



Lucile Packard
Children's Hospital
Stanford

May 2020

Position Specification

Director Benefits and Human Resources Operations



Retained Search Services by:



www.summittalentgroup.com

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This Position Specification is intended to provide additional information Stanford Children's Health | Lucile Packard Children's Hospital Stanford (LPCH) and the position of **Director Benefits and Human Resources Operations**. It is designed to assist qualified individuals in assessing their interest in the position. LPCH has retained the Summit Talent Group to conduct this national search. LPCH is an Equal Opportunity Employer.

Position Summary

[Summit Talent Group](#), a boutique executive search and interim leadership placement firm with a national healthcare practice, has been retained by [Stanford Children's Health | Lucile Packard Children's Hospital Stanford \(LPCHS\)](#) to conduct a national search for the leadership position: Director of Benefits and Human Resources Operations.

Reporting to the Executive Director HR Operations, and leading a team of more than 17 professionals, the incumbent oversees and manages all aspects of health, welfare and pension/403(b) benefit programs, plan administration, vendor management, compliance and policy development for LPCH.

HR Operations

Provides leadership and direction in the development and expansion of the HR Operations Center to ensure that programs and services continue to reflect the needs of the organization and employees. Services include: onboarding, new hire orientation, responding to 'first level' employee and manager inquires & response facilitation with HR Business Partners, vendor partners, and/or employee portal.

Benefits & Retirement

Directs the operations of the benefits and retirement functions including: vendor relations, contract negotiations, system design and development, maintenance and administration, integrated disability management & ergonomics, and delivery of services. Responsible for regulatory and/or periodic/annual reporting.

Critical to this Role

Expertise and/or demonstrated experience: union environments, collective bargaining, HRIS technology platforms, high level analytics & data warehousing, population health & employee health conditions, RFP preparation, third-party contractor strategic partnerships, finance & payroll, and complex project management.

Culture

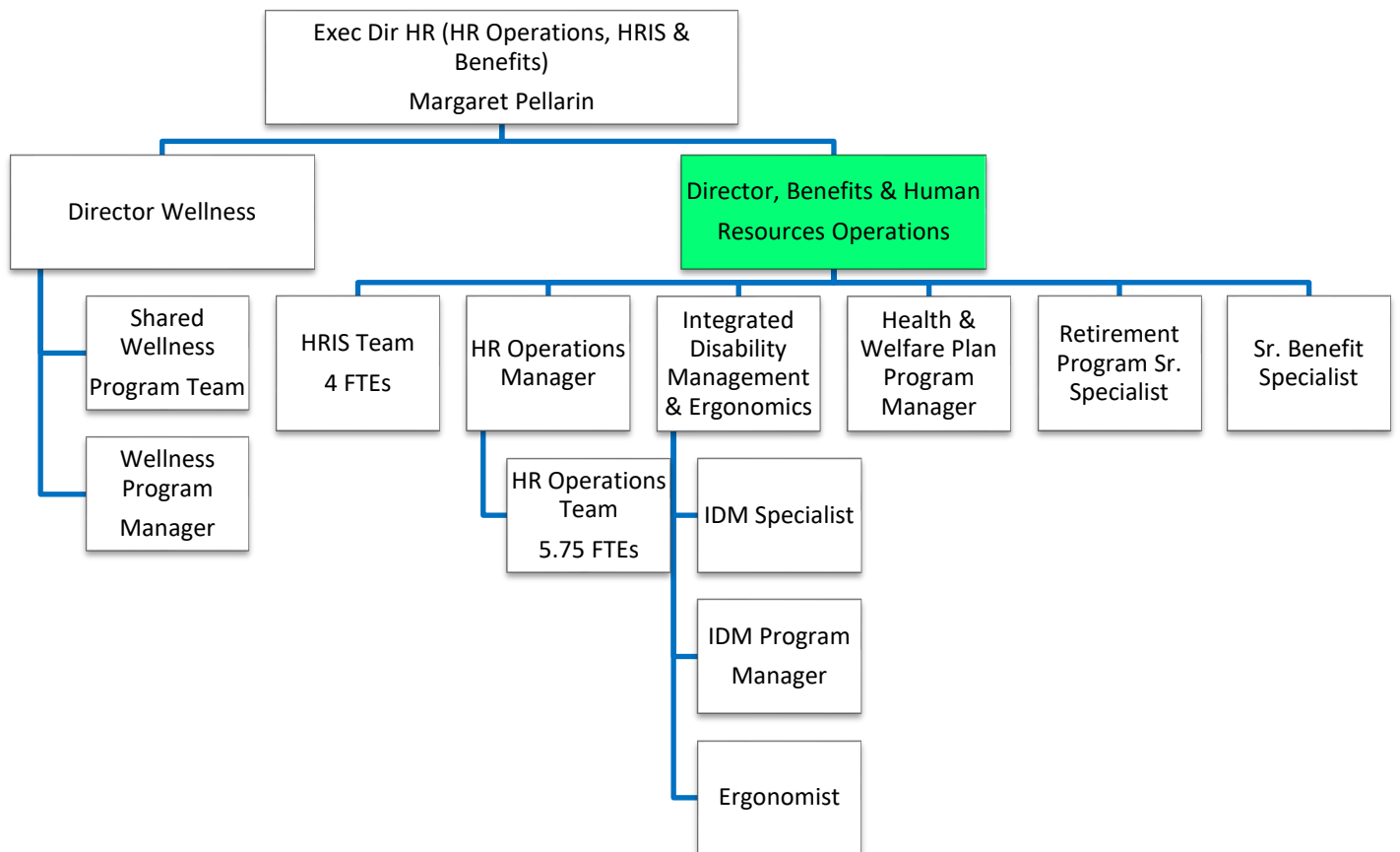
Leadership, innovation, and staff engagement; complex, regulatory environments; governance structure with counterparts at the Stanford's adult hospitals; and alignment with LPCH's Mission of Extraordinary Care, Continual Learning, & Breakthrough Discoveries.

