

Region 6

* Iowa

* Kansas

* Minnesota

* Missouri

* Nebraska

* North Dakota

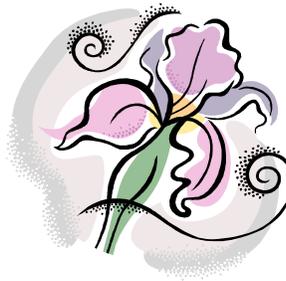
* South Dakota



JULY 2011

Vision

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.



Region 6 Consultant

REGIONAL CONSULTANT MESSAGE

Many parts of Region 6 have been challenged by Mother Nature the past few months, from tragic tornados and raging flood waters to the extreme heat wave and drought. My thoughts and prayers go out to those who have been directly or indirectly affected. But through the ashes of tragedy comes great triumphs and support. I do hope that everyone has been able to take some time for summer fun this year!

My role as Regional Consultant is to provide effective feedback to ASHHRA on the needs and desires of the region. Your feedback helps ASHHRA define its priorities to meet your needs and ensure that ASHHRA continues to be the leading resource for Healthcare Human Resources Professionals.

I am very privileged to work with an outstanding group of professionals as we all work toward the goal of serving and advancing the HR profession. Please feel free to contact me anytime with questions, ideas, comments, suggestions, etc... It is my pleasure to serve you as your Region 6 Consultant and I hope to help lead our efforts to promote high standards of professional ethics, education, and effectiveness in the area of Human Resources.

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Mission

ASHHRA leads the way for members to become more effective, valued, and credible leaders in health care human resources administration.

Meet ASHHRA's New Membership Specialist

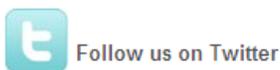
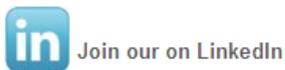
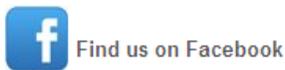
Ivan Brown has joined ASHHRA as a Human Resources Membership Specialist, responsible for the execution of chapter relations and membership prospecting activities including new and prospective member communications and recruitment strategies. He will also advise ASHHRA members on evolving Human Resources issues in health care serving as a human resources staff expert and provide support to chapters.



Ivan has 7 years of experience in benefits and labor, and several years of Human Resources experience in healthcare and manufacturing. Ivan has an MBA from Keller Graduate School of Management and a BS degree in Business/Human Resource Management from Roosevelt University. He previously worked as a Talent Management associate for Cook County Health and Hospital System, as a Human Resource Associate at City Colleges of Chicago, and as a Benefits Administrator at Illinois Action for Children.

Please join me in welcoming Ivan to the team!

Connect with the ASHHRA community anytime through these social networks:



Annual Chapter Leadership Conference

This year the Annual Chapter Leadership Conference is scheduled for Saturday, September 10, 2011 in Phoenix, AZ beginning at 8:00am. The conference is extremely beneficial to the Chapter's President-Elect to understand the affiliation with ASHHRA and how ASHHRA can assist in leading your Chapter.

ASHHRA supports the attendance of one leader from each Chapter by paying for one night stay, and one Chapter Leadership Program registration fee.

Please be sure all affiliated chapters take advantage of this opportunity to join us in Phoenix!

PLEASE JOIN ME IN WELCOMING OUR NEW REGION 6 MEMBERS:

Iowa

Wendy Frank, HR Manager, CIC Associates, Des Moines, Iowa

Kansas

Richard Cybulski, HR Director, HCA, Overland Park, Kansas

Nickhelle Johnson, HR Director, Nueterra HR Solutions, Leawood, Kansas

Jan Mathieu, Director of HR, Heartland Surgical Specialty Hospital, Overland Park, Kansas

Valerie Schneider, Director of HR, Gove County Medical Center, Quinter, Kansas

Adzianna Souba, Asst. HR Director, Promise Regional Medical Center, Hutchinson, Kansas

