

# Montefiore Update

February 3, 2014 KEEPING ASSOCIATES IN THE KNOW

## SAP HCM: Changing the Way Montefiore Does HR Business

**M**ontefiore's Human Resources department is currently transitioning to SAP Human Capital Management (HCM), an integrated human resources (HR) and payroll system that is reflective of the Department's theme, "Changing the Way We Do HR Business." SAP HCM will establish a core foundation for the development of HR/Payroll business technology solutions.

Part of the broader SAP business platform, SAP HCM will not only replace the current HR/Payroll system, but will also enable manager-initiated automated workflows when managers process human resources transactions, including personnel requisitions, compensation changes and termination of employment.

Managers will also have the ability to use the system to generate standard HR reports for their areas of responsibility. The SAP HCM project is wide-reaching, its implementation team composed of associates from Finance, Payroll, Business Information Systems, Montefiore Information Technology and HR.

"This project is not just about implementing a new system; it's about changing how HR business is transacted to ensure increased efficiency and accuracy," says William Shanahan, Vice President, Human Resources, Montefiore. "There is a significant effort underway to communicate with and train those who will be most affected by the introduction of new processes and the roles they will play."

Through automated workflow, SAP HCM will drive process standardization, creating a more cohesive, uniform approach to managing various HR actions. It will also minimize paper usage, allowing Montefiore to shift to an almost entirely electronic system.

To navigate the automated workflow system, a "transaction," such as a processing a personnel requisition to begin recruitment, must be started by an "initiator," ranging from a manager to an assistant. Depending on the type of transaction, up to three levels of approval may be required.

The key to enabling workflow, reporting and information security is a table of organization

that is being built into the system, which will define organizational units and capture reporting relationships between positions.

"For the first time, we will have mapped an HR view of the organization, which will serve as the basis for enhanced reporting and feed other systems, such as EZ Time, a timekeeping system, as well as other applications within the broader SAP Business Platform," Mr. Shanahan says. "The table of organization will not only capture filled positions, but also authorized vacant positions as well."

"We look forward to implementing SAP HCM to optimize organizational efficiency and electronically capture a much broader scope of data," says Alfredo Cabrera, Senior Vice President and Chief Human Resources Officer, Montefiore.

SAP HCM training will commence in May; a soft roll-out will begin this summer with a slated "go-live" date targeted for July.

The system-wide roll-out is slated for completion by September.

## Montefiore Celebrates Heart Month



**H**eart disease is the leading cause of death for both men and women, according to the Centers for Disease Control and Prevention (CDC). In recognition of February's Heart Month, Montefiore Einstein Center for Heart and Vascular Care is highlighting the importance of reducing heart disease by educating patients, the community and associates about heart disease prevention, diagnosis and treatment.

Montefiore encourages all associates to establish good habits to benefit cardiovascular health. The Heart Month program offers events including healthy eating demonstrations, lectures on heart health, including a presentation, "How Old Is Your Heart?" at the 92nd Street Y by Robert Michler, MD, Surgeon-in-Chief and Chairman, Departments of Surgery and Cardiovascular and Thoracic Surgery, Montefiore, and Professor, Cardiovascular and Thoracic Surgery, Einstein, and blood pressure screenings, free of charge for all Montefiore associates and the local community.

The public launch of Heart Month kicks off with **Wear Red Day** on February 7 at 10:00 am in The Children's Hospital at Montefiore (CHAM) lobby. All are encouraged to wear red; "hearts" will be available for purchase honoring individuals impacted by heart disease.

Upload your picture with your heart to the Heart Month group on Yammer.

To purchase your heart, visit select screenings during Heart Month, call the Development Office at 718-920-6629 or email Kristin Waller-Donovan at [kwaller@montefiore.org](mailto:kwaller@montefiore.org).

**i** Visit [Montefiore.org/heartmonth](http://Montefiore.org/heartmonth) or the intranet for a full schedule of events.

## Looking for an 'Epic' Career Change?

Montefiore's Epic Project is still hiring. We have 30 slots open—from senior director-inpatient clinical to OR and anesthesia analyst to software engineer.

Who are we looking for? You! If you are a licensed clinician and/or manager who truly understands how our organization functions and are interested in transferring your talents and skillset into an area of innovation, join our team.

What is Epic? It's an innovative electronic medical record system (EMR) that has increased the efficiency of patient management and operational interoperability for leading hospitals throughout the country, including Cleveland Clinic and The Children's Hospital of Philadelphia – and will soon transform Montefiore. We're not only investing in the technology; we're investing in our team members. In fact, we recently sent groups to Verona, Wisconsin to become Epic-certified.

Join us in the excitement as we seek talented, enthusiastic and dynamic associates who want to become part of a new team of healthcare innovators. To learn more, visit Montefiore's Human Resources site for a listing of Epic employment opportunities. Just type "Epic" in the search box. Opportunities include:

- Application Analysts
- Software Engineers
- Ancillary Director

To learn more about Epic, visit the intranet.

