



UW Health Workforce Committee

June 18, 2020, 1:00 - 2:30 PM

<https://uwhealth.webex.com/uwhealth/onstage/g.php?MTID=e2c494468f5c0abf4b8ee58fec1e00a24>

Meeting Number: 120 618 7747 // Password: 061820

Tele-Conference: 1-415-655-0003 / Access Code: 120 618 7747

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UW Health Workforce Committee - June 18, 2020 - Public Meeting Notice

Agenda

1:00 PM	<hr/> I. Call to Order of Inaugural Meeting Mr. Paul Seidenstricker		
1:00 PM	<hr/> II. Welcome and Committee Introductions		
	Attachment - UW Health Workforce Committee Membership		Page 3
1:05 PM	<hr/> III. UW Health Workforce Committee Charter Review Mr. Paul Seidenstricker	Informational	
	Attachment - UWHCA Workforce Committee Charter		Page 7
1:15 PM	<hr/> IV. Workforce Planning Update Ms. Betsy Clough	Review/Discussion	
	Presentation - Workforce Planning Update		Page 11
1:25 PM	<hr/> V. RN Listening Session Update Ms. Betsy Clough	Informational	
	Presentation - RN Listening Session Update		Page 20
1:35 PM	<hr/> VI. Closed Session Mr. Paul Seidenstricker Motion to enter into closed session pursuant to Wisconsin Statutes 19.85(1) (e), for the discussion of the following confidential matters, which for competitive reasons require a closed session: discussion of the following matters; review of RN employment data, employment planning and strategy, and RN Shared Governance Update; and, pursuant to Wisconsin Statutes section 19.85(1)(g), to confer with legal counsel regarding these and other matters.		
2:30 PM	<hr/> VII. Adjourn		

Attachment

UW Health Workforce Committee Membership

UW Health Workforce Committee 2020

<p>Mike Jones UWHCA Board Member Role</p>	<p>1 of 3 UWHCA Board Members Committee Voting Member Appointed by the UWHCA Board Chair</p>	<p>608-332-1103</p>	<p>777 North Van Buren Street Apt 1206 Milwaukee WI 53202</p>	<p>mjones@uwsa.edu</p>	
<p>Linda Scott, PhD, RN, FAAN Dean UWHCA Board Member Role</p>	<p>1 of 3 UWHCA Board Members Committee Voting Member Appointed by the UWHCA Board Chair</p>	<p>608-263-9725</p>	<p>UW School of Nursing 701 Highland Avenue Madison, WI 53705</p>	<p>ldscott@wisc.edu</p>	<p>Terrisa Mulder terrisa.mulder@wisc.edu 608-263-9725</p>
<p>Paul Seidenstricker Committee Chair UWHCA Board Member Role</p>	<p>1 of 3 UWHCA Board Members Committee Voting Member Appointed by the UWHCA Board Chair</p>	<p>414-510-4844</p>	<p>2405 Pasadena Boulevard Wauwatosa, WI 53226-1945</p>	<p>pwsuwh@gmail.com</p>	
<p>Jennifer Alexander Committee Vice Chair Non UWHCA Board Member</p>	<p>Committee Voting Member Appointed by the UWHCA Board Chair</p>	<p>608-516-5943</p>	<p>4101 Monona Drive Unit 204 Monona WI 53716</p>	<p>jenniferalexander5@icloud.com</p>	

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<p>George Kamperschroer Non UWHCA Board Member</p>	<p>Committee Voting Member Appointed by the UWHCA Board Chair</p>	<p>608-345-9704</p>	<p>39 Glen Arbor Way Fitchburg, WI 53711</p>	<p>gkamperschroer@yahoo.com</p>	
<p>Elizabeth Trowbridge MD Non UWHCA Board Member</p>	<p>Committee Voting Member Appointed by the UWHCA Board Chair</p>	<p>608-265-8118</p>	<p>UW Medical Foundation 2828 Marshall Court Madison WI 53715</p>	<p>brt@medicine.wisc.edu</p>	<p>Ash Lyke alyke@medicine.wisc.edu 608-265-8118</p>
<p>Thomas Zdeblick MD Non UWHCA Board Member</p>	<p>Committee Voting Member Appointed by the UWHCA Board Chair</p>	<p>608-263-3178</p>	<p>UW Medical Foundation MFCB Room 6241 1685 Highland Ave Madison WI 53705</p>	<p>zdeblick@ortho.wisc.edu Fax 608-265-6375</p>	<p>Lisa Wise wise@ortho.wisc.edu 608-263-3178</p>
<p>Member 8 Non UWHCA Board Member - <i>Require 5-9 members</i></p>	<p>Committee Voting Member Appointed by the UWHCA Board Chair</p>				
<p>Member 9 Non UWHCA Board Member - <i>Require 5-9 members</i></p>	<p>Committee Voting Member Appointed by the UWHCA Board Chair</p>				