Education

Bachelor's degree in a work-related field/discipline from an accredited college or university. Master's degree highly preferred.

About Stanford Children's Health: Stanford Children's Health is nationally ranked in 10 pediatric specialties, world renowned care is provided in the newly expanded 361-bed medical center, 65+ Bay Area locations, 5,000+ employees & affiliated physicians, and total patient revenue of \$4.6+b.

Organizational Chart



Essential Functions

The essential functions listed are typical examples of work performed by positions in this job classification. They are not designed to contain or be interpreted as a comprehensive inventory of all duties, tasks, and responsibilities. Employees may also perform other duties as assigned.

Employees must abide by all Joint Commission Requirements including but not limited to sensitivity to cultural diversity, patient care, patient rights and ethical treatment, safety and security of physical environments, emergency management, teamwork, respect for others, participation in ongoing education and training, communication and adherence to safety and quality programs, sustaining compliance with National Patient Safety Goals, and licensure and health screenings.

Must perform all duties and responsibilities in accordance with the hospital's policies and procedures, including its Service Standards and its Code of Conduct.

1. Develops, recommends, and installs approved, new, or modified plans and employee benefit policies, and supervises administration of existing plans. Supports the development and execution of the organization's benefits strategy; partners with vendors to develop programs that are cost effective and in line with current benefits trends.
2. Evaluates new programs and market trends. Assesses the competitiveness of all programs and practices against industry standards and comparable organizations. Conducts regular benchmarking to ensure that our benefit programs are competitive.
3. Partners in the development of strategic plans and leads improvements to LPCHS' benefits and HR Operations programs that deliver competitive and innovative offerings to the employee population. Provides the tactical strategy to implement new benefits programs and ensure efficient ongoing operations of existing programs.
4. Leads and manages the design and administration of all employee benefits programs, policies, and procedures including developing benefits strategies and recommendations based on hospital needs and/or regulatory changes. This includes Absence management, transitional Return to Work program and interactive process.
5. Evaluates and recommends updates to Plan Documents and Summary Plan Descriptions, benefit summaries, new hire orientation and open enrollment materials, and ongoing marketing/educational materials.
6. Manages and develops the performance and behavior of team through establishing expectations, performance standards, and ongoing coaching/feedback. Mentors, develops, and grows the HR Operations and benefits function to ensure a high level of customer service.
7. Manages policy development, administration, and record-keeping of health and welfare plans, 401(k) plan, and leaves. Ensures compliance related to required communications, employee participation and testing. Ensures compliance with all federal, state, and local benefit laws and regulations. Keeps leadership informed of new developments and disseminate the information as necessary.
8. Works closely and collaboratively with Finance, Payroll, and Legal to ensure that audit and applications regulation (i.e. SOX) requirements are met.

