

*ASHHRA NEWSLETTER*  
*REGION TWO – Second Quarter 2012*

---



*Jim Papp*

*Update from Your Region Two Consultant*

The summer is flying bye! ASHHRA's next major event will be the Annual Conference at the Colorado Convention Center in Denver on September 23-25, 2012. Obviously your attendance will provide education, valuable resources, information on state-of-the-art products and services and the opportunity to network with your peers both regionally and nationally. Reknown speakers will present to the Conference at both the opening and closing, as well as, through out the Conference.

Tom Flick, a former NFL quarterback, successful coach and change management specialist will be our Keynote Speaker for the Opening Ceremony. The basic philosphy that guides Tom's consulting engagements is that people, not programs, are the basis for organizational change and development. He believes that our people must be committed and be provide actionable solutions allowing them to reach their highest level of personal and professional success. With that occurring, those high performing individuals will in turn increase the success of the organization. These philosophical tennents will be explored during his presentation.

The Closing Ceremony will feature Carson Kressley, a renowned stylist and television star. Carson will offer insight into how to become a better person, from the inside out. We can all agree that helping us to reach that goal is imparative to a continued successful career.

Please note that advance pricing will expire on August 22<sup>nd</sup> so consider registering now to take advantage of the \$100.00 savings for the full conference attendance or for the full conference plus the pre-conference. Plan to join us for this rare opportunity to learn and grow.

The day before the start of the Annual Conference, Saturday, September 22, 2012, also at the Colorado Convention Center, the Chapter Leadership Workshop will be held. This program is designed for the President Elect or current President of ASHRRA affiliated chapters to be exposed to a lot of information on chapter operations, governance, membership recruitment and many more resources to assist those individuals who manage their chapters. Please review all related information on this Workshop at our website. If you still have questions, call me or one of the ASHHRA staff members.

# *ASHHRA NEWSLETTER*

## *REGION TWO – Second Quarter 2012*

---

### *ASHHRA Advocacy Committee Report*

This year the Committee met on May 6-8, 2012, in Washington, D.C. together with the Annual meeting of the American Hospital Association. By participating in that joint meeting, the committee members were able to hear discussion between Karl Rove, former Senior Advisor to President George W. Bush and Robert Gibbs, former Press Secretary to President O'Bara on healthcare reform.

The Committee made its annual Hill visit on Tuesday, May 8<sup>th</sup>. A main focus of those visits was the importance of the healthcare workforce. Correlated issues included: having a sufficient workforce to address the increase of 20 to 30 million people as the result of the Affordable Care Act; maintaining employment in the face of potential cuts in Medicare reimbursement and the effects of increased regulatory oversight by the NLRB.

The Committee will continue to provide updates and is committed to be the voice of human resources practitioners in healthcare. Please remember to access the Position Papers of the Advocacy Committee at the ASHHRA website.

---

### *Reminders from the Region*

**SHHRPP (Society of Healthcare HR Professionals of PA):** The following are SHHRPP Officers for 2012:

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

**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.

# *ASHHRA NEWSLETTER*

## *REGION TWO – Second Quarter 2012*

---

### *PASHHRA: (Philadelphia & Suburban Hospital Human Resources Association) Officers for 2012*

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.

Upcoming events include a meeting in September to celebrate the 50<sup>th</sup> Anniversary of the Association's founding and a holiday networking dinner in December.

### *HHRACPA (Healthcare Human Resources Association of Central PA)*

The HHRACPA held an all day educational conference on Friday, June 1st at the Home Health Agency Corporate office in Altoona. Speakers and topics include: Polly Wright, Senior Consultant with HRC, "Retaining Your Employees in Today's Challenging Economic Environment-Three Keys to Talent Retention", Attorney Vicki Wertz of Altoona Regional Health System's Compliance/Privacy Officer who addressed breaches of HIPAA regulations; Joann Megan, Case Manager from the PA Nurse Peer Assistance program who outlined their service to nurses and student nurses suffering from substance abuse and/or mental illness to recover and be gainfully employed through early identification, intervention and monitoring, and comments from Jim Papp, the group's president and ASHHRA Region Two Consultant.