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<p>Alan Kaplan MD UWHCA Board Member Role UW Health CEO</p>	Admin Support	608-263-7013	UW Health 600 Highland Ave H4/863 Madison WI 53792	<p>akaplan@uwhealth.org Fax 608-265-0709</p>	<p>Tina Whitehorse twhitehorse@uwhealth.org 608-263-7013</p>
<p>Elizabeth Bolt UW Health, SVP, Chief Administrative Officer</p>	Admin Support	608-263-7737	UW Health 600 Highland Ave Madison 53792	<p>EBolt@uwhealth.org Fax 608-263-8590</p>	<p>Cassie Frey cfrey@uwhealth.org 608-890-5517</p>
<p>Elizabeth (Betsy) Clough UW Health, VP/Chief Human Resource Officer</p>	Committee Executive Liaison	608-821-4930		<p>bclough@uwhealth.org Fax 608-821-4884</p>	<p>Gina Goodwin ggoodwin2@uwhealth.org 608-890-5741</p>
<p>Patti Meyer UW Health, Corporate Governance Program Director</p>	Admin Support (Corp Gov)	608-821-4224	UW Health Administrative Office Building 7974 UW Health Court Middleton 53562	<p>pmeyer2@uwhealth.org Fax 608-821-4103</p>	<p>Linda Gleichner lgleichner@uwhealth.org 608-821-4109</p>
<p>Susan Rees UW Health, Interim Chief Nurse Executive</p>	Admin Support	608-890-6634	UW Health 600 Highland Ave Madison 53792	<p>srees@uwhealth.org Fax 608-263-9830</p>	<p>Joyce Vue jvue@uwhealth.org 608-263-8665</p>
<p>Kelly Wilson UW Health Chief Legal Officer</p>	Admin Support (Legal)	608-265-8482	UW Hospital and Clinics 600 Highland Ave Madison WI 53792	<p>KWilson2@uwhealth.org</p>	<p>Amy Carril ACarril@uwhealth.org 608-261-0025</p>

Attachment

UWHCA Workforce Committee Charter

Final

Approved 03/26/20

UNIVERSITY OF WISCONSIN HOSPITALS AND CLINICS AUTHORITY

Workforce Committee Charter

1. Purpose.

The Workforce Committee of the Board of Directors (“Board”) of the University of Wisconsin Hospitals and Clinics Authority (“UWHCA”, and together with University of Wisconsin Medical Foundation, Inc., “UW Health”) shall provide leadership and oversight and shall assist the Board with understanding and addressing issues of importance to the UW Health workforce, and sustaining a best place to work environment for UW Health’s employees and staff.

2. Composition.

The Workforce Committee shall consist of no less than five (5) and no more than nine (9) individuals as designated by the Chairperson of the Board and shall include no less than three (3) members of the Board. The following UW Health executives shall be invited to participate in meetings of the Workforce Committee and shall serve as executive staff to, not as members of, the Workforce Committee: the UW Health Chief Executive Officer, the UW Health Chief Operations Officer, the UW Health Vice President Human Resources, and the UW Health Chief Nursing Executive.

Members of the Workforce Committee shall serve until their resignation or removal by the Chairperson of the Board. Vacancies in the Workforce Committee shall be filled by the Chairperson of the Board in accordance with the committee composition requirements set forth in this charter.