9. Collaborates with Executive Director and Chief Human Resources Officer to prepare, analyze, and present budget and get programs approved.
10. Manages department budget and expenses by reviewing plan design objectives, utilization trends, expense projections and recommending alternative options to Human Resources management.
11. Develops evolving HR Operations program delivery model to ensure meeting goals of the organization.
12. Negotiates contracts for services and programs with outside vendors/brokers to obtain cost-effective, maximum coverage for employees for all areas of responsibility. Selects and manages benefit vendors and the relationships to ensure optimum efficiency. Manages relationships with outside vendors to ensure plan documents are properly administered, maintained, and updated and contracts are effectively administered
13. Ensures compliance with state and federal regulations including, but not limited to, ERISA, FLSA, FMLA, and HIPPA.
14. Provides data in support to Legal Teams during labor negotiations as it relates to benefits and plan design.
15. Develops and maintain the data integrity and security protocols across the HR systems portfolio including regular audits for compliance. Ensures the integrity and timeliness of all business rules and data. Ensures that all departmental reporting requirements are defined and met.
16. Manages relations with brokers, vendors, consultants, and regulatory agencies. Evaluates vendor performance, provides improvement feedback, and makes changes as necessary.

(The above statements are intended to describe the general nature and level of work being performed by people assigned this classification. They are not to be construed as an exhaustive list of all duties and responsibilities of personnel so assigned.)

Knowledge, Skills & Abilities

These are the observable and measurable attributes and skills required to perform successfully the essential functions of the job and are generally demonstrated through qualifying experience, education, or licensure/certification.

1. Seven (7) years of progressively responsible and directly related work experience including three (3) years of management responsibility.
2. Knowledge of benefits plan administration including retirement, health and welfare plans.
3. Knowledge and understanding of actuarial concepts, and actuarial analysis used to develop rate levels, algorithms, pricing strategies and changes.
4. Knowledge of current ERISA, IRS, DOL, COBRA, ACA and HIPAA regulations to ensure compliance of retirement, health and welfare plans.
5. Strong quantitative, and analytical skills and ability to generate, analyze and synthesize data and reports.

6. Strong business acumen with knowledge of the financial and economic drivers of the overall business and benefit plans.
7. Ability to explain, apply and understand of analysis techniques, benefit plan design and employee benefit laws.
8. Ability to identify, design and administer plans that support strategic goals and attract, reward and retain talent.
9. Ability to effectively collaborate with Union leadership and proven experience in managing complex employee relations
10. Knowledge of local, state and federal regulatory requirements related directly to areas of functional responsibility and HR.
11. Knowledge of principles and practices of organization, administration, fiscal and personnel management.
12. Ability to direct and manage the development and implementation of projects and processes for high impact programs and communications.
13. Ability to provide leadership and influence others.
14. Ability to understand and use information technology to drive process changes.
15. Ability to mediate and resolve complex problems and issues.
16. Ability to foster effective working relationships and build consensus.

Physical Requirements

The Physical Requirements and Working Conditions in which the job is typically performed are available from the Occupational Health Department. Reasonable accommodations will be made to enable individuals with disabilities to perform the essential functions of the job

The physical demands described are representative of those that must be met by an employee to successfully perform the essential functions of the job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Physical Demands: Physical requirements are consistent with those for sedentary work, which involves sitting most of the time, but may involve walking or standing for periods of time.

Stanford Children's Health | Lucile Packard Children's Hospital Stanford

Stanford Children's Health is the only health care system in the San Francisco Bay Area—and one of the few in the country—exclusively dedicated to pediatric and obstetric care. Our physicians and health care teams offer comprehensive clinical services, from treatments for rare and complex conditions to well-childcare at more than 60 locations.

We provide care in more than 150 medical specialties, many of which are part of our centers of excellence including: brain & behavior, cancer, heart, pregnancy & newborn, pulmonary and transplant. We also provide an additional, wide range of services for babies, kids and pregnant moms.

We're honored to once again be ranked in all 10 pediatric specialties by U.S. News & World Report. And, thanks to our academic affiliation with Stanford Medicine and Stanford University, we have access to some of the best innovative minds in medicine, science and research working to develop groundbreaking advances and new discoveries. Our new hospital expansion in 2017 adds an additional 521,000 square feet to Lucile Packard Children's Hospital, allowing us to treat even more patients and advance our preeminent care.



