

ASHHRA REGION 3 NEWS

Volume 1, Issue 1

February 2011

Upcoming Events



ASHHRA Is.....

The American Society for Healthcare Human Resources Administration (ASHHRA) – a personal membership group of the American Hospital Association (AHA), is the nation's only membership organization dedicated exclusively to meeting the needs of health care human resources practitioners. ASHHRA is recognized as "the premier source of educational resources, industry research, HR tools, networking, and best practices for the health care HR professional. When you join ASHHRA, you are investing in your future while helping to advance the transformation of the health care HR leader.

Founded in 1964, ASHHRA represents more than 3,350 human resources professionals across the nation. ASHHRA is governed by a 13-member board of directors, four standing committees, and more than 50 affiliated chapters who are all committed to enhancing the profession and moving forward toward one common goal – excellence in healthcare human resources.

Vision Statement

By joining together, by raising our skills, and by speaking with one voice, we as ASHHRA members can enhance the well-being of our employees, our health care organizations, and the communities we serve.

- Our purpose: To establish the expertise of health care HR through our ability to learn and share knowledge, build relationships, and exemplify excellence.
- Our power: To influence and impact the future of the health care workforce and those they serve.
- Our promise: To keep in our minds and hearts the passion and commitment we have for our profession.

Mission Statement

ASHHRA leads the way for members to become more effective, valued, and credible leaders in health care human resources administration. As the foremost authority in health care HR, ASHHRA provides timely and critical support through ongoing learning and development, products and resources, and opportunities for networking and collaboration.

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ASHHRA 2011 Awards Update

This is a reminder that the ASHHRA 2011 Awards forms are available at www.ashhra.org, touch About ASHHRA, click Awards.

The deadline for submission is **May 6, 2011**.

All forms should be uploaded via ASHHRA website. On the awards pages, each form has an upload option to Box.net, our green initiative this year for uploading and sharing files. The following awards forms are posted on the ASHHRA site. **We encourage you not to e-mail or mail your nomination(s).**

1. HR Leader
2. The National Mentorship Award
3. Communication Award
4. Outstanding Chapter Officer
5. Outstanding Chapter Achievement
6. Chapter Management

For the Chapter Management Recognition program, folders have been created to upload your submission. An initial invitation was emailed November 3 inviting your chapter to participate. If you did not receive the invite, I can forward it to you. It is important that you accept the Box.net e-mail in your 'Safe Files Location' so that you will be able to participate in the program without delay.

Feel free to contact me with any questions, rstoker@aha.org.

2011 Board of Directors

PRESIDENT

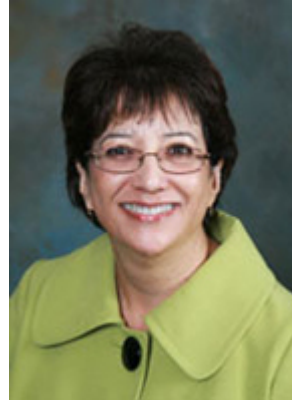


Robert Walters, SPHR

Corporate Director, HR Operations
Health First, Inc.
3550 North Harbor City Blvd.
Melbourne, FL 32932-0069
bob.walters@health-first.org

(Will become Immediate Past President in 2012)

VICE PRESIDENT



Irma Babiak Pye, SPHR

Senior Vice President & CHRO
Valley Baptist Health System
P.O. Drawer 2588
Harlingen, TX 78551-2588
irma.pye@valleybaptist.net

*(Three-year commitment to become
President in 2012 & Immediate Past
President in 2013)*

IMMEDIATE PAST PRESIDENT



Jeffery Payne, SPHR

Vice President, Human Resources
Lakeland Regional Medical Center
1324 Lakeland Hills Boulevard
Lakeland, FL 33805
Jeffery.payne@lrmc.com
(Term expires 12/31/11)

TREASURER



Joseph N. Micucci

Director, Human Resources
Jefferson University Hospitals -
Methodist
2301 South Broad Street
Philadelphia, PA 19148-9001
Joseph.Micucci@jeffersonhospital.org
(Term expires 12/31/12)

"It's the constant and determined effort that
breaks down all resistance and sweeps away
all obstacles."

Claude M. Bristol



HEALTH CARE FACILITY CEO



Melissa Kinnaird
CEO
Lakin Hospital
341 Westerry Ct.
Gallipolis Ferry, WV 25515-7106
melissa.j.kinnaird@wv.gov
(Term expires 12/31/11)

AT-LARGE DIRECTOR



Grace Blair Moffitt
VP, Corporate Human Resources
Moses Cone Health System
1200 North Elm Street
Greensboro, NC 27401
grace.moffitt@mosescone.com
(Term expires 12/31/12)

AT-LARGE DIRECTOR



Nicole Morin-Scribner, SPHR
Director, Human Resources
St. Mary's Health System
96 Campus Avenue
P.O. Box 7291
Lewiston, ME 04243
nmorin-scribner@stmarysmaine.com
(Term expires 12/31/12)

