

ASHHRA NEWSLETTER – REGION TWO

WELCOME to Summer!

Hello Region Two! Realizing that you are probably as busy as I am these days, I will try to make it short and meaningful. Together we have numerous people to whom we have responsibilities. Our families require time and effort. Our jobs require a high level of commitment. The causes which we deem important also consume us. Perhaps the most important but often overlooked responsibility we have is to ourselves. We need opportunities to learn, grow, contribute, be challenged, experience and give back to others.

As a child my father often reminded me of what he called “the law of nature”. For every thing that we receive, we must give back at least an equal amount. In anticipation of times when our requirements out pace our contributions, he suggested that we regularly contribute more than we take in hopes of being positive with nature in spite of those extraordinary requirements that we may face.

Recently, I had the opportunity to learn all about the ASHHRA Mentoring Program. Being totally novie about this program, I decide to volunteer to present on this topic at the Chapter Leadership Conference on June 2 through 4. What I learned was extremely uplifting. From both perspectives, the mentor and the mentee. Participants have a chance to learn, grow, contribute, be challenged, experience and give back to others. Wasn’t this exactly what my father suggested all those many years ago.

Please consider participating in this program as either a mentor or mentee. Make my father proud to know that I did not underestimate the power of his message! For further inforamtion on our Mentoring Program, please go to our website, click on the Learning Education bar heading. A dropdown list will include the Mentoring Program. If you have questions, contact Jamie Macander at (312) 422-3729. All applications should be in by August 15th and also can be located on-line.

Matches will be made so that mentors and mentees can personally meet at the Annual Conference. Consider having a positive balance with nature!

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WELCOME NEW MEMBERS

Recent new members to Region Two and ASHHRA for April, May, and June 2010 include:

* Margaret Francis	Ruby Weston Manor
* James Grunert	Lakeside Health System
* Renecia Lowery Jeter	North General Hospital
* Heather Mellen	St. Luke Health Services
* Alan Checketts	Mercy Health System
* Donna Manzi	Geisinger Health System
* Bryan Warren	Select International
* Jak DeTemple	Eagle Healthcare RPO
* Courtney Brown	Penn Medicine
* Colette Brown	Melmark
* Thomas Shawyer	Geisinger Health System
* Charles Wilson	Penn State Milton S. Hersey Medical Center
* Jennifer Jackson	East Orange General Hospital
* Kathleen Quigley	Foot & Ankle Care Associates, LLC
* Cassandra Claboine	Unity Health System
* Carline Moodie	Unity Health System
* Jackie Petro	Health Alliance
* Anna Spitzer	Memorial Sloan Kettering Cancer Center
* Laura Anderson	Genesis Rehab Services
* Mary Mazza	Temple University Health System
* Nancy Reinke	Lewistown Hospital
* Kathleen Maher	Continuum Health Partners
* Pam Nicaastro	Kenmore Mercy Hospital
* Theresa Krentz	Centers for Rehab Services
* Barbara McCullough	Washington Hospital
* Gretchen Neiswender	Cornwall Manor

If you are a new ASHHRA member, please check out the ASHHRA Member Orientation Tool at the ASHHRA website (www.ashhra.org). While navigating through this site, you will learn about the benefits, products and services available through ASHHRA. You will also be exposed to the vision, mission and strategic plan for our organization. The pivotal tool to help grow and develop HR leaders in healthcare, the HR Leader Model and the five competencies that drive continued development are also detailed as part of the Member Orientation Tool. Welcome !

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ADVOCACY COMMITTEE - An Update on 2010 Hill Visits

FROM: ASHHRA Advocacy Committee & our Region Two
Advocacy Representative, Marcia Telthorser

After the frenzy of political activity we know as healthcare reform, our ASHHRA Advocacy Committee arrived in Washington D.C. on May 16th to advocate for healthcare facilities across the nation. The purpose of this correspondence is to let you know of our work in Washington and to further explore how we can work jointly to increase the awareness and involvement of the ASHHRA membership in legislative activities.

Each Committee member paid visits to their respective state senators and representatives and engaged in discussions about the key issues listed below. One of our goals was to provide the voice of our respective human resources constituents. In addition to our own state members of Congress, we reached out to others and took the opportunity to put our causes before a record number 50 members of Congress, 20 more than last year.

The legislation which was the focus of our visits included issues represented by the following position papers:

- ***Protecting Caregivers' Health and Preventing Injuries – Safe Patient Lifting:*** Hospitals rely on the nurses' expertise to make appropriate decisions about lifting and transferring patients.
- ***Workforce Challenges:*** Reasonable immigration laws for foreign nurses; the anticipated severe workforce shortages and the funding needed for Nursing and Allied Healthcare education.
- ***Ensuring Patient Safety and Quality of Care:*** Funding to increase the supply of nurses, including more graduate faculty, facilities and equipment for training.

(Position papers are available at:

<http://www.ashhra.org/ashhra/advocacy/position.html>)

Prior to our hill visits, we had a day of final preparation and briefing at the AHA headquarters in Washington, D.C., where we met with AHA leaders: Lawrence Hughes, Asst. General Counsel, Carla Luggiero, Senior Associate Director, Federal Relations and SHRM Director of Government Affairs, Mike Aitken. We reviewed the political, as well as legislative landscape and prepared ourselves for the Hill visits the next day.

