



ASHHRA Region 5 Newsletter

Greetings from your Regional Consultant!

Wow, I can't believe that summer is coming to an end and it is almost time for the ASHHRA Annual Conference! A great program is planned. Chapter Leaders, plan to attend the Chapter Leadership Workshop on Saturday, September 22. I promise you will walk away with some great ideas to share with your chapter leadership team and membership.

I'm very excited about the Keynote Speaker, Tom Flick, former NFL Quarterback. No doubt we will walk away with a new outlook on change management. The closing ceremony will feature Carson Kressley, renowned stylist and television star. With Carson as the speaker, the conference should certainly end with some laughs as well as a bit of personal insight.

On a more personal note, my grandson recently celebrated his 5th birthday with a Star Wars themed party at our home. Soon after the party was to begin, two "special" visitors arrived at the front door: Darth Vader and a Stormtrooper! Almost immediately, the shy kids who were quietly sitting on the couch were up and interacting with our new visitors, as well as the other young party attendees! It made me reflect on how important it is to have someone to look up to and to motivate you. As they all pulled out their new toy lightsabers, imitating Darth Vader who had now raised his lightsaber, I realized that he was becoming a mentor to them. They observed and copied every move! Apparently we all need a mentor, no matter what age we are. Please consider participating in the ASHHRA Mentoring Program to pass your skills on to someone who will look up to you!

I hope to see you all at the conference. And don't forget to attend the Regional Breakfast on Sunday morning, September 23. It's a great time to meet other HR Professionals from Region 5! And bring those light sabers; you never know when we are being a silent mentor!

See you then!

Dianne Potter, SPHR

Region 5

Central Illinois, Indiana, Michigan,
Ohio, Southern Illinois, Wisconsin



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Please feel free to call me or email me anytime!

DID YOU KNOW?

Two ASHHRA Board Members are working on a HEALTH CARE HUMAN RESOURCES CERTIFICATION! This is very exciting! We should see the rollout of this new certification in approximately one year. Watch your ASHHRA mailings for more information!



WHY SHOULD I ATTEND THE ASHHRA CONFERENCE?



RECERTIFICATION HOURS: 18 general recertification credit hours and 15 strategic business management credit hours are currently being reviewed for the annual conference!

INSPIRATIONAL SPEAKERS!!



TOM FLICK, former NFL Quarterback, success coach and Change Management Specialist!



CARSON KRESSLEY, renowned stylist and television star!



FUN
SOCIAL
EVENTS!



Valuable solutions
from exhibitors!

Valuable networking opportunities!



Informative learning sessions!



CHAPTER EDUCATIONAL OPPORTUNITIES

WiSHRRA Webinar: "Bullying in the Workplace" - the 2nd or 3rd week in October. More info to come.

WiSHHRA Webinar: "RN and MD Relationships" - November 13th or 14th

For more information on one of the webinars listed above, contact Pat Campau, Director Comp/Benefits/HRMS, 414-326-2608

ISHHRA Fall Conference, October 5, 2012. For more info, contact Kathy Covert, Vice President Human Resources, Schneck Medical Center, 812-522-0449, KCovert@schneckmed.org

OSHHRA Fall Conference and Annual Meeting, November 8-9, 2012. For more information, contact Dominic W. Prunte, Diocesan Director of Human Resources, Catholic Diocese of Columbus, 614-241-2537, dprunte@colsdio.org

The Michigan chapter is having a Fall Conference in November and is also hosting bi-monthly webinars. For more information, contact Dane Turner, Director HR, at 989-343-3211.

WE NEED YOU.....



TO SUBMIT YOUR RESOURCES

.....FOR THE NEW ASHHRA TOOLKITS!!!

ASHHRA is continues to create resources to meet your needs by providing toolkits that include processes, policies, tools, forms, white papers, articles and more. These toolkits seek to educate, aid, and enhance ASHHRA member knowledge in specified topical areas. This is very exciting as it provides healthcare specific HR tools to meet our needs! Visit ashhra.org to view the current categories and information that is available. As always, this resource will continue to be a work in progress!

CONGRATULATIONS TO ALL ASHHRA REGION 5 AWARD WINNERS TO BE HONORED AT THE ANNUAL CONFERENCE!

Chapter Management Program Award Winners

Ohio Society of Hospital Human Resources Administration—Star Level 3

Central Illinois Society for Healthcare Human Resources Administration—Level 3

Indiana Society for Healthcare Human Resources Administration—Level 3

Outstanding Chapter Officer Award Winners

Patricia Campau, Wisconsin Society for Healthcare HR Administration

Patricia Grubbs, Ohio Society for Healthcare Human Resources Administration

Outstanding Chapter Achievement Award Winners

Troy Koebke, Wisconsin Society for Healthcare Human Resources Administration

Traci Oswald, Ohio Society for Healthcare Human Resources Administrators

Nancy Stephens, Central Illinois Society for Healthcare HR Administration

Sue Edminster, Wisconsin Society for Healthcare HR Administration

Welcome New ASHHRA Region 5 Members!

