



HUMAN RESOURCES COUNCIL

April 18, 2017

12 – 1:30 p.m.

TMC Executive Offices

Council Members Present:

Randy Graham, University of St. Thomas

Rodney Green, Gulf Coast Blood Center

Laura John, San Jose Clinic

Christine Blackmon, Houston Hospice

Bonnie Weismann, Baylor College of Medicine

Guest Speakers Present:

Bart Yancey, Direct Path Health

Brad Adkins, Direct Path Health

TMC Members Present:

Tatum Boatwright, Marketing Associate

Larry Stokes, SVP of Shared Services

Jillian Trackwell, HR Manager, Talent Acquisition & Performance

HIGHLIGHTS

- I. *Welcome @ Introductions* –Larry Stokes, TMC & Bonnie Weisman, Baylor College of Medicine
 - The meeting commenced shortly after noon. All members went around the room and introduced themselves.

- II. *Guest Speaker:* Big Brother Big Sisters, Alex Dailey, Director of Community Engagement
 - Alex Dailey attended our meeting last week to discuss the Big Brother, Big Sister program. This is a community based mentoring program that pairs one adult to one child. On average, the adults and children will spend about 2 hours a month together doing anything fun and exciting together. Throughout the presentation, Dailey was able to share the unique opportunities this program offers and what a positive light it has on these children.
 - The program partners with institutions or companies to spread the word about this cause. For example, Big Brothers, Big Sisters partner with the Houston Food Bank to allow the mentors to volunteer and give back together. Other partnered events include, Lemonade Day and Country Run.
 - Overall, the council was very positive and interested in the program. One idea that was discussed and would be a beneficial for our member institutions is Site Based Mentoring. Site Based Mentoring allows for employees to go to a site and mentor students in a school setting rather than after school one on one time. Students enjoy having individuals come in and spend time with them during the school day and walk away benefiting from this.

- III. *Guest Speaker:* Direct Path Health, Bart Yancey, CEO
 - DirectPath serves as the strategic advisor with benefits plan management technology and individualized service to educate employees on the valuable initiatives being offered by employees.
 - DirectPath has the ability to continually engage employees on a one to one manner and work with clients to understand the objectives and initiative's. Following this to give clients the resources to educate and engage employees. The services include – **Strategic Engagement, Health Plan Advocacy, & ERISA/ACA Compliance Management**
 - Yancey provided an example with a case study from Mercy Health. Overviews included:

- Trying to articulate the message with a platform to make the best decisions. Take advantage of technology instead of engaging employees. Created a communication campaign with analytics driven communications, to educate them before open enrollment
 - 4 out of 5 employees preferred the DirectPath model
- Overall, the platform will allow for measurable outcomes for advocacy and transparency. Some statistics that have been founded include
 - 22% utilization of advocacy and transparency.
 - 81% of employees who compare costs move to a lower cost provider.
- For more information visit www.directpathhealth.com

IV. *Council Planning:* Summer Open House

- A council program we plan to launch this summer is the TMC HR Open Houses. This allows for institutions to open their doors and invite members from other institutions to come visit their HR departments. The event can include a meet and greet, tour or something that will allow for members to connect with teams.

V. *Updates @ Announcements:*

- Hiring Red, White & You!
 - The TMC and member institutions sponsor a military veteran hiring initiative. Currently, 14 institutions will participate in the upcoming event, whose sole purpose is to find and hire military veterans throughout our campus.
 - This year, the event will be held at TMCx (2450 Holcombe) on May 8th & May 10th and there is still time to sign up to become a supporting institution for either the Workshop or the Job Fair.
 - Please find the one pager attached to this email with additional information.

VI. Action Items:

- **Council Members:** If you are interested in learning more or becoming a big brother or big sister, please contact Alex Daily (adailey@bbbstx.org)
- **Larry Stokes:** Invite Bill McKeon, President & CEO, TMC to join us at our next council meeting.
- **Council Members:** If you have any questions or interest in DirectPath please email TMCcouncils@tmc.edu

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- **Council Members:** If your institution is interested in supporting the Red, White & You! event in May. Please email Tosha Mayo (tmayo@tmc.edu) indicating your desire to participate no later than April 25.
- **Council Members:** If your institution would be interested in hosting an open house, please email Tatum Boatwright (tboatwright@tmc.edu)

Next Meeting:
TMC Executive Offices
6550 Bertner Ave.
Sixth Floor
Houston, TX 77030