



North Carolina Oncology Management Society

*Live Lecture with Virtual Streaming*

## Healthcare & HR 911

### Wednesday – June 7, 2023

3:00 pm – 5:00 pm      **Registration** ~ Mezzanine (above main lobby)  
**Exhibit Setup** ~ East/Center Ballrooms

6:00 pm – 8:00 pm      **Reception** ~ North Lawn (weather permitting)

*Meals, Breaks & Exhibitors in CENTER/EAST Ballrooms ~ Speaker Sessions in WEST Ballroom*

### Thursday - June 8, 2023

7:00 am                      **Registration** ~ Mezzanine

7:00 am – 8:00 am      **Breakfast** ~ Meet and Greet Exhibitors

8:00 am – 8:45 am      **Welcome and Opening Remarks**  
**Kevin Proffit, Business Manager, BS, CPC, CPPM, CRC, CHONC, Atrium Health,**  
**NCOMS President**  
*Introductions - Corporate Sponsors & Exhibitors/NCOMS Members*

8:45 am – 10:15 am      **Lived Experience: Provider Burnout & The Role of Self-Care**  
**Dr. Susan Biali Haas, Expert in Burnout Prevention, Stress Management, and**  
**Resilience/Mental Health Advocate**

Dr. Susan Biali Haas is more than just an expert in well-being. As a physician who experienced severe burnout, depression, and trauma-related stress early in her training, and continued to navigate the challenges of almost two decades of front-line work in healthcare, she brings a deep range of lived experience to the stage. In this very personal presentation, she combines deeply evocative (and often humorous) storytelling with evidence-based practical solutions. Biali Haas will tailor the content to the unique needs and experiences of your audience, whether your group is composed of physicians, nurses, mental health professionals, family services providers, or any other type of healthcare-focused group.

This presentation will:

- Increase awareness of provider burnout in healthcare
- Share and reflect on the lived experience of provider burnout
- Illustrate how to recognize and overcome burnout and other mental health concerns in a healthcare context
- Motivate and provide insights on the importance of a mental health focus for healthcare providers
- Help to shift the focus from stigma to support
- Emphasize the importance of well-being for healthcare professionals

10:15 am – 10:45 am      **Break ~ Visit Exhibitors**



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Thursday - June 8, 2023 (continued)

10:45 am – 12:15 pm **Top HR Compliance Challenges and Legislative Updates**  
**Becky K. Drozdz, MBA, CCP, SPHR, SHRM-SCP, Compensation & HR Consultant, Guerrilla HR**

We often hear our people are our greatest asset. However, our people can also be one of our greatest risks. We will talk about common human resources compliance challenges and legislative changes on the horizon when it comes to managing employees.

- Understand often misunderstood HR compliance basics, such as employment at will, the employee vs contractor relationship, and pay deductions
- Discuss trends in HR including challenges around recruiting and retention, merit planning, and what employers are doing
- Provide updates on changes, including new EEO is the Law Postings, FLSA salary threshold, PRO Act, and more

12:15 pm – 1:00 pm **Lunch ~ Visit Exhibitors**

1:00 pm – 2:00 pm **Understanding FMLA**  
**Becky K. Drozdz, MBA, CCP, SPHR, SHRM-SCP, Compensation & HR Consultant, Guerrilla HR**

Learning objectives include:

- Who is Eligible for FMLA?
- What can FMLA be used for?
- The Process and Documentation.
- Returning to Work.

2:00 pm – 2:30 pm **Break ~ Visit Exhibitors**

2:30 pm – 4:00 pm **Current Legal Issues for Medical Practices and other Healthcare Settings**  
**Leigh Hickman, Vice President, Chief Legal Officer, CaroMont Health**

Healthcare leaders must navigate complex legal issues every day. In this session, we will explore current “hot topic” legal issues and how to navigate them. Our discussion will include:

- Consent and Surrogate Decision-Makers
- Dismissing Patients from a Medical Practice
- Managing Disruptive Behaviors
- Employment Law Issues in a Post-COVID World

4:00 pm – 4:30 pm Q&A with Becky Drozdz and Leigh Hickman

4:30 pm NCOMS BUSINESS MEETING – MEMBERS ONLY PLEASE

- **NCOMS Business Meeting – Review and discuss topics relevant to Oncology practices and patients. Hear from pharmaceutical companies regarding patient advocacy, reimbursement, existing and new services/treatments for all forms of cancer.**

5:30 pm **Adjourn ~ Dinner is on your own**



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**Friday - June 9, 2023**

7:00 am – 8:00 am **Breakfast ~ Visit Exhibitors**

8:00 am – 12:30 am **An Unexpected Health Crisis, The Intersection of Human Trafficking and Health Care**  
**Jo Lembo, Director of National Outreach and Faith Initiatives for Shared Hope International**

**8:00 am – 10:00 am**

**Part 1: Domestic Minor Sex Trafficking (DMST)**

- What does it look like in the US?
- Who's vulnerable and why?
- What are pimp/predator tactics?
- What is an effective response?

10:00 am – 10:30 am **Break ~ Visit Exhibitors and Check Out**

**10:30 am – 12:00 pm**

**Part 2: What are the signs of trafficking you could recognize?**

- Recognizing the impact and physical signs of trafficking on victims
- Recognizing psychological signs of trafficking and effects on victims

**12:00 pm – 12:30 pm**

**Lunch and Chosen Film (21 Minutes)**

**12:30 pm – 1:00 pm**

**Closing Q&A:** Zoom in Teresa Robertson, RN/Certified Nurse Midwife, SANE, MSW, Professor  
Denver College of Nursing

1:00 pm **Grand Prize Give-A-Way & Door Prize Drawings**  
*You must be present to win!*

1:30 pm *Adjourn ~ Drive Safely*

**CEU INFORMATION**

- This program has been submitted for approval to AAPC.
- This CNE activity has been submitted to the North Carolina Nurses Association for approval for the ENTIRE PROGRAM. The North Carolina Nurses Association is an accredited approver by the American Nurses Credentialing Center's Commission on Accreditation.