Vision, Mission & Values



Lucile Packard Children's Hospital Stanford was the vision of Lucile Salter Packard, our generous founding donor and visionary for children's health. Her dream was simple: to nurture both the body and soul of every child. She believed in the power of nature as an important part of the healing process. She wanted kids to be treated like kids — not just patients. And she believed that caring for a child meant involving the whole family. Today, Stanford Children's Health honors that vision through our dedication in delivering innovative services and unparalleled family-centered-care.

Our Vision: To heal humanity through science and compassion, one child and family at a time.

Our Mission: Extraordinary Care. Continual Learning. Breakthrough Discoveries.

Values: Stanford Children's Health **CARES** (Collaborate, Advance, Respect, Educate, Serve) by aligning people and resources to provide extraordinary patient and family-centered care.

History

Our mission of delivering the very best care started nearly 100 years ago. Lucile Packard Children’s Hospital Stanford traces its roots to the Stanford Home for Convalescent Children, which was established in 1919 to care for children with long-term illnesses such as polio, tuberculosis and rheumatic fever.

In 1959, the Stanford University Medical Center opened a new facility in Palo Alto, and moved the Stanford Home for Convalescent Children to the current campus. This helped strengthen the teaching and research ties between the hospital and the university and enabled us to provide care for more seriously ill children.

As the need for pediatric care increased, so did the need for a larger facility. In 1986, David and Lucile Packard donated \$40 million to begin construction on a new children’s hospital—and in 1991 Lucile Packard Children’s Hospital at Stanford officially opened its doors to the community. Named in memory of our visionary, Lucile Salter Packard, who died in 1987, the hospital has continued to grow. Thanks to a team of dedicated people led by Anne Bass, Elizabeth Dunlevie and Susan Packard Orr, we started a campaign in 2007 to rally support for a hospital that would serve not only future generations of kids and moms here in the Bay Area but also families around the world. By its conclusion in December 2012, the campaign had raised nearly \$550 million and we held a groundbreaking event to officially kick-off the project.

Generous donations and support from across the community helped to fund our transformational expansion to the building set to open in December 2017. We celebrate our legacy and thank the many people whose generous support has helped Lucile Packard’s dream evolve through the years. Today, Stanford Children’s Health stands as one of the largest health care networks exclusively dedicated to pediatric and obstetric care.

When the doors to our new hospital open, we’ll welcome even more patients and their families into one of the nation’s most technologically advanced, family-friendly and sustainable children’s hospitals.

Fast Facts

- 525,000+ pediatric outpatient visits annually; delivering 4,300+ babies
- 725+ Stanford Medicine doctors; 60+ Bay Area locations
- Ranked in all 10 pediatric specialties by U.S. News & World Report; nationally ranked pediatric cardiology and heart surgery program; national leader in pediatric solid organ transplants.
- We provide care in more than 150 medical specialties, many of which are part of our seven centers of excellence:
 - Bass Center for Childhood Cancer and Blood Diseases
 - Brain and Behavior Center Children’s Orthopedic and Sports Medicine Center
 - Betty Irene Moore Children’s Heart Center
 - Johnson Center for Pregnancy and Newborn Services
 - Pulmonary, Asthma and Sleep Medicine Center
 - Pediatric Transplant Center

The New Hospital Expansion

Over a decade in the making, Lucile Packard Children's Hospital Stanford opened its new Main building and grounds on December 9, 2019. The hospital received its license from the California Department of Public Health on December 4. Designed to transform the patient and family experience, the new 521,000-square-foot building more than doubles the size of the existing pediatric and obstetric hospital campus. The new building adds 149 patient beds for a total of 361 on the Palo Alto campus, enabling the hospital to serve more patients than ever before and allowing it to deploy awaited renovation plans for the existing hospital building.

Patient move day took place on a Saturday, when the weekly census is at its lowest. More than 90 pediatric patients were moved from the existing hospital (now called the West building) across to the new Main building and into new acute patient care units and pediatric and cardiovascular intensive care units. Sixteen move teams and 500 hospital employees ensured a smooth transition.

"Hundreds of staff prepared for months and months for this day, when this new building became part of our working hospital," said Christopher G. Dawes, president and CEO of the hospital and Stanford Children's Health.

To run the new building, the hospital hired more than 500 new staff members in positions ranging from nursing to food and housekeeping service roles.

Features

Along with the patient care units, bridge corridors connecting the new Main building with the West building also opened on December 9, along with the Dunlevie Garden, the new Harvest Café, the Family Resource Center and the Story Corner.

