

Upcoming Events



49th Annual Conference & Exposition
Washington, DC
September 28th – October 1st, 2013

WHY SHOULD YOU ATTEND THE ASHRA 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



Social Networks

Connect with the ASHRA community anytime through these social networks!

-  Find us on Facebook
-  Join our on LinkedIn
-  Follow us on Twitter

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Thanks for a great conference!



To one of Region 3's own

2013 ASHRA PRESIDENT



Grace Blair Moffitt
VP, Corporate Human Resources
Cone Health
1200 North Elm Street
Greensboro, NC 27401
grace.moffitt@conehealth.com

A W A R D S

2012 Region 3 Award Winners

Chapter Management
Virginia – 4 Star
North Carolina – 4 Star

Chapter Achievement
Polly Weese - NC

Outstanding Chapter Officer
Vince Watson – NC
Laura Stafford - MD

MetLife Scholarship
Emily Endert - VA

NEWS FROM REGION 3!



Save the date

FALL Conference

VaSHHRA
“Leading With Excellence”
Friday, November 9th
Hilton Garden Inn
Glen Allen, VA

Currently being reviewed for 5 CEUs with 2.5 of those being strategic

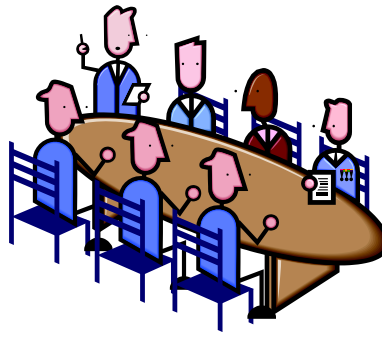
For more information!

www.vashhra.org

Additional News

Addition

- VaSHHRA is awaiting their final ballot count for 2013 Officers. The voting process will end on Oct. 21. After that date, an email to ASHHRA and all VaSHHRA members will be sent out announcing the new 2013 Officers.
- The 2013 scholarship award winner will be announced at the Fall Conference on Nov. 9th.



WELCOME NEW REGION 3 MEMBERS

First Name	Last Name	Title	Organization	City	State	Zip	Email
Kelli	Bails	Marketing Director & Assistant Practice Administrator	Mountain State Oral & Maxillofacial Surgeons	Charleston	WV	25301	kbails@mtstateoms.com
Valerie	Beckwith	Hr Manager Manager, Recruitment Mkg & Internal Commun.	Coastal Hospice	Salisbury	MD	21802	vbeckwith@coastalhospice.org
Susanna	Brent		University of Virginia Health System	Charlottesville	VA	22908-0224	scb3u@virginia.edu
Freda	Cavallaro	Director System Compensation	Bon Secours Health System	Richmond	VA	23227	freda_cavallaro@bshsi.org
Michael	French			Richmond	VA	23227	michael_french@bshsi.org
Michael	Hill			Charlotte	NC	28277	mhill@cokergroup.com
Keshia	Horton	Human Resources Generalist	Granville Health System	Oxford	NC	27565	khorton@granvillemedical.com
Mary	Howe	Dir-Executive Talent Acquisition Senior Vice President,	Bon Secours Health System, Inc.	Annapolis	MD	21403	marylou.howe@gmail.com
Angela	Mannino	Human Resources	Inova Health System	Falls Church	VA	22042	angie.mannino@inova.org
Linda	Martin	Admini Dir, Org. Dev Director Human Resources	Bon Secours Virginia	Richmond	VA	23226	linda_martin@bshsi.org
Heather	Poff	Manager, Staff Relations & Recruitment	Princeton Community Hospital	Princeton	WV	24740-1369	hpoff@pchonline.org
Christa	Robinson	HR Recruitment & Staff Development Manager	St. Claire Regional Medical Center	Morehead	KY	40351-1180	clrobinson@st-claire.org
Amy	Spalek	Director of Human Resources	Masonic Home of Virginia	Chester	VA	23836	abspalek@masonic.com
Ruth	Tilley		American HomeCare, Inc.	Richmond	VA	23235	rwtilley@gmail.com
Tammy	Clothier	Compensation Analyst Vice President of Human Resources	Owensboro Medical Health System	Owensboro	KY	42303	tammy.clothier@omhs.org
Susan	Ellis		Highlands Regional Medical Center	Prestonsburg	KY	41653	sellis@hmc.org
Sylvia	Hackett		Rex Healthcare	Raleigh	NC	27607-6599	sylvia.hackett@rexhealth.com
Regina	Harris			Newport News	VA	23606-3054	regina.harris@rivhs.com
Ashley	Hathaway			Asheville	NC	28803-2493	ah@aea1961.com
Vickie	Haycraft	Human Resources Manager	The Austin Group Healthcare	Taylorsville	KY	40071-9316	kysunshine@insightbb.com
Crystal	Hickey			Hampstead	MD	21074-1238	chickey@stellamarisinc.com
Debra	Kale	Vice President Human Resources	Cleveland Regional Medical Center	Shelby	NC	28150	
Laura	O'Donnell	Vice President, Human Resources Chief Human Resources Officer	Medstar Good Samaritan Hospital	Baltimore	MD	21239-2995	laura.odonnell@medstar.net
Deborah	Page		Duke University Medical Center	Durham	NC	27710-3708	deborah.page@duke.edu
Anita	Turpin			Erlanger	KY	41018-3509	anitaturpin@catholichealth.net



