

HCCA



HEALTH CARE
COMPLIANCE
ASSOCIATION

COMPLIANCE TODAY

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Interview
with
Mac
Thornton



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FOR THE AHLA/HCCA FRAUD AND COMPLIANCE FORUM, WASHINGTON, DC – SEPT 21-23, 2003

For registration info go to conference central on the HCCA Website, www.hcca-info.org, or see page 26 of this issue.

Letter from the CEO

ROY SNELL

The HCCA Board election process

The Health Care Compliance Association (HCCA) Board has made several changes in its leadership selection process in the past six years to ensure that the Board is representative of its membership. In the beginning this was complicated by the fact that we had no members to select from. The obvious solution was to select Board members from people who we felt had superior compliance and leadership expertise. What is surprising is that no one turned us down even though, at the time, we had no members, no money, and no idea if it would work. HCCA then grew to a critical mass and we started to develop a democratic election process. The election process has evolved to a point that requires only minor changes to keep it functioning in a way to meet our objective of, "effective representation by the people, for the people, and of the people."

Today the process starts with a Call for Nominations, seeking nominees from the membership. Anyone can nominate anyone including themselves. Nominees are sent to the Nominating Committee, which is made up of the Immediate Past President, a non-Officer Board member, and two regional representatives. Before they discuss the nominees amongst themselves they are asked to independently rank them on a scale of 0-5 using the following objective criteria: demographic diversity, geographic diversity, skill diversity, industry segment representation, contribution to HCCA, contribution to the industry, and leadership potential.

Then all of the nominees are listed in order from first to last. Typically about 20 nominations are received. Although the numerical ranking with objective criteria is very helpful, the Nominating Committee is asked to review the list and conduct a debate to see if the order makes sense to them. The

order is rarely changed because the Nominating Committee has felt that the objective criteria have worked effectively. A determination is then made as to how many nominees to send to the membership for election. The bylaws allow for a maximum of two times the number of available Board position.



The Nominating Committee has always selected the maximum number (i.e. eight people for four positions.) A photo and professionally written statement/bio is printed and sent to the members with a ballot. The members vote as to which nominees will sit on the Board for the next three years. There are always more good candidates than there are positions. Members have done an excellent job selecting the best of the best.

The Board size is set at 15 although it varies because of departures and term extensions for the Past President, Immediate Past President, and the Vice President (if necessary). The Board recently changed the Bylaws to allow for a transition from 2nd Vice President to Vice President contingent upon a 51 percent approval by the Board. A one year term extension is given to facilitate the transition if necessary. This change will help the Board ensure that effective Directors stay involved in the leadership of HCCA.

The HCCA has had several visiting outsiders and Board members with previous board experience, say that this is one of the most objective and functional Boards they have seen in action. The Board is proud of their accomplishments and their ability to work together. They genuinely enjoy working together and debating the issues of the day. Although as CEO I am no longer a voting Board member, I have not missed an HCCA Board meeting in six years. I have had significant experience on three other Boards, and although objectivity is always a challenge, I can honestly say that the selection process and the membership's ability to select effective leadership is, in my opinion, second to none. ■

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