The new Imaging Center features some of the most state-of-the-art technology in the hospital, including a PET/MRI that combines two important types of imaging technologies, PET (positron emission tomography) and MRI (magnetic resonance imaging). This combined modality, the only PET/MRI exclusively dedicated to pediatric patients in Northern California, allows physicians to see how diseases are behaving in the body, monitor the effects of treatment and craft treatment plans to cater to the patient's needs. This technology also shortens the time of study and significantly decreases the radiation dose delivered to the patient by close to 80 percent. The imaging center is part of a larger Treatment Center that encompasses surgery, radiology, imaging, interventional, catheterization labs and nuclear medicine. The surgical suites and neuro-interventional and catheterization labs are still under construction and are slated to open mid-year 2018.

Ongoing construction

According to Dawes, the patient move day marked a significant milestone, but it is one of many to come over the next several years as construction continues on parts of the Main building and awaited renovations kick off in the West building. The Surgery Center will have six new operating suites which will make a total of 13 in the hospital. In the neuro-hybrid surgery suite, care teams will have access to intraoperative MRI technology and angiography equipment that allows them to image a patient in the operating room during neurosurgery to ensure successful removal of a tumor before they close the surgical site. This technology improves efficiency and increases safety by reducing the time that children spend under anesthesia, and it also decreases the total amount of time the patient spends in the hospital, which translates to lower patient costs.

Within the West building, design plans are currently underway for renovating the existing Johnson Center for Pregnancy and Newborn Services to create the Bay Area's premier mother and baby center, including a brand-new postpartum unit and a redesign of the neonatal intensive care units. While expectant mothers and babies will not be moving into the new Main building, those patients and their families will still have access to the new building's amenities, including the Harvest Café, gardens, Family Resource Center and Sanctuary.

The Bass Center for Childhood Cancer and Blood Diseases, which includes an inpatient unit and an outpatient infusion center, will stay in the West building while its future home on the fifth floor of the Main building is under construction. A new space dedicated to the Betty Irene Moore Children's Outpatient Heart Center is also under construction on the Main building's first floor. Both new centers are slated for completion in 2019.

Anticipating LEED designation

An anticipated milestone that will be announced soon is the building's LEED (Leadership in Energy and Environmental Design) certification. Lead architect Robin Guenther, a principal with architectural firm Perkins + Will who worked in association with Hammel, Green and Abrahamson, Inc., estimates Lucile Packard Children's Hospital Stanford will be one of the most sustainable children's hospitals in the nation.

"Sustainability and environmental consciousness are seamlessly woven into the experience of the building — from energy and water use dashboards and salvaged local redwood to harmonious integration of outdoor nature experiences."

Features include water-efficient landscaping and water collection systems that are expected to save 800,000 gallons of water annually. Innovative ventilation and shading systems will contribute to a 60 percent reduction in thermal energy usage compared to similar hospitals in the region. The project is targeting a LEED Gold designation.

"Reflecting Northern California's commitment to environmental sustainability was an integral part in the new hospital's design," said Dawes.

On November 30, nearly 300 leaders from the hospital and Stanford University, elected officials, community partners, and members of the donor community gathered in the Main building's lobby for an official ribbon-cutting ceremony. Dawes spoke at the ceremony, along with several key stakeholders, including Susan Packard Orr, vice chair of the hospital's Board of Directors and daughter of the hospital's founder, Lucile Packard; Stanford University President Marc Tessier-Lavigne, PhD; and Dean of the School of Medicine Lloyd Minor, MD. Several patients' families who have had storied experience with Packard Children's were also present to see the new facility and help cut the ribbon, including the Watson family, whose daughter, Effy, now six years old, was treated at Packard Children's for acute lymphoblastic leukemia at the age of two.

"To say this place is extraordinary would be an understatement. The people that work inside these walls saved my daughter's life and made us feel like part of their family," Jennifer Watson said during her address at the ribbon-cutting ceremony. "To the doctors, nurses, staff and volunteers, I am so happy that you have a new home in which to continue your amazing work of healing and saving lives."

Recent Awards

[Stanford Children's Health](#) and Lucile Packard Children's Hospital Stanford are dedicated to improving pediatric and obstetric health around the corner and around the world. The following sample of recent awards represents the depth and breadth of this commitment, from hospital quality to patient safety to environmental impact.