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I always like to start and end my day with a few thought-provoking comments. How many of you can identify with some of the HR Leader comments in the article below?

“39 More Secrets Your HR Person Won't Tell You” (Reader’s Digest, 2012)

1. “The No. 1 thing in job security is your relationship with your boss. Even if he says, ‘I’m sorry I really wanted to keep you, but they made me lay you off,’ that’s almost never true. He probably made that decision.” –*Cynthia Shapiro, former human resource executive and author of “Corporate Confidential: 50 Secrets Your Company Doesn’t Want You to Know.”*
2. “If you’re accused of sexual harassment, even if you’re found to be not guilty, people will always look at you funny afterwards. It can kill your career.” –*Laurie Ruettimann, HR consultant and speaker in Raleigh, N.C.*
3. “Even in jobs where you test applicants and those with the top scores are supposed to get the job, I’ve seen hiring managers fix scores to get the people they like.” –*HR representative in the manufacturing industry.*
4. “If you have a question, come to my office. Don’t corner me in the bathroom.” –*HR professional at a mid-sized firm in North Carolina*
5. “Children and hobbies do not belong on a résumé. And never, ever say, ‘Now that my kids are in college, I’m ready to get back in the workforce.’” –*HR professional at a mid-sized firm in North Carolina*
6. “Someone might tell you to ‘Be yourself’ in the interview. Don’t be yourself. That’s the worst advice ever. We don’t want people who are neurotic and quirky and whatever else. All we care about is your skill and experience.” –*Laurie Ruettimann, HR consultant and speaker in Raleigh, N.C.*
7. “You’re right to be paranoid. The company is always watching you, and there’s a record of everything you do: every phone call, every text, every tweet and instant message. At most companies, they save that data forever.” –*Laurie Ruettimann, HR consultant and speaker in Raleigh, N.C.*
8. “I was asked by one CEO to hire the long-legged girl with the long dark hair even though she didn’t have the right skills. Another time, I was instructed not to hire anyone with children because the company had too many people leaving for soccer games. That kind of thing happens all the time.” –*Cynthia Shapiro*
9. “I know many of you met your former spouse at the company. But the thing is, for every one of you, there are five people it doesn’t work out as well for. And your office romance can and will be held against you.” –*Kris Dunn, chief human resources officer at Atlanta-based Kinetix who blogs at HRcapitalist.com.*
10. “Many people think, ‘If I work extra hard, I’m going to get noticed.’ But it doesn’t work that way. If you want to advance, some of the responsibility falls on you to toot your own horn. Make sure your supervisor and your supervisor’s supervisor are well of aware of what you’re contributing.” –*Michael Slade, HR director at Eric Mower and Associates, an integrated marketing communications agency.*
11. “I know a lot more about you when you walk in the door than you realize. I’ll search for you on the web and often use my own personal network to do a pre-interview reference check.” –*Senior HR Executive in New York City*

12. "Generally speaking, you only put someone on paid leave if you're pretty certain that they might be terminated from the company once you do your investigation." –*Kris Dunn*
13. "Never accept the job immediately. Say you need to think about it overnight. Once you sign on the dotted line there's no room for negotiation." –*A human resources professional in New York City*
14. "If you get fired, don't just stomp out and go on with your life. The company may be willing to give you some severance, especially if you can point to someone different from you who didn't get as severe a punishment. Just saying, 'Well, I talked to my attorney' (even if you don't have an attorney) can also give you some leverage." –*Suzanne Lucas, a former HR executive and the "Evil HR lady" on bnet.com*
15. "If we ask 'What salary are you looking for?' say you're flexible, or say it depends on the responsibilities of the job. Try not to name a salary unless we really push you, because that gives us a leg up in the negotiating." –*A human resources professional in New York City*
16. "I've always hated the big United Way drive at work. Not because of the United Way. Great organization. Because of the smell of solicitation in the air, and because we are usually in the middle of it." –*Kris Dunn*
17. "Companies do have black lists. It's not written down anywhere but it's a list of people they'd be happy to get rid of if the opportunity arises. If you feel invisible, if you're getting bad assignments, if your boss is ignoring you, or if they move your office, you're probably on it." –*Cynthia Shapiro*
18. "I may say 'I'm terminating you because you didn't meet performance measures.' I'm not going to say it's because you're a pain in the butt and piss people off every time you interact with them." –*HR Manager at a healthcare facility*
19. "I once had someone send me Forget-me-not seeds with their thank you note. Yes, thank me for taking the time, that's great. But sending me seeds? That's weird." –*Sharlyn Lauby, human resources consultant in Fort Lauderdale, Fla.*
20. "Don't lie about your salary. Ever. Even if your employer doesn't tell us (and most do), we'll find out eventually. I've terminated two people for doing that." –*A human resources professional in New York City*
21. "One time a candidate sent – I love this – a thank you card with a professional picture of herself, which quite honestly became the running joke for weeks. The picture was blown up and posted in my office with hearts drawn around it." –*HR director at a financial services firm*
22. "Don't ever tell me that you have to have this job because you're going to lose your house, your kids have nothing to eat, your mother has cancer. Companies aren't a charity." –*Suzanne Lucas*
23. "Networking does not mean using Facebook or Linked In. It means going to events, getting your face in front of people and setting up informational interviews." –*A human resources professional in New York City*
24. "We get résumés on fancy schmantzy papers. We get them with gold-pressed lettering. We get them in binders and in document protectors with ribbons. None of that sways me." –*HR Manager in St. Cloud, Minnesota*
25. "98 percent of the résumés we receive when we post a position on a big jobs site like hotjobs, monster or careerbuilder are junk, people who are nowhere near qualified. We'll get a guy who's a bar manager applying for a director of public affairs position. Or a shoe salesman. That's why we like posting jobs on websites that target specific industries." –*Michael Slade, HR director at Eric Mower and Associates, an integrated marketing communications agency.*

