

SUPPLEMENTARY INFORMATION PACKET

Salary Data, Compensation Structures, and R&R Metrics:

Understanding and Utilizing Region VIII Health Center Market Statistics

Presented by:

Andrea Martin, Workforce Development and Member Services Director,
Community Health Association of Mountain/Plains States (CHAMPS)

Lara Salazar, Director of Workforce Learning and Development, Montana
Primary Care Association (MPCA)

Live Broadcast Date/Time:

Wednesday, December 5, 2012

11:30 AM – 1:00 PM Mountain Time

12:30 PM – 2:00 PM Central Time

Target Audience:

Health Center Staff utilizing the Region VIII Health Center Salary, Benefits,
Turnover, and Vacancy Survey Report

Learning Objectives:

Through participation in this webcast, participants will be able to:

1. Understand the history and methodology of the Region VIII health center salary, benefits, turnover, and vacancy survey project
2. Be able to utilize the most appropriate salary/benefits data and recruitment/retention metrics as presented in the **2012 Region VIII Health Center Salary, Benefits, Turnover, and Vacancy Survey Report**
3. Understand how to use a variety of reported salary data to create and update market-based compensation structures



HRSA PERFORMANCE IMPROVEMENT & PROGRAM REQUIREMENTS AREAS

This event supports strong program management at Region VIII Community, Migrant, and Homeless Health Centers (CHCs) by **addressing the following HRSA Health Center Performance Improvement and Program Requirements Areas:**

- *Program Requirements: Services – Staffing Requirement, Management & Finance – Key Management Staff, Budget*
- *Financial Performance Measures: Fiscal Viability/Costs*

CONTINUING EDUCATION CREDIT

This live program has been approved for 1.25 (General) recertification credit hours toward PHR, SPHR and GPHR recertification through the HR Certification Institute. Please be sure to note the program ID number on your recertification application form. For more information about certification or recertification, please visit the HR Certification Institute website at www.hrci.org.

The program ID number will be provided on Certificates of Completion for those requesting credit for attendance. Application for credit for the online archive of this event will be filed immediately following the live event.

CHAMPS ARCHIVES

This event will be archived online and on CD-ROM. The online version will be available within two weeks of the live event, and the CD will be available within two months. CHAMPS will email all identified participants when these resources are ready for distribution. Visit www.championline.org/Events/DistanceLearning.html for information on all CHAMPS archives.

SPEAKERS' BIOGRAPHIES

Andrea Martin, Workforce Development and Member Services Director, Community Health Association of Mountain/Plains States (CHAMPS)

Ms. Martin has spent the past eight years of her career developing, presenting, and coordinating educational events for human resources and other staff members at community, migrant, and homeless health centers across Region VIII (CO, MT, ND, SD, UT, and WY). Additionally, she coordinates the collection and analysis of a wide variety of health center workforce metrics to assess the environment of the region, support health center efforts to improve recruitment and retention programs, and guide future CHAMPS support programs.

Lara Salazar, SPHR, Director of Workforce Learning and Development, Montana Primary Care Association (MPCA)

Ms. Salazar provides a wealth of direct human resources experience both within a community health center and as an invaluable resource for multiple health centers across Montana. She was the Human Resources Director for Community Health Partners, a four-site health center in Livingston and Bozeman, Montana, for six years before moving into her current position with the Montana Primary Care Association. As the current Director of Workforce Learning and Development, she provides direct assistance to the human resources staff, and to other staff responsible for human resources activities, at 17 health centers in the state.

DESCRIPTION OF CHAMPS

Community Health Association of Mountain/Plains States (CHAMPS) is a non-profit organization dedicated to supporting all Region VIII (CO, MT, ND, SD, UT, and WY) federally-funded Community, Migrant, and Homeless Health Centers so they can better serve their patients and communities. Currently, CHAMPS programs and services focus on education and training, collaboration and networking, workforce development, policy and funding communications, and the collection and dissemination of regional data. For more information about CHAMPS, please visit www.champsonline.org.

DESCRIPTION OF MPCA

Montana Primary Care Association (MPCA) is a non-profit organization whose mission is to enhance access to excellent, patient centered health care for all Montanans by promoting proactive operational and clinical peer networks; advocating for expanded resources, partnerships, and supportive public policies; fostering seamless community-centered accountable care through expanded horizontal relationships; providing data that speaks to value and effectiveness of Community Health Centers and MPCA; and serving communities in need to identify solutions to health care issues. For more information about MPCA, please visit www.mtpca.org.

ADDITIONAL RESOURCES

CHAMPS 2011 Region VIII Recruitment & Retention Survey

www.champsonline.org/ToolsProducts/PublicationsMedia/Publications.html#RandR

CHAMPS 2012 Region VIII Health Center Salary Survey Report

www.champsonline.org/ToolsProducts/PublicationsMedia/Publications.html#salary

CHAMPS Recruitment & Retention Resources Webpage

www.champsonline.org/ToolsProducts/RRResources.html

CHAMPS Recruitment & Retention (R&R) Surveys and Data Webpage

www.champsonline.org/ToolsProducts/RRResources/RRSurveys.html

CHAMPS Retaining CHC Staff Webpage

www.champsonline.org/ToolsProducts/RRResources/RetainingStaff.html

American Society for Healthcare Human Resources Administration (ASHHRA)

www.ashhra.org

Bureau of Clinician Recruitment & Service

www.hrsa.gov/about/organization/bureaus/bcrs

Additional Resources list continues on following page

ADDITIONAL RESOURCES, CONTINUED

Bureau of Labor Statistics

www.bls.gov

Colorado Data

www.bls.gov/ro7/ro7_co.htm

Montana Data

www.bls.gov/ro7/ro7_mt.htm

North Dakota Data

www.bls.gov/ro5/ro5_nd.htm

South Dakota Data

www.bls.gov/ro5/ro5_sd.htm

Utah Data

www.bls.gov/ro7/ro7_ut.htm

Wyoming Data

www.bls.gov/ro7/ro7_wy.htm

Health Workforce Information Center

www.hwic.org

Medical Group Management Association (MGMA)

Physician Compensation and Production Survey 2012

www.mgma.com/store/Surveys-and-Benchmarking/Physician-Compensation-and-Production-Survey-2012-Report-Based-on-2011-Data-Print-Edition/

National Association of Community Health Centers (NACHC)

2012-2013 Health Center Salary & Benefits Report

http://iweb.nachc.com/Purchase/ProductDetail.aspx?Product_code=12_HC_COMP

National Association of Community Health Centers (NACHC)

Clinical Recruitment and Retention Toolkit

www.nachc.com/Clinical%20Recruitment%20and%20Retention%20Toolkit.cfm

National Health Service Corps (NHSC)

<http://nhsc.hrsa.gov/>

National Network for Oral Health Access (NNOHA) Workforce Resources

www.nnoha.org/workforce.html

Salary.com

www.salary.com

Society for Human Resource Management

www.shrm.org