2019

Hamilton International Arts in Health Award (September 2019)

Officially recognized at an awards ceremony on September 18, as a part of the National Organization for Arts in Health's annual conference in Boston, Lucile Packard Children's Hospital at Stanford was awarded The Hamilton International Arts in Health Award in the category of Arts Transforming Environments. This prestigious award was given to Stanford Children's Health for demonstrating the positive, measurable impact art has on patients in a health care environment.

Stanford Children's Health and Lucile Packard Children's Hospital Stanford has achieved Magnet® Recognition (September 2019)

As a reflection of its exemplary professional nursing practice, interprofessional teamwork and preeminent patient care. The American Nurses Credentialing Center's Magnet Recognition Program® distinguishes organizations that meet rigorous standards for nursing excellence.

Stanford Children's Health Earns 2019 CHIME HealthCare's Most Wired Recognition (September 2019)

The organization achieved one of the highest levels of certification for technology integration to improve health care in the community.

Lucile Packard Children's Hospital Stanford earns Get With the Guidelines - Resuscitation - GOLD PLUS Award (June 2019)

The American Heart Association and American Stroke Association have honored Lucile Packard Children's Hospital with a 2019 Get With The Guidelines® - Resuscitation - Gold Plus Quality Achievement Award. This award recognizes Packard Children's Hospital's commitment and success in implementing a high standard of [resuscitation care](#) by ensuring that resuscitation patients receive treatment that meets nationally accepted, evidence-based standards and recommendations.

U.S. News & World Report Best Children's Hospital rankings (June 2019)

In the U.S. News & World Report 2019-20 Best Children's Hospitals [survey](#) published online today, Lucile Packard Children's Hospital Stanford once again achieved rankings in all 10 pediatric specialties, with three specialties in the top 10.

Packard Children's earned the top rankings for the [neonatology](#) program, sixth in the entire nation. The [nephrology](#) program is the best in California, the [pulmonology](#) program ranked best on the West Coast, eighth in the country, and our [endocrinology](#) program is the top ranked in Northern California. The continual ranking in the top 20 of all children's hospital affirm the exceptional quality of care that Stanford Children's Health faculty, physicians and team members continue to provide to patients and their families.

Lucile Packard Children's Hospital Stanford receives Canopy Tree Award (January 2019)

The Canopy organization has honored Lucile Packard Children's Hospital Stanford with the Arnold Soforenko Award for its Healing Gardens and Outdoor Spaces project, which "incorporates nature beautifully into the hospital campus, to promote healing and regeneration." The award, recognizing significant local urban forest contributions, was accepted by Jill Sullivan, Vice President of Strategic Space Planning and General Services, at the 23rd Annual Palo Alto Mayor's Tree Planting & Awards Ceremony, January 24, 2019.

2018

Lucile Packard Children's Hospital Stanford and Stanford Children's Health earn 2018 HealthCare's Most Wired award (November 2018)

Lucile Packard Children's Hospital Stanford and Stanford Children's Health have once again been recognized as one of HealthCare's Most Wired® hospitals and health systems for 2018. The Most Wired annual benchmarking survey is a leading industry barometer designed to identify and recognize health care organizations nationwide that exemplify best practices through their adoption, implementation and use of information technology (IT). IT innovations such as virtual care for patients with Type 1 diabetes, the [Stanford Virtual Heart](#) and telehealth services at 28 primary care sites have made Lucile Packard Children's Hospital Stanford and Stanford Children's Health a trailblazer in technology-driven pediatric medicine and health care IT.

eHealthcare Leadership Awards (November 2018)

Stanford Children's Health earned two eHealthcare Leadership awards. In the category of best mobile App strategy, the organization garnered a platinum award, and in the category of best intranet, the organization's Connect Anywhere earned a Gold.

These awards highlight the role of digital communications in achieving healthcare organizations' business objectives. The eHealthcare Leadership Awards recognize the work that has gone into creating outstanding health websites and digital initiatives. It's recognizes the very best websites and digital communications of healthcare organizations (both large and small), online health companies, pharmaceutical/medical equipment firms, agencies/suppliers, and business improvement initiatives.

Lucile Packard Children's Hospital named an IDSA Antimicrobial Stewardship Center of Excellence (August 2018) The Infectious Diseases Society of America (IDSA) has named Packard Children's Hospital one of the recipients of its Antimicrobial Stewardship Centers of Excellence (CoE) designation. The IDSA CoE program recognizes institutions that have created stewardship programs led by infectious diseases physicians and ID-trained pharmacists that are of the highest quality and have achieved standards established by the Centers for Disease Control and Prevention (CDC). It places emphasis on an institution's ability to implement stewardship protocols using its electronic health record system and providing ongoing education to its medical staff. Congratulations to Hayden Schwenk, MD, MPH, and team for their efforts to combat antimicrobial resistant infections and protect the safety of patients.

