

Human Resources Update

Governing Body of UWHC Board
Authority Board

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Agenda

- Current Vacancy & Turnover
- Recent Award
- Employee Pride Program
- Future Workforce Programs

Employee Vacancy Rates

Title-Specific Vacancy Continues Below Benchmarks

	<u>3/31/10</u>	<u>3/31/11</u>	<u>National Benchmarks</u>
Overall Hospital Rate	3.32% (211 FTEs)	3.34% (215 FTEs)	3.70%*
Nurse Clinicians	0% (-85 FTEs)	0.16% (2 FTEs)	2.50%*
Imaging Specialists	1.44% (2 FTEs)	0.83% (1 FTEs)	--
Clinical Pharmacists	0% (-1 FTE)	5.48% (7 FTEs)	--
Board Employees	4.45% (116 FTEs)	3.74% (98 FTEs)	--

•HR Investment Center, Advisory Board, January 2011, Median for Academic Medical Centers

Employee Turnover Rates

Turnover is increasing across the organization.

	<u>FY 10</u>	<u>Rolling 12-Month 3/31/11</u>	<u>National Benchmarks</u>
Overall Hospital Rate	Total 8.03% Voluntary 6.53%	Total 9.22% Voluntary 7.26%	9.60%*
Nurse Clinicians	Total 5.84% Voluntary 5.55%	Total 6.60% Voluntary 4.80%	7.80%*
Imaging Specialists	Total 3.91% Voluntary 3.26%	Total 3.84% Voluntary 2.56%	--
Clinical Pharmacists	Total 2.50% Voluntary 2.50%	Total 9.59% Voluntary 9.59%	--
Board Employees	Total 10.86% Voluntary 8.38%	Total 11.93% Voluntary 8.15%	--

* HR Investment Center, Advisory Board, January 2011, Median for Academic Medical Centers



Proud to be a “Best Company” for hourly workers

UWHealth
University of Wisconsin
Hospital and Clinics



- Named one of twelve best companies for hourly workers by *Working Mother* magazine
 - Also, one of only 5 companies that has made list two years in a row (since its inception)
- List recognizes companies that provide family friendly benefits that promote health/wellness, education, flexibility and work-life balance for hourly employees
 - Bus passes, School at Work, tax prep program, flexible scheduling and wellness program are UWHC programs highlighted.

UWHealth
uwhealth.org

Employee Pride Program

- Sponsored by Wisconsin Hospital Association (WHA) to celebrate and showcase the pride of health care workers
- UWHC Winner: Donna Rayho, Sr. Health Info. Specialist:
 - “...what amazes me the most is how this organization cares for the community.... I have never worked for an organization that works so hard to make a difference in the community as UWHC...the compassion and care UWHC has for its employees, community, and patients are what make this an amazing place to work.”
- Donna will be presented with certificate and pin at a reception in her honor. Her essay will be included in online book of all Pride stories on WHA’s website and e-newsletter.

Future Workforce Programs

- Take Our Children to Work Day
 - Hosted on National day; full-day program
 - Opportunity for children to learn about:
 - healthcare careers
 - health and fitness
- Summer Programs:
 - INROADS Internship
 - TOPS Internship
 - TOPS Exploration Day



Questions?