3. Duties.

The Workforce Committee shall have the following duties and responsibilities:

- a. Work to better understand and provide recommendations and oversight regarding issues of importance to the UW Health workforce and to ensure and sustain a best place to work environment including, but not limited to:
 - Employee voice and engagement throughout the organization;
 - Employee recruitment and retention;
 - Fair and just culture;
 - Bilateral communication; and
 - Talent development.
- b. Provide coordination and aggregation of information and data relevant to the

duties and responsibilities of the Workforce Committee resulting from work of other UW Health leaders, councils, workgroups and internal sources addressing workforce, workplace, and employee issues and initiatives.

- c. Such other matters as may be assigned to the Workforce Committee by the Board from time to time.

4. Authority.

- a. *Professional Advisors.* The Workforce Committee shall have the authority to engage independent advisors as the Workforce Committee deems necessary or appropriate to carry out its duties and responsibilities.
- b. *Employee Meetings.* The Workforce Committee shall have the authority to direct any employees of UW Health to meet with the Workforce Committee as deemed necessary or appropriate to carry out its responsibilities.
- c. *Expenses.* The Workforce Committee shall have the authority to incur expenses that are reasonable and necessary to carry out its responsibilities.
- d. *Other.* The Workforce Committee shall have such other authority as may be granted to it by the Board from time to time.

5. Meetings and Procedures.

- a. *Meetings.* The Workforce Committee shall meet as often as it deems necessary in order to perform its responsibilities but no less than semi-annually. A majority of the Workforce Committee members present in person or electronically (to the extent electronic participation is permitted) shall constitute a quorum for conducting business at a meeting.
- b. *Open Meetings Law.* Meetings of the Workforce Committee shall be subject to the State of Wisconsin Open Meetings Law. The Workforce Committee may meet in closed session in accordance with the State of Wisconsin Open Meetings Law.
- c. *Manner of Acting.* Workforce Committee decisions shall be made according to the following model, assuming a quorum is present: first by consensus; if a consensus cannot be reached, then by a vote of a majority of the members of the committee present at the meeting; and finally in the case of a tie vote, the Chairperson of the Board shall cast the tie-breaking vote after being provided with full information necessary for the evaluation and assessment of the pending issue.
- d. *Reports to the Board of Directors.* The Workforce Committee shall report at regular intervals to the Board of Directors, but no less than semi-annually.

6. Limitation on Duties.

The Workforce Committee shall discharge its responsibilities and shall access the information provided by UW Health's management and other internal sources as appropriate. The Workforce Committee shall not have the authority to take any action that is inconsistent with the corporate governance documents of any UW Health entity or applicable law.



