHR™, aPHRi™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ recertification through HR Certification Institute® (HRCI®). Participants are eligible for 4.5 credit hours per session if they attend the entire session.



*The use of this official seal confirms that this Activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval.*

## PROGRAM LOCATION

### IN-PERSON

IHA Conference Center, 100 E. Grand Ave., Des Moines.

- If you have dietary restrictions or allergies, email [iharegistration@ihaonline.org](mailto:iharegistration@ihaonline.org).
- Dress for the conference is business casual. Layered clothing is recommended for your comfort.

### VIRTUAL

This program will also be available through Zoom.

## CONFERENCE MATERIALS AND RECORDINGS

- This is a paperless conference. Conference materials will be emailed and in your "My Registrations" on your IHA account when available.
- This program is being recorded and will be available to registered participants for 30 days following the event.

## LODGING

IHA has a discounted corporate rate at the listed hotels that attendees can use for overnight accommodations. The discounted rate is offered to IHA event attendees on "non-last room" availability, meaning there are times when this rate will not be available because of high demand. Book early if you think you may need arrangements. When calling, please reference the corporate ID:

## HOTELS

Staybridge Suites Des Moines

Corporate rate: \$133 per night plus taxes

515-280-3828

Corporate ID No.: 786828419

Downtown Embassy Suites Des Moines

Corporate rate: \$143 per night plus taxes

515-244-1700

Corporate ID No.: 560001333

## REGISTRATION/CANCELLATION/REFUND POLICY

- If registering by mail, attach a copy of the registration form when payment is sent. IHA will bill no-shows.
- Cancellations and substitutions are welcome anytime. Email cancellations and substitution requests to [iharegistration@ihaonline.org](mailto:iharegistration@ihaonline.org).
- IHA will give full refunds to cancellations received 10 or more business days before the conference.
- IHA will charge a \$50 administrative fee to cancellations received six to nine business days before the conference.
- IHA will not refund cancellations received five or fewer business days before the conference.
- IHA will calculate refunds by the date received and the IHA business days remaining before the conference.
- IHA reserves the right to cancel the conference because of low enrollment. If so, IHA will notify preregistered participants and provide full refunds.

## ADA POLICY

IHA does not discriminate in its educational programs based on race, religion, color, sex or disability. IHA wishes to ensure no one with a disability is excluded, denied services, segregated or treated differently than others because of the absence of auxiliary aids and services. If you need any of the auxiliary aids or services identified in the Americans With Disabilities Act to attend this conference, call IHA at 515-288-1955, or write to the IHA Education Department.