ASHHRA Tidbits



ASHHRA is currently creating resources to meet member needs by providing toolkits that include processes, policies, tools, forms, white papers, articles, and educational media. These toolkits seek to educate, aid, and enhance ASHHRA member knowledge in specified topical areas. A definition of each toolkit will be provided to help members fully understand the value of each toolkit. The following is an outline of the content of these toolkits.

Tools

These documents describe an activity or a definition pertinent to the toolkit. The documents can also be a form or template to be used as a guide when creating documents unique to an organization.

White Papers and Articles

A health care white paper is a persuasive essay, containing a problem, findings, solutions, and an alternative solution to a discussion topic critical to the health care profession. The white paper is supported by data and survey results while offering possible solutions or strategies one can apply within an organization regarding the topic.

ASHHRA publishes a vast amount of articles that continue to aid members in their knowledge. Select articles will be placed in toolkits to aid the understanding of the specified topic.

Education

Encore presentations of webinars and videos that were previously held on a toolkit topic, if available, will be in the *eLearning Network*, and will be linked to toolkits again to aid member knowledge. The PDF file will contain information about the webinar as well as the link to replay the recording.

Member Shared Resources

These resources are tools, templates, forms, and guides used by the ASHHRA member, unique to their organization.

Partner Shared Resources

These resources are tools, templates, forms, and guides used by the ASHHRA partner, unique to their organization.

Current and Upcoming Toolkits

- Benefits*
- Compensation*
- Compliance & Reporting*
- Communication and Organizational Change*
- Diversity*
- Employee Engagement*
- Employee Handbooks*
- Employee Retention*
- Exit Interviews*
- Generational Workforce*
- Health Care Reform
- HR Audits*
- Labor Relations*
- Mentoring*
- Non-Hospital Patient Care*
- Orientation*
- On-Boarding*
- Performance Management*
- Physician Integration*
- Recordkeeping*
- Recruitment & Selection
- Rewards & Recognition*
- Safety*
- Sexual Harassment*
- USERRA*
- Wellness
- Workforce Planning*
- Workforce Reduction*
- Workplace Violence*

**Toolkits to be launched 2012 and 2013*



The **ASHHRA eLearning Network** is your number one source for professional development in the health care human resource field. ASHHRA is committed to serving your needs and that is why we have developed a customized online learning platform that provides comprehensive health care HR knowledge in a self-paced format. Whether you are New-to-the-Profession, Mid-Level Professional, or at the Executive Level, you will find a program that will enhance your knowledge and assist in your professional path to excellence.



ASHHRA HR Concierge is a service that offers personal attention to the health care HR profession by providing custom tools and resources that are essential to the field.

Ask the Expert

A member benefit that provides you with custom resources to meet your individual health care HR needs.

- Provides project consulting to our members on a personal scale
- HR practitioner on-staff to address custom requests for research, resources, and other HR needs (Requested resources can be obtained within 48-72 hours)
- Focuses on providing custom HR research information in the areas of Benefits, Training and Development, Talent Management, and many other topics that reflect the ever-changing scope of health care HR.

Resource Library

An alignment of tools and resources that reflect the ever-changing landscape of health care HR

- White Papers - Talent Management, Benefits, etc.
- Toolkits - HR Leadership, Mentoring, and Health Care Reform
- Surveys - Compensation, HR Metrics, and Labor Relations
- Case Studies - Workplace Intimidation, Employee Engagement, and Culture of Health
- Custom Research Project Consultation (initial 2 hours free) - HR Practices, Performance Management, etc.

For more information, contact ASHHRA: ashhra@aha.org or at (312) 422-3720.

PARTICIPATION REQUESTED

Health Care Workforce Planning Project

ASHHRA, the AHA, and the American Organization for Nurse Executives (AONE) are commissioning research to address the issue of health care workforce planning. Share your workforce planning models and/or strategies to aid in this project, which will include a series of structured interviews of ten to eighteen health care HR practitioners and nurse executives. The interviews will direct the development of a comprehensive final manuscript and workforce planning model.

CHECK OUT

Retirement Plan Trends

Check out the Tenth Anniversary Report! Retirement Plan Trends in Today's Healthcare Market 2012. Click here to request the report.

Latest Health Care Labor Report Available

The Quarter 3 issue of the Health Care Labor Report is now available for ASHHRA members.