



Colorado Women's Forum in Health Administration April 2010 Newsletter

Celebrating 25 years of Healthcare Education and Networking for Women in Colorado
1985 – 2010

APRIL MEETING INFORMATION

SPEAKER: Geri Nelson, MSW, LCSW
Bereavement Coordinator,
The Children's Hospital and
Katherine Reed, MA, LPC
Manager of the Ponzio Creative
Arts Therapy Program, The
Children's Hospital

TOPIC: Creating from Loss:
Teen/Young Adult Video
Project

DATE: Thurs., April 15th at 5:30 p.m.

TIME: Social time begins at 5:15 p.m.
Speaker begins at 5:30 p.m.
Meeting ends approx. 7:00 p.m.

WHERE: The Children's Hospital
2nd Floor Conference Center
13123 E. 16th Avenue
Aurora, CO 80045

Charity/Volunteer Opportunities

Bring canned food items or toiletry items to donate to The Gathering Place, a non-profit women's drop-in shelter dedicated to helping women and their children in poverty or homelessness.

PARKING: Validated parking in the Children's Hospital parking structure located directly across from the front entrance.

Directions from I-225: Exit at Colfax and go west. The hospital is on the north side of Colfax. Turn north (right) on Children's Way or Aurora Court and look for dedicated parking for The Children's Hospital.

SPEAKER BIO

Geri Nelson is a licensed clinical social worker with extensive background in bereavement. She is currently the Bereavement Coordinator at The Children's Hospital. She has held that position since August 2001. Prior to that time she was a member of the clinical social work department at the hospital since 1985, serving in the child health clinic, home care, and various out patient areas. The primary focus of her job as bereavement coordinator is to provide supportive resources, events and activities for bereaved parents. The bereaved parents she meets teach her about their journey and help to guide the bereavement program.

Katherine Reed, manager of the TCH Ponzio Creative Arts Therapy Program, is also an art therapist and licensed professional counselor. Her program provides art, music, dance, and yoga therapy for patients and families throughout TCH. Katherine began her work in art therapy after 2 years as a Peace Corps health education volunteer in Burkina Faso, West Africa, and 9 years of teaching art in Colorado public schools. Her current role has allowed Katherine to pull together her passions here at TCH: building healing communities using the arts as vehicles for expression and communication.



PRESIDENT'S MESSAGE

CWFHA is excited to announce that we are awarding our graduate female leader scholarship again this spring. We have some wonderful candidates interviewing for this award and we look forward to sharing news of the recipient with you all in May. The scholarship has been an integral part of CWFHA as we strive to promote and empower women in healthcare. Current and past applicants have come from all walks of life, with struggles and hardships, and heartwarming stories. They help to broaden our perspective, contribute to our knowledge about the current economic and politic state of our field, and integrate an energy that only comes about from lifelong learning. Scholarship. We should all seek to strive for continuous learning by opening up our hearts and our minds to what all of those around us have to contribute including our supervisors, our CEOs, our employees, our mentors, and our mentees. Scholarship helps to build and foster our community and strengthens us as workers, friends, partners, family members, and as individuals. I encourage and invite you to share with us CWFHA's unique contribution to scholarship in attending our upcoming membership meeting April 15. We welcome Katherine Reed, MA, LPC, Manager of the Ponzio Creative Arts Therapy Program at The Children's Hospital and Geri Nelson, MSW, LCSW, Bereavement Coordinator at The Children's Hospital as they present "Creating from Loss: Teen/Young Adult Video Project" as they provide us heartwarming information related to the health of our young generations.

Yours in health, Lisa Betthausen

CWFHA COMMITTEES

CWFHA will be organizing several committees for next year: Program Committee, Membership Committee and a Meeting Sponsorship Committee. If you would be interesting in serving in a position with CWFHA, we welcome you!

Sign up sheets will be available at the April meeting. If you are unable to attend, please contact Janine Costantini at costantini.janine@tchden.org

Upcoming CWFHA Events:

May 20, 2010

Ellen E. Stewart, JD

Partner, Berenbaum &Weinshienk

***Colorado Healthcare Legislative Update -
2009 -2010***



Minutes of March 18, 2010 Meeting

Speaker: Jandel Allen-Davis, MD
Vice-President, Government and
External Relations, Kaiser
Permanente

Topic: Health and Productivity in the 21st
Century Workplace

Dr. Allen-Davis spoke about Wellness Programs in the workplace. She initially asked those in attendance to rate their employer on their focus on employee health and wellness, then rate their immediate work group, then rate themselves as individuals.

Health Impacts on the Economic Landscape include lost labor (\$260 billion per year), and in 2003, 407 million days of lost work.

Absences and disability losses constitute 29% of health care costs for physical conditions and 47% for mental health conditions. Direct medical costs equal 24% of medical costs while the balance is indirect: absenteeism 6%, presenteeism 63%, long term disability 1%, and short term disability 6%. Depression is the key driver of presenteeism.

There are 6 major conditions which represent 75% of employer health costs including diabetes, coronary artery disease, heart failure, depression and asthma. 28.3% of people account for 52.2% of healthcare costs. Lifestyle is related to many chronic diseases such as cancer, stroke, heart disease and diabetes, and obesity alone can account for all of the above. Overweight people account for 10% more in costs than normal weight people, and obese people account for 12% more. Smokers cost an additional \$1807 annually in lost productivity compared to non-smokers.

While it's a costly problem for organizations, the data are mixed regarding the solutions. Many wellness programs are not evidence

based. A meta-analysis of wellness programs, however, indicates that medical costs decrease \$3.27 for each dollar spent on wellness programs. Wellness impacts the families of employees also.

There are common themes among wellness programs: organizational commitment, incentives for employee participation, effective screening, state of the art theory and evidence based intervention, effective implementation, and ongoing program evaluation. It is important to always celebrate successes.

In order to sustain the effects of a wellness program it must link the program to business objectives, have executive management support and effective planning, employee input when developing goals and objectives, effectively target high risk individuals, provide incentives to motivate employees to participate, be accessible, communicate effectively and evaluate its effectiveness.

Other factors also contribute to health and productivity: benefits design, organizational efficiency and effectiveness of healthcare delivery system, cultural and social environment that facilitates risky behavior.

Understand and know your organization's line items such as health insurance benefits, sick leave policies, long and short term disability benefits and incentive plans. Consider how to bring the information to the "C" suite as that is the key to success. Consider how to bring the information to all employees. Define the role of the workplace wellness committee, access experts in the field to assist in preparing a wellness program, track results and celebrate success.

For more information, go to Health as Human Capital (www.hhcfoundation.org).

Recommended reading: The Culprit and The Cure: Why lifestyle is the culprit behind America's poor health by Steven Aldana.