- 26.** “Your job isn’t safe just because you’re pregnant or a new mom. Lots of people get pink slips while they’re on maternity leave. Companies can do it as part of a larger layoff, include you in there and create a justification for it.” –*Cynthia Shapiro*
- 27.** “Some companies do everybody’s raises on their anniversary dates. I’m not a fan of that because if the budget comes out in January, those poor people hired in December get, ‘Oh sorry, we’d like to give you more but we gave a huge increase to Bob so you’re just going to get 2 percent.’” –*Suzanne Lucas*
- 28.** “I don’t lay people off at the end of the day because I think it’s rotten to get a whole workday out of someone, then lay them off. I always lay them off in the morning.” –*A human resources professional in New York City*
- 29.** “I had somebody list their prison time as a job. And an exotic dancer who called herself a ‘customer service representative.’” –*Sharlyn Lauby, human resources consultant in Fort Lauderdale, Fla.*
- 30.** “It doesn’t take 40 hours a week to look for a job. So if you’re unemployed, do something: take classes, meet people, go to industry meetings, start a blog, read a book a week. Just don’t sit on the couch and eat Doritos.” –*Ben Eubanks, HR professional in Alabama*
- 31.** “My Linked In profile is for myself, a way for me to find another job. It’s not a way to find a job with me.” –*A human resources professional in New York City*
- 32.** “In interviews, everyone works well with others, and everyone learns quickly. Please tell me something else.” –*HR manager in St. Cloud, Minn.*
- 33.** “I’ve seen managers not hire a woman because the environment is mostly male, and they’re worried that no matter how smart or talented she is, she won’t fit in.” –*HR representative at a Fortune 500 financial services firm*
- 34.** “If it’s been a week or two and I tell you ‘I don’t have an update yet,’ that often means there’s a better candidate we’re talking to, but we can’t tell you that in case they decide not to take the job.” –*Recruiting consultant Rich DeMatteo, Philadelphia, Pa.*
- 35.** “If you call to check on the status of your résumé and I ask, ‘What job did you apply for?’ If you don’t know, you’re done.” –*HR professional at a mid-sized firm in North Carolina*
- 36.** “When we had someone go out on disability and we knew he was faking it, we didn’t want to go to court to prove it. So we put him on the end of the assembly line in a job where we knew he wouldn’t succeed. Eventually, we were able to fire him.” –*HR pro at a mid-level staffing firm*
- 37.** “I have better things to do than deal with who slept with who, or who’s talking about you behind your back. Sometimes I feel like a high school guidance counselor.” –*HR professional at a mid-sized firm in North Carolina*
- 38.** “Yes, I have access to everyone’s salary but I don’t look unless I have to. There’s nothing worse than having to reprimand someone, and then seeing they make \$60,000 more than me.” –*HR professional at a midsize firm in North Carolina*
- 39.** “Don’t stalk me.” –*A human resources professional in New York City*

CAN YOU NAME THE ASHHRA LEADER MODEL'S FIVE COMPETENCIES?

- Reach Beyond the Expected
- Embrace New Learning
- Raise Your Voice
- Lead With your Heart
- Exemplify Excellence

For further definition of these competencies, visit ashhra.org > About > HR Leader Model



The Wisconsin chapter recently updated their logo.
Congratulations to Wisconsin on this great accomplishment!

ATTENTION CHAPTER LEADERS:

PLEASE WELCOME OUR NEW ASHHRA MEMBERS BY REACHING OUT AND INVITING THEM TO YOUR LOCAL ACTIVITIES!

CHAPTER EDUCATIONAL OPPORTUNITIES: Please notify me of educational programs provided by your chapter so that we can make them available to other members of Region 5.

I hope you enjoyed this issue of the Region 5 Newsletter.

In conclusion, ask yourself this question: Who looks up to you? Are you a mentor to someone?

Please consider signing up for the ASHHRA Mentoring Program AND.....**MAY THE FORCE BE WITH YOU!**



Grandson Evan with Darth Vader and a Stormtrooper on his 5th birthday.