

HCCA



**HEALTH CARE
COMPLIANCE
ASSOCIATION**

COMPLIANCE TODAY

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Meet

Juliann Tenney

**Institutional Research Compliance and
Privacy Officer and Director, Institutional
Research Compliance Program for The
University of North Carolina at Chapel Hill**

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Letter from the CEO

Roy Snell

The Butterfly Effect

If it weren't for Karen Larson, HCCA would not exist.

Well... some organization would probably exist, but it would be very different from what we know as HCCA. I am a bit of a fairness freak. I am particularly fussy about fairness in recognition. A number of people have done the heavy lifting and deserve significant recognition for the success of HCCA. However, for years I have wanted to tell you a story about someone who has received no recognition and without whom we would not exist.

Karen Larson made one simple gesture that started the HCCA wheels turning. It was a small gesture, but it was made in the spirit that really exemplifies our mission statement. Karen worked for me as a compliance auditor at the University of Wisconsin. Karen went to a meeting in 1995 or 1996 and came back with the name of someone I should call. Karen had met a compliance officer and thought I should network with her. Although I was a compliance officer, I had not met another one before.

The woman Karen connected me with was Mary Dunaway. Mary and I talked for a very long time. The experience we had on that call is identical to the thousands of wonderful networking experiences HCCA has subsequently facilitated. At the conclusion of the call, I suggested to Mary that we have a meeting of compliance officers in Minneapolis. We did. At the conclusion of the meeting in Minneapolis, I suggested we start some sort of formal group. We did. None of that would ever have happened without Karen's thoughtfulness.



Just as in the butterfly effect, where the flapping wing represents a small change in initial conditions that causes a chain of events leading to large-scale phenomena, had the butterfly not flapped its wings, HCCA might not exist.

I am horribly biased, but I think HCCA has done a great job and has made a difference in our profession. Most importantly, HCCA has connected a lot of people. The spirit of Karen's gesture is really what HCCA is all about. It is significant because of the ultimate impact it had on so many people. It deserves recognition. Thank you Karen! I will be presenting Karen with a token of appreciation at next year's Compliance Institute in New Orleans. If you are there and you are a beneficiary of one of the wonderful networking connections facilitated by her, consider stopping by the podium afterwards to say thank you to Karen. ■

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