## EVENTS

### Conversations on Race and Culture in Healthcare

Thursday, February 13 | 5:00–6:00 pm  
Tishman Learning Center, Room 1

Enjoy the inaugural lecture in the interdisciplinary lecture series, “Conversations on Race and Culture in Healthcare,” featuring Kenneth V. Hardy, PhD, Professor of Family Therapy, Drexel University. Space is limited; RSVP required.

 Samantha Miller, MD  
SAMILLER@montefiore.org

### Health Fair

Thursday, February 27 | 10:00 am–5:00 pm  
Lubin Dining Hall | Einstein Campus

Einstein Campus associates are invited to a health fair featuring free and confidential screenings for hypertension, diabetes and cholesterol; consultations with a clinician to review screening results; opportunities to schedule a mammogram, and great giveaways and raffle prizes.

### Join the Montefiore Choir

Enjoy 10 weekly choir sessions under the direction of an experienced choral director. You will have the opportunity to perform a 30-minute concert for your colleagues during Nurses Week May 6-12. This program is for everyone, no matter your vocal abilities.

### Wakefield Campus

10 Wednesdays: February 19–April 30  
Noon-1:00 pm, Auditorium


### Einstein Campus

10 Thursdays: February 20–May 1  
Noon-1:00 pm, Auditorium

### Moses Campus

10 Fridays: February 21–May 2  
Noon-1:00 pm, TLC 1

Registration required.

 To learn more or to register email  
HealingArts@montefiore.org or  
call 718-920-6576.

## NEWS



Steven M. Safyer, MD, President and CEO, Montefiore, stands with Congressman Charles Rangel during the recent ACA information session at Montefiore.

### Montefiore Hosts Affordable Care Act Information Session

Montefiore, in conjunction with Healthfirst, a nonprofit managed care organization, recently hosted an information session on the Affordable Care Act (ACA), featuring Congressman Charles Rangel and local faith-based leaders.

More than 2.7 million New Yorkers are currently uninsured or underinsured. The ACA expands Medicaid eligibility for low-income adults and provides tax credits to help individuals purchase insurance through the Health Insurance Marketplaces.

Americans have until March 31 to select an insurance plan; the law, which requires most Americans to buy insurance, aims to dramatically reduce the number of Americans who lack health insurance and stabilize healthcare system spending.

### ‘Maintain, Don’t Gain’ Challenge Winners

Over a six-month period, Montefiore’s To Your Health program challenged associates to maintain their weight and participate in healthy behaviors, such as eating nutritiously and engaging in fitness activities, each day. Moses, Wakefield and Einstein campuses held official pre-and-post holiday weigh-ins.

Associates who maintained their weight and earned 250 points by completing healthful activities each day were entered into a random prize drawing. Associates who could not attend a weigh-in were given the option of self-reporting their weight for a different set of prizes. Roughly 438 associates completed the challenge. Twelve percent maintained their weight and 65 percent shed pounds. In total, Montefiore associates lost more than 1,000 pounds during the holiday season.

#### Weigh-In Drawing Winners

Pei-Jung Tsa, RN | Moses Campus..... \$1,000 certificate to gym of one’s choice  
Namusisi Katongole | Wakefield Campus..... Pair of Knicks Tickets  
Awilda Rodriguez | Einstein Campus..... Vitamix blender

#### Self-Reporting Drawing Winners

Maria Poroj | Moses Campus..... \$150 Spa Finder gift certificate  
Raquel Santiago, RN | Wakefield Campus..... iPad Mini  
Martha Fonseca | Wakefield Campus..... \$150 Spa Finder gift certificate

### Research Study for Healthy Female Volunteers

Montefiore and Einstein are recruiting healthy women aged 18-45 to test the safety of a vaginal ring that could help prevent the spread of HIV. Women must be on birth control pills. Nine visits are required, and compensation will be provided.

 718-430-3061 or microbicide@einstein.yu.edu

## SITES TO SEE

### Comprehensive Thyroid | [www.montefiore.org/thyroid](http://www.montefiore.org/thyroid)

The highly experienced physicians with Montefiore’s Comprehensive Thyroid Program diagnose and treat patients with the full spectrum of thyroid disorders.

### Neurovascular | [www.montefiore.org/neurovascular-program](http://www.montefiore.org/neurovascular-program)

Montefiore’s Neurovascular Program offers the complete array of contemporary surgical solutions—endovascular, open and hybrid—all in one setting and, when necessary, available at a moment’s notice.

Published by the Department of Marketing and Communications. Please email story ideas to the Department of Marketing and Communications at [update@montefiore.org](mailto:update@montefiore.org). Update is produced for Montefiore associates to keep them up-to-date on Montefiore news, events, clinical innovations, research and recognitions.



Like us on Facebook at [facebook.com/MontefioreMedicalCenter](https://facebook.com/MontefioreMedicalCenter)  
Follow us on Twitter at [twitter.com/montefiorenc](https://twitter.com/montefiorenc)  
Connect with us on LinkedIn at [linkedin.com/company/montefiore-medical-center](https://linkedin.com/company/montefiore-medical-center)  
Watch us on youtube.com/MontefioreMedCenter

**Montefiore**  
Inspired Medicine