

# ASHHRA NEWSLETTER REGION TWO

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## *Update from Your Region Two Consultant*

*Jim Papp*

Looking forward to 2012, I would like to thank all of you for your participation and support over last three years while I have served as your regional consultant. Furthermore, I request your active participation and continued support of our profession. Entering my final year of service, my priority will be to provide even more feedback to ASHHRA on your wants and needs, along with those of the affiliated chapters and other ASHHRA members from Pennsylvania, New York and New Jersey who are not members of affiliated chapters. Without your participation and feedback, it is difficult, if not impossible, to champion the issues that are of paramount importance to you and our affiliated chapters.

Since becoming actively involved in ASHHRA over these past three years, I have grown professionally and personally from my many opportunities to meet so many of you at the various meetings and conferences that I have participated in at both the regional and national levels. At each meeting and conference, I am exposed to new and varied ideas and concepts that have helped to broaden my perspective. Continued growth and development are essential in today's world and ASHHRA is the best forum for our professional development. Please maximize your membership by actively participating and providing input. I can attest to their value!

Thanks for this opportunity to serve, grow and learn. My sincere wish for your growth, development, and active participation in a very prosperous and Happy New Year!

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## *Contact Information*

Please note my contact information, as well as, contact information for our Region Two Advocacy Committee Representative:

*Region Two Consultant ASHHRA*  
*Jim Papp, Director, Organizational Development*  
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*Region Two Advocacy Committee Representative*  
*Marcia Miller Telthorster, Vice-President Human Resources*  
*Princeton Healthcare System*  
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**SAVE THE DATE: September 20-25, 2012**  
**ASHHRA ANNUAL CONFERENCE**  
**Denver, Colorado**

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### *Awards*

The 2012 ASHHRA Chapter Management Awards Program (CMAP) is now open. Here is the link to access the online application, <https://aha.box.com/s/pflrr46dc1naeu4ygmqk>. Please provide Sharon Allen with the name and e-mail address of the person in your chapter that will be uploading your application and attachments and she will provide him/her with access to your respective chapter folder.

Also, please mark your calendar for May 4, 2012. This is the deadline to submit your individual award nominations and your chapter submissions to the box.net folder. If you have questions, please e-mail or call me (Contact Information above)

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### *Odds and Ends.....*

**Mentoring Program Open for Mentors and Mentees:** ASHHRA invites mentors and mentees to participate in the 2012 Mentoring Program. The program is designed to create a mentorship community for health care HR professionals to enhance and grow knowledge, skills, and abilities to excel in their career.

**HR Metrics Tool Survey 2012:** The ASHHRA/PwC Saratoga HR Metrics Tool Survey will open in January 2012. Survey registration begins today. Participant in the 2012 survey by submitting date from fiscal year 2011. *Register now to participate.*

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### *Updates from the Region*

**SHHRPP Report for ASHHRA: December 2011:** The election of Officers and Directors for the upcoming year was held in November. Congratulations to the following 2012 SHHRPP Board members:

Jerry Dittmann – President  
Catherine Jamison – Vice-President  
Don Henley – Treasurer  
Marc Cammarata – Communications Officer  
Gretchen Neiswender – Member-at-Large  
Lou Gregorio – Member-at-Large  
Sue Reinke – Past President

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### *Updates from the Region (continued)*

**2012 SHHRPP Annual Conference:** The Conference will be held on October 4 & 5, 2012, at the Omni Bedford Springs Resort in Bedford, PA. This 2,200 acre National Historic Landmark, restored in 2077, has hosted the conference for the past 2 years, and the Society is looking forward to another outstanding event in 2012 featuring informative educational programs and ample networking and recreational opportunities. Current SHHRPP members will have the opportunity to receive a substantial discount on the 2012 SHHRPP Annual Conference registration fee by recruiting members from healthcare organizations where there is not currently a SHHRPP member.

**SHHRPP Healthcare Compensation Survey:** Fifty-one healthcare organizations from across PA are currently participating in the SHHRPP Healthcare Compensation Survey which is conducted on behalf of the Society by Olney/HRadvantage. The survey provides detailed information on over 250 executive, management, supervisory and staff positions.

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### *Annual HHRACPA Conference*

The Healthcare Human Resources Association of Central PA held its all-day bi-annual educational conference on Friday, October 21, 2011, in Duncansville, PA. The topics and speakers included: “People Tools to Access, Develop and Candidate Leadership Potential” by Tara Arnold, the Director of Business Development for Bartell & Bartell, Ltd.; “Legal Update Based upon Recent NLRB Ruling and Implemented Requirements” by Attorney Patrick J. Fanelli, a Partner in the Law firm of Andrews and Beard; “2012 PA UC Changes” by Nancy Smithbauer, Workforce Development Representative of the PA Office of Unemployment Benefits; “Co-active Executive Coaching” by Alex Seltzer, President of Manpower of Altoona and a wrap-up from Jim Papp, the group’s present and ASHHRA Region 2 Consultant. The next conference will be held in April 2012. Please watch for details as that date approaches.

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### *Update New York Healthcare Human Resource Conference*

Kathleen Gallucci from Highland Hospital will be the chapter’s new President effective 1/1/2012. Thanks to outgoing President, Patrick Boyle from Finger Lakes Health. Their annual conference was held in September at the Ramada Geneva Lakefront with 60 in attendance.

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### *PASHHRA Activities*

The PASHHRA Board for 2012 has been finalized. The officers are:

Colette Brown, Melmark, President

Thom Rossi, Independent, Past President

Joe Cassidy, Holy Redeemer Health System, President Elect

Allen McMillin, Crozer Keystone Health System, Secretary

Joe Micucci, Jefferson University Hospital – Methodist, Treasurer and Membership

The organization had a successful year with three education sessions. The holiday party was held in early December and featured a review of the organization's new website and logo.



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### *Advocacy Update*

Change is the continuing theme for 2012. Medicare and Medicaid reductions...Among the cuts...bad debt, indirect graduate medical education and payments for certain rural hospitals, critical access hospitals. NLRB.....the NLRB will be down to two members since Craig Becker was a recess appointment.....however, their recent activities will continue to change future employee relations. New Taxes.....perhaps taxation of healthcare premiums and employer contribution to pension plans may provide a new revenue sources in the New Year. Government Contractors.....it appears that hospitals may not be considered as contractors and therefore, not required to meet the affirmative action plans required by the OFCCP.....Rest assure more is on the way!

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### *Welcome New Members*

- \* Julene Champion, Director Talent Acquisition, LVHN Allentown PA
- \* Stephanie Chase Tate, SCT Human Resource Specialist, Yonkers NY
- \* Shawn Fournier, Employee Relations Manager, Claxton-Hepburn Medical Center, Ogdensburg NY
- \* Michelle Harvey, Director of Benefits, Somerset Medical Center, Somerville NJ
- \* Norine Henrie, HR Coordinator, Sadler Health Organization, Carlisle PA
- \* JoAnn Klinedinst, VP, Professional Development, HIMSS, Doylestown PA
- \* Pamela Menear, Controller, Wedgewood Family Practice, Mt Morris PA
- \* Jacqueline Montero, Employee & Labor Relations Manager, NYU Langone Medical Center, Bronx NY
- \* Maureen Nealon, Administrator, University of Rochester, Rochester NY
- \* Victoria Rivera-Cruz, Director, Employee & Labor Relations, Cooper University Hospital, Camden, NJ
- \* Jeanine Wilder, Director Human Resources, Nicholas H. Noyes Memorial Hospital, Canandaigua, NY
- \* Cynthia Zaky, Farmingdale, NY

Welcome!! Glad you joined us !

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