Workforce Planning Update

Workforce Planning Update

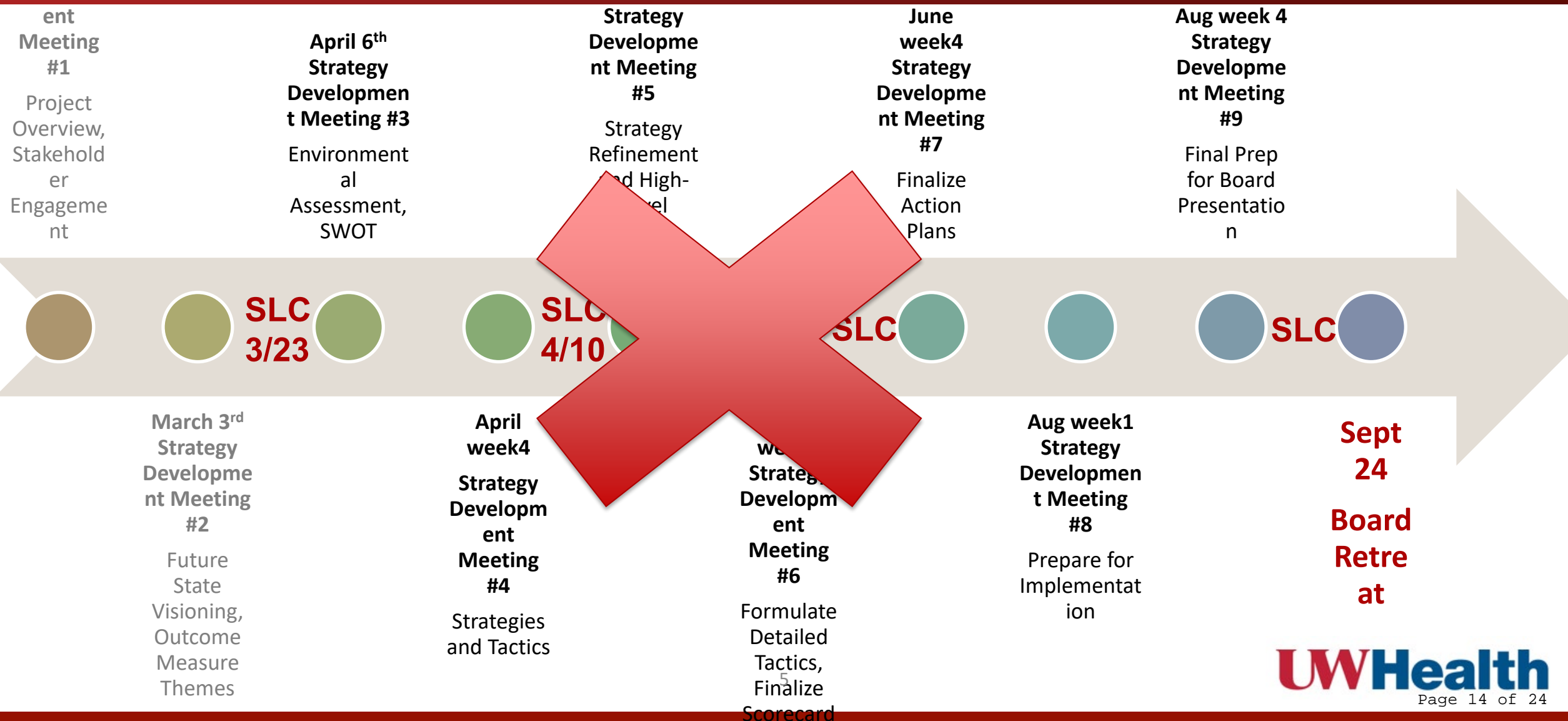
For UW Health to meet our patient care and strategic objectives within a rapidly changing landscape, we will require a workforce that is:

- ✓ Diverse
- ✓ Sustainable
- ✓ Right-Sized
- ✓ Appropriately Skilled



- September UWHCA Board of Directors
 - Strategies and tactics
 - Measures of success
 - High level action plan
 - Implementation leadership team
 - Communication plan

Non-Provider Workforce Strategy Project Timeline



○ Increasing unemployment

- May present an opportunity for our workforce

○ Policy and regulatory changes

- Opportunity to increase existing capacity

○ Attractiveness of the healthcare sector

- Perceived high infection risk, couple with healthcare financial challenges may deter candidates

Future State Vision

UW Health will be recognized as an employer of choice that attracts and retains a highly diverse, skilled and innovative workforce. Staff will feel empowered in a highly inclusive culture that promotes learning, advancement and success. This workforce will deliver on the UW Health vision of Remarkable Healthcare and will contribute positively to the health and well-being of the communities we serve.

1. Maximize talent acquisition capabilities
2. Invest in system-wide professional/career development programs
3. Create an inclusive culture that promotes diversity
4. Maximize workforce capabilities to efficiently deliver Remarkable Healthcare

Next Steps

- Finalize strategies and detailed tactics
- Solidify outcome measures
 - Definition, baseline data
- Stakeholder engagement
- Communication planning
- Detailed implementation planning



Discussion



RN Listening Session Update

UWHCA Board Member Listening Sessions Purpose

- To provide an opportunity for board members to hear directly from frontline nursing staff
- To provide an opportunity to engage in 2-way dialogue with nursing staff

- Three sessions offered at various times and locations
 - West Clinic, University Hospital, The American Center
- 2 to 3 board members per session
- Consider a core set of questions
- UW Health staff will support the process

- Currently employed UW Health Nursing staff
- Diverse backgrounds, work assignments and experience
- Effort will be made to include new voices

Follow-up and Next Steps

- Confirm board member participation
- Plan for soliciting participants
- Plan logistics and schedule for July in-person sessions
 - *Phase 2 Forward Dane*