Lucile Packard Children's Hospital Stanford earns two awards for health care design and construction (July 2018)

The newly opened Packard Children's has been recognized in July with two prestigious awards for design and construction. The American Institute of Architects selected Packard Children's for their 2018 National Healthcare Design Award, which showcases the best of health care building design, health care planning and health care design-oriented research. The hospital was also honored with a 2018 Silicon Valley Business Journal Structures award for Healthcare Project of the year, which recognizes excellence in Bay Area-based health care construction projects.

Lucile Packard Children's Hospital Stanford ranks among the nation's best in pediatric specialty care — U.S. News & World Report's 2017–2018 Best Children's Hospitals (June 26, 2018)

Lucile Packard Children's Hospital Stanford once again achieved rankings in all ten pediatric specialties in the U.S. News & World Report's 2018-19 Best Children's Hospitals, the 14th consecutive year the hospital has been recognized. Most notably, Packard Children's is ranked in the top 10 in the nation for Nephrology, is top-ranked on the West Coast in Pulmonology, and once again has the top-ranked Heart Center in Northern California.

Packard Children's wins Precision Engagement Award in Innovation (April 2018)

GetWellNetwork has recognized Packard Children's with a Precision Engagement Award in Innovation for its lasting commitment to delivering a collaborative and participatory patient and family experience. The hospital was selected from more than 120 entries for its work to inspire and engage patients and families. The award was presented during GetWellNetwork's GetConnected 2018 conference, April 30, in National Harbor, Md.

SPS network, which includes Lucile Packard Children's Hospital, earns John M. Eisenberg Patient Safety and Quality Award (March 2018)

The Children's Hospitals' Solutions for Patient Safety has been honored with a prestigious "Innovation in Patient Safety and Quality at the National Level" award for its focus on advancing the culture of safety across a network of more than 130 children's hospitals. SPS network members share data about types of patient harm and spare an estimated 10,000 children from harm while hospitalized. Packard Children's was one of the network's founding 33 children's hospitals in 2012. [The Joint Commission](#) and the [National Quality Forum \(NQF\)](#) presented the awards during [NQF's Annual Conference](#), March 12, 2018, Washington, D.C. Each award recipient's achievements will be featured in the July 2018 issue of [The Joint Commission Journal on Quality and Patient Safety](#).

New Main building at Lucile Packard Children's Hospital Stanford awarded San Francisco Business Times 2017 Real Estate Deal of the Year award (March 2018)

The new Main building at Lucile Packard Children's Hospital Stanford has been selected to receive a 2017 San Francisco Business Times Bay Area Real Estate Deal of the Year award. The award honors the boldest and most creative real estate deals in the Bay Area in 2017, including new buildings, renovations and projects with the greatest community impact. Winners will be recognized at a gala on March 22, 2018.

Lucile Packard Children's Hospital Stanford named to California's C-section Honor Roll (January 2018)

Lucile Packard Children's Hospital has been named by the California Health and Human Services Agency to the state's C-section Honor Roll. The Honor Roll annually recognizes California hospitals, their clinicians and care teams who are leading the way toward safer births, and healthier babies and mothers. It also raises awareness to encourage more hospitals and clinicians to provide only medically necessary low-risk, first-birth C-sections.

Palo Alto, CA

From cityofpaloalto.org: Located 35 miles south of San Francisco and 14 miles north of San Jose, Palo Alto is a community of approximately 67,082 residents. Part of the San Francisco Metropolitan Bay Area and the Silicon Valley, Palo Alto is located within Santa Clara County and borders San Mateo County. The City's boundaries extend from San Francisco Bay on the east to the Skyline Ridge of the coastal mountains on the west, with Menlo Park to the north and Mountain View to the south. The City encompasses an area of approximately 26 square miles, of which one-third is open space. Palo Alto is strategically located and easily accessible to major surface routes, including Interstate 280, Highway 101, Highway 84 - the Dumbarton Bridge and Highway 92 - the Hayward-San Mateo Bridge. Air transportation is easily accessible by bus, automobile or shuttle service to San Francisco, San Jose and Oakland international airports. Within the City, commuter rail transportation is conveniently located and the Palo Alto stop is one of the most used in the Caltrain system. Alternative transportation options include numerous bike paths throughout the City and an internal shuttle service is also available.