AT-LARGE DIRECTOR



Paul Morlock, SPHR, FACHE
Vice President, Human Resources
Stanly Regional Medical Center
301 Yadkin Street
P.O. Box 1489
Albemarle, NC 28002
paul.morlock@stanly.org
(Term expires 12/31/2011 -
completeing a term)



**“Celebrating the
Operational
Excellence of
Human Resource
Professionals in
Health Care”**

NON-HOSPITAL HEALTH CARE DIRECTOR



Marit Brock, SPHR, CMPE
Chief Human Resources Officer
Minnesota Gastroenterology, PA
2550 University Ave. West
Suite 423 South
St. Paul, MN 55114
mbrock@mngastro.com
(Term expires 12/31/2012)

**NON-HOSPITAL HEALTH CARE
DIRECTOR**



John W. Ostrom, SPHR
Director, Human Resources
Intermountain Medical Group
36 South State Street, 21st Floor
Salt Lake City, UT 84111
john.ostrom@imail.org
(Term expires 12/31/11)

CHAPTER OFFICER DIRECTOR



Thomas J. McCawley, SPHR
Director, Human Resources
CGH Medical Center
100 East LeFevre Road
Sterling, IL 61081
tom.mccawley@cghmc.com
(Term expires 12/31/2011)

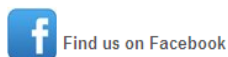
REGIONAL DIRECTOR



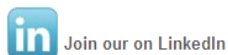
Karmen R. Reid, CCP, PHR
Director, Compensation
Mayo Clinic
200 First Street Southwest
Rochester MN 55905
reid.karmen@mayo.edu
(Term expires 12/31/12)

Social Networks

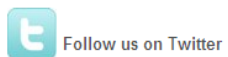
Connect with the ASHHRA community anytime through these social networks!



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Join our on LinkedIn



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**American Society for Healthcare
Human Resources Administration**
of the American Hospital Association

NEW-TO-THE-PROFESSION DIRECTOR



Maureen O'Keeffe, SPHR
System VP, HR & Strategic Planning
St. Luke's Health System
190 East Bannock
Boise, ID 83712
okeeffem@slhs.org
(Term expires 12/31/12)

**ASHHRA
Leadership
Conference**
NEW DATE
September 10
8 am – 4 pm
Phoenix, Arizona

Announcing Gary Willis Leadership Award

This prestigious award, co-sponsored by ASHHRA and [AHA Solutions](http://www.aha-solutions.org), honors the memory of Gary Willis, an ASHHRA board member, who passed away in 2010 after a battle with stomach cancer.

The Gary Willis Leadership Award (GWL) recognizes mid-level managers and directors who have made outstanding leadership and operations contributions to their organization. The award is for managers who are looking to advance their career through continuous educational opportunities promoting operational excellence. Award winners will receive one of two \$2,500 scholarships for health care HR education.

Criteria:

A minimum of five years of health care HR experience;

ASHHRA member for at least one year*;

Hold a position from mid-level manager to director.

**Past and present ASHHRA Board members are not eligible for this award.*

Applications can be submitted online beginning December 1st at www.aha-solutions.org. Applications must be received by March 1st and winners will be announced at the ASHHRA 47th Annual Conference & Exhibition in the fall of 2011. For more information, e-mail gwlaward@aha.org

The ASHHRA Value Model and Strategic Plan

History:

When evaluating a new plan the ASHHRA Board's original intent was to revalidate and/or tweak the existing plan three-year, but the "Great Recession" impacted ASHHRA, just as it did hospitals and health care organizations across the country.

This situation led to significant conversations about the ability for ASHHRA to thrive in the next decade, given the current challenges, which led the board to construct a new Strategic Plan.

Intent:

The ASHHRA Board of Directors decided to go through a lengthy and exhaustive process that was designed to answer these basic questions:

- What keeps health care HR professionals up at night?
- What can we do as an organization to create more value for our members?
- How can we ensure that we are well positioned to continue serving our members?

Value Proposition:

Discussions were focused on the —what ASHHRA fundamentally is—and, therefore, what it has to offer. In the end, after lively discussion it was agreed that ASHHRA is about human resource knowledge and expertise specifically within a health care setting. So, we determined that "knowledge" is a key definition of our value.

ASHHRA represents a core group of HR professionals who are bound together by our chosen health care industry with a common mission, creating a community.



Value Model:

One outcome of those meetings was the articulation of a "Value Model" which, in turn, was instrumental as we talked about the organization's role and future potential.

The new ASHHRA Value Model reflects ASHHRA's strengths: Knowledge and Community. The ASHHRA Value Model ensures that relationships and connections are paramount. It also demonstrates a shared sense of purpose around the health care HR community. The ASHHRA Value Model represents those served in the Strategic Plan.