### *AHCHRS (Appalachian Healthcare Human Resources Society)*

AHCHRS meets monthly in Harrisburg, PA. First known as AHPS (Appalachian Hospital Personnel Society) AHCHRS was found in 1967. Initially the group of hospital HR professionals was small, wrestling with such new issues as enactment of the Civil Rights Act, Title VII and OSHA. The intention is the same as it is today, to address both the routine and the unique issues that face healthcare HR professionals and to further develop the profession of human resources in healthcare. Today AHCHRS is a working organization of committees and membership close to 100 participants. AHCHRS is a regional chapter of the Society of Human Resources Professionals in PA (SHHRPP) and a local chapter of ASHHRA. Members enjoy networking and interacting with professionals representing all aspects of the multi-faceted health care environment. Visit our website at [www.ahchrs.org](http://www.ahchrs.org) for information about membership, future education, events and meetings. Officers are: Cheryl Rose–President; Heidi Gerhart–Vice-President; Jennifer Knight–Secretary; Travella Clervo–Treasurer; Debra Keller–Immediate Past President.

The meeting schedule for the remainder of 2012 includes gatherings on August 9, September 13, October 11 and November 8 at the Regular Penn Grant Centre and a holiday celebration on December 20 at the Hotel Hershey.

# *ASHHRA NEWSLETTER*

## *REGION TWO – Second Quarter 2012*

---

### *Northwest Chapter*

Officers for 2012 are: Paul Landman, President; Mary Rita Groucutt, Vice-President; Greg Maras, Secretary/Treasurer and Catherine Jamison, Past President.

The meeting schedule for the remainder of 2012 includes gatherings on September 14 at the Grove City Medical Center, and November 9<sup>th</sup> at the Allegheny Grille, Foxburg Inn in Foxburg, Pennsylvania.

### *Upstate New York Healthcare Human Resources Association*

Kathleen Galluci from Highland Hospital, the chapter's current president along with her board members are finalizing planning their Annual Conference to be held in the Fall.

---

## *WELCOME NEW MEMBERS*

Please join me in welcoming the following new ASHHRA Region Two members who joined during the period of March through May 2012:

- \* *Karen Bolden – Homestead, PA*
- \* *Annette Bucci (Burke Rehabilitation Hospital) – White Plains, NY*
- \* *NancyJo Fielding – Audubon, PA*
- \* *Christine Kong (Drinker Biddle & Realth LLP) – New York, NY*
- \* *Barbara Mandello – South Setauket, NY*
- \* *Tonya Richards-Maison (Kingsbrook Jewish Medical Center) – Brooklyn, NY*
- \* *Kathy Brady - Willow Grove, PA*
- \* *Marilyn Chapman (Buffalo Medical Center) – Buffalo, NY*
- \* *Jennifer Hrnjic (Champlain Valley Physicians Hospital Medical Center) – Plattsburgh, NY*
- \* *Sighle Mcmanus – Baldwinsville, NY*
- \* *Anthony Scibelli (Faxton St. Luke's Healthcare) – Utica, NY*
- \* *Brenda Sobeck – Wellsville, NY*
- \* *Kimberly Witt – Pittsburgh, PA*
- \* *Amanda Brailsford – New York, NY*
- \* *Richard Lustig (The Center for Discovery) – Harris, NY*
- \* *Eliezer Martin – Spring Valley, NY*
- \* *Stacey Pfeffer (Winthrop University Hospital) – Mineola, NY*
- \* *Christopher Rosen – Chester, PA*
- \* *Jennifer Whetsell – New York, NY*

Welcome !

---

**ASHHRA NEWSLETTER**  
**REGION TWO – Second Quarter 2012**

---

*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*  
*DuBois Regional Medical Center*  
*PO Box 447 DuBois PA 15801*  
*Phone: 814-375-3227*  
*E-mail: [jmpapp@drmc.org](mailto:jmpapp@drmc.org)*

*Region Two Advocacy Committee Representative*  
*Marcia Miller Telthorster, Vice-President Human Resources*  
*Princeton Healthcare System*  
*235 Witherspoon Street Princeton, NJ 08540*  
*Phone: 609-497-4164*  
*E-mail: [mtelthorster@princetonhcs.org](mailto:mtelthorster@princetonhcs.org)*

*Don't Forget.....*

---

September 23-25, 2012

**ASHHRA ANNUAL CONFERENCE**  
*"Leading People Through Change"*  
*Denver, Colorado*

---