The City of Palo Alto is more than 100 years old and is named after a majestic 1000 (not 250) year old coastal redwood tree along San Francisquito Creek, where early Spanish explorers settled. The blend of business and residential areas anchored by a vibrant downtown defines Palo Alto's unique character. A charming mixture of old and new, Palo Alto's tree-lined streets and historic buildings reflect its California heritage. At the same time, Palo Alto is recognized worldwide as a leader in cutting-edge technological development. This exciting mix of tradition and innovation makes Palo Alto an extraordinary place in which to operate a business. Unique among California cities, Palo Alto is a full-service municipality that owns and operates its gas, electric, water, sewer, refuse and storm drainage services at very competitive rates for its customers.

As befits the City known as "Birthplace of the Silicon Valley," the City has developed a 31-mile dark fiber ring for ultra-fast Internet access. Complementing its exciting and innovative business community, Palo Alto's residents are highly educated, politically aware and culturally sophisticated. An abundance of local pride and numerous neighborhood organizations contribute to Palo Alto's charming historic and upscale commercial and residential areas. Characteristic of Palo Alto is the care taken to protect open space and parkland. Palo Alto has a remarkable number of City-owned parks for its size (36 at last count) and nearly one-third of its 26 square miles is open space. Palo Alto's San Francisco Bay location and natural environment offer the opportunity to enjoy bird and aquatic life in a natural habitat. Proximity to Stanford University with its cultural and educational offerings add to the vibrance, innate charm and beauty of Palo Alto.

Distinctive in every way, Palo Alto offers its business community a diverse and exciting environment in which to work and live.

Palo Alto, Stanford and the surrounding communities offer activities for all ages and interests. For out-of-town visitors, attractions that top the list of “must sees” include a trip to the Stanford University campus, where attractions include [Hoover Tower](#), [Memorial Church](#), [Cantor Arts Center](#), [Rodin Sculpture Garden](#) and a central campus bustling with activity.

But surrounding Stanford are plenty of other places worth visiting. Although not open to the public, the original (and restored) [garage](#) where David Packard and Bill Hewlett started Hewlett-Packard can be seen from the street. The [Computer History Museum](#) in Mountain View offers a low-key view of the development of Silicon Valley.

Gardening enthusiasts should be sure to visit the [Gamble Garden](#) in Palo Alto and the [Filoli Estate & Gardens](#) located on a beautiful estate west of Redwood City about a 15-minute drive north on Interstate 280.

Kids will enjoy the [Palo Alto Junior Museum & Zoo](#), the small [Museum of American Heritage](#) in downtown Palo Alto offers a look at America's inventions, [the Hiller Aviation Museum](#) in San Carlos celebrates aviation discovery and innovation, and [Great America](#), an amusement park located about 20 minutes south of Palo Alto on U.S. Highway 101 in Santa Clara, promises to excite. Or for a fun family activity between October and April, go ice skating at [the Winter Lodge](#), an outdoor rink in the Midtown Palo Alto shopping district.

Art lovers shouldn't miss the many galleries around town or the [Palo Alto Art Center](#), a popular venue for Bay Area and local artists.

Other popular attractions include the [Allied Arts Guild](#), an oasis of shops, gardens and artists' studios in nearby Menlo Park, the [Stanford Linear Accelerator](#), a particle physics research facility operated for the government by Stanford, and the [Stanford Research Park](#), home to many high technology companies.

When you're worn out from sightseeing or shopping, get outside and get some exercise by taking advantage of one of the area's many recreational opportunities.

Other Website Resources:

- https://www.cityofpaloalto.org/visiting/about_palo_alto.asp
- <https://www.britannica.com/place/Palo-Alto>
- <https://livability.com/ca/palo-alto/real-estate/why-palo-alto-calif-is-a-top-100-best-place-to-live>
- <https://livability.com/ca/palo-alto/things-to-do/things-to-do-in-palo-alto-ca>
- https://www.tripadvisor.com/Tourism-g32849-Palo_Alto_California-Vacations.html
- <https://www.niche.com/places-to-live/palo-alto-santa-clara-ca/>
- https://en.wikipedia.org/wiki/Palo_Alto,_California

Summit Talent Group Contact Information

Summit Talent Group is a boutique executive search and interim leadership placement firm with a national practice in healthcare.

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