Strategic Plan:

The new Strategic Plan will help ASHHRA focus on purposeful endeavors for our members and the health care HR field at large. It's general enough for ASHHRA to evolve with the changing tides of health care, yet focused enough to provide us with true guidance on how to support each health care HR professional's acquisition of knowledge and career growth. The plan will allow ASHHRA to serve as the one-stop shop for all health care HR needs and do an even better job when it comes to providing new and expanded services.

The plan gives ASHHRA direction and positions the society as the "go-to" place for health care HR resources and education. This new Strategic Plan has the ability to grow with ASHHRA as industry changes affect our members.

NEWS FROM REGION 3!



The Kentucky Chapter recently completed a four part Wage & Hour Webinar Series for its members. The series was hosted by KHA Solutions and presented by Stephanie Gournis from the firm of Drinker Biddle & Reath in Chicago, IL. The four part series included such topics as – *Determining Exempt/Non-Exempt Status, Working Off the Clock: More Than Just Meal Periods, Common Payroll Administration Errors, and Kentucky state law wage and hour compliance – Where is Your Organization Vulnerable?*

Robin Hoornstra, Sr HR Specialist with Human Resources Specialties, Inc. also presented a webinar entitled *OFCCP: Asserting Jurisdiction over the Health Care Industry.*

KYSHRM State Council in conjunction with the KY Chamber of Commerce, recently announced the winners in the Seventh Annual Best Places to Work in KY competition.

Per Barry Lindeman, KSHHRA Chapter President, “KSHHRA is honored to have membership representation from each of the named organizations and is proud of their efforts to promote the healthcare industry in the state of Kentucky.”



You Are Cordially Invited

The West Virginia Healthcare Human Resources Association will be holding the Fall Conference Sept 15-16, 2011 in Flatwoods, WV.

The 1 1/2 day program will consist educational sessions on issues facing healthcare human resources today, roundtable discussions, networking opportunities, and a social function. We sincerely welcome the members of Region 3 to join us for this event.

Carole Tennant, from West Virginia University and President Elect is the conference chair. You can contact her at tennantc@wvuh.com.





The New Labor Relations Board: What the New Appointment Will Mean for Your Organization

Tuesday, February 15, 2011 at 10:00 a.m. PT, 11:00 a.m. MT, 12:00 p.m. CT, 1:00 p.m. ET

Participate in this webinar to understand how the recent changes to the NLRB may impact your health care institution. You need to be aware of these changes not only as a health care HR professional but also as an employer. Register today to prepare your organization for impending changes.

While knowledgeable observers generally agree the Employers Free Choice Act (EFCA) has little chance of enactment in the near future, employers should not become complacent. Labor law reform is moving forward, with or without EFCA. The appointment of pro-labor attorneys Craig Becker and Mark Pearce to the National Labor Relations Board to cement a solid three-member pro-labor Board majority will result in rulemaking and decisional changes that undoubtedly will energize the labor movement.

Learning Objectives:

- Review the recent and expected changes to federal labor law
- Understand the impact of those changes and how this could affect your organization
- Develop pro-active strategies to respond to the changes

Faculty:

Howard M. Bloom, Partner, Jackson Lewis LLP and Michael J. Lotito, Member of Jackson Lewis' Management Committee and Partner, Jackson Lewis LLP

Price:

ASHHRA Members: \$24.99

Non Members: \$39.99

Respectfully submitted,
Lee Byrd, SPHR, LALFA
Region 3 Advocacy Rep
lbyrd@mahova.com



A Note From the Executive Director.

Dear Chapter Leaders:

For the past few months you have probably noticed an email from me updating you and seeking your input. I will continue to do this throughout the year for ASHHRA wants to hear your ideas and where we can better assist you. ASHHRA also wants to make sure you have information first hand that may impact you and your group.

In preparation for the new year, we wanted to remind you of a change we announced to each of you in November. To benefit you, ASHHRA will be collocating the Chapter Leadership Program to the Annual Conference in Phoenix, Arizona on Saturday, September 10th. ASHHRA will still honor the payment for the one night stay of your chapter president or chapter appointed leader to attend, and one Chapter Leadership Program Registration Fee for all affiliated chapters.

The Chapter Leadership Program Agenda will again be driven by your regional consultants and will ensure that your chapter leaders are:

- Networking with each other
- Learning to run a chapter
- Doing their job and doing it well and/or better
- Have an understanding of chapter operations
- Know how to motivate volunteers.

More communication will be coming from ASHHRA about more Chapter Leadership Education. Make sure to continue to check out [your enhanced chapter management toolkit](#).

We look forward to hearing from each of you. Please remember as you are out there supporting the health care human resource profession, we are here for you. Feel free to call me at any time with questions, concerns, or simply ideas around support.

Sincerely,

Stephanie Drake, MBA
Executive Director

American Society for Healthcare Human Resources Administration (ASHHRA)
of the American Hospital Association (AHA)
155 N. Wacker Drive
Suite 400
Chicago, IL 60606
sdrake@aha.org