We met with our designated senators, representatives and/or their legislative aides. What we heard from them varied greatly, but included concerns about the health of our nurses, other healthcare workers and the physical strain that can result from moving patients. We feel strongly that the most appropriate individuals to make the decisions about lifting patients are the experienced and caring nurses, who have the best interests of the patients and themselves at heart.

The Advocacy Committee would like to make a couple of requests of each ASHHRA member, which are: “Stay in touch with your respective legislators.” and “Offer to serve as a resource to them.” “Also, when ASHHRA sends you a “Call to Action,” respond and

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participate. Your legislators appreciate having you as human resource professionals and as constituents.” What we’d like to know from you, our Regional Consultants, is how we might best communicate these requests beyond the Pulse articles, ASHHRA’s website, and face-to-face interaction at the Annual Conference. Your feedback would be greatly appreciated; my direct contact information is: Marcia Telthorster, 267-229-0145, mtelthorster@gmail.com. If you are not familiar with the Legislative Manual, please consider the information which can be used as a training tool for developing leaders in your region, and perhaps even yourself. For more information, go to: [www.ashhra.org/ashhra/member/Advocacy/AHA Legislative Manual Final.pdf](http://www.ashhra.org/ashhra/member/Advocacy/AHA_Legislative_Manual_Final.pdf).

If you have questions about the visit, please contact me. I look forward to hearing back from you!

SHHRPP Fall Conference (the State of Pennsylvania Chapter)

The Society of Healthcare Human Resources Professionals of Pennsylvania (SHHRPP) leadership has been organizing its annual educational conference to be held at the Omni Bedford Springs Resort in Bedford, PA on October 7 & 8. The roster of presenters includes Dr. G. Terry Madonna, Director of the Center for Politics & Public Affairs and Professor of Public Affairs at Franklin & Marshall College; a Human Resources staff member from the Indiana Regional Medical Center; Thomas Cummins, Practice Leader, Compensation and Benefits Surveys for Olney/HR Advantage; Doug Smith, a Partner in the Pittsburgh office of the Jackson Lewis law firm; and Jim Papp, ASHHRA Region 2 Consultant.

Dr. Madonna, a respected pollster and political observer, will provide a preview of the November 2010 elections and how the outcomes may impact healthcare and human resources. Indiana Regional Medical Center will discuss its success in securing and sustaining the “Best Places To Work” designation from a number of organizations including finishing in the top five for five consecutive year in the 100 Best Places to Work in PA and placing number 1 among healthcare organizations for five straight years. Thomas Cummins will share his insights into current trends and issues in healthcare compensation and benefits. His past presentations to SHHRPP have been both entertaining and informative. Doug Smith will present an up-to-the-minute overview of the labor legal and employee relations landscape as it relates to healthcare providers. Jackson Lewis attorneys are known for their high energy presentations that always stimulate discussion. Jim Papp will share with attendees information on ASHHRA’s programs, resources and current initiatives.

Generous vendor and exhibitor support allows SHHRPP to keep registration costs reasonable and provides participants the opportunity to learn about services and programs that can enhance their HR capabilities. The Omni Bedford Springs Resort has recently undergone a \$120 million renewal and has received the AAA Four-Diamond resort designation. It has also been declared a National Historic Landmark. The resort is conveniently located three miles off Pennsylvania Turnpike Exit 146. For more information on the conference and registration information, contact Patricia Raffaele at raffaelp@hcwp.org

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ASHHRA Conference

It's getting closer! Consider attending your Annual Conference.....Fulfilling our Promise Preparing for a New Decade of Success in Tampa, FL, September 25-28, 2010.

Why Should YOU Attend the ASHHRA Conference?

Educational Programs

- Enhance your health care business knowledge
- Advance your leadership capabilities
- Strengthen your role as a change agent
- Gain knowledge of the hottest trends in health care HR
- Network with your peers

Valuable Resources

- A variety of take-away tools, best practices and policies
- Networking opportunities with other HR practitioners nationally and regionally
- Exposure to more than 150 suppliers helping to advance health care HR products and services

Hottest Products & Services

- More than 150 exhibitors showcasing products that can help you solve problems within your organization
- Networking and knowledge sharing on state-of-the-art services in health care HR

Smart Investment

- Take-away tools and resources in health care HR
- Focused learning on leadership and strategic business knowledge
- Sessions designed around five leadership competencies
- Partnership opportunities with top health care HR leaders

Who Should Attend?

Health care professionals who are:

- New to the profession of health care HR practitioners looking for learning and knowledge sharing
- Senior executives looking for effective leadership strategies
- Students with a desire to enter the health care HR profession
- Practitioners from medical facilities outside of hospitals

Don't forget to vote for the 2011 ASHHRA slate to the Board of Directors. Very shortly, balloting will commence for Regional Consultant, including here in Region Two.

Enjoy a safe and happy summer until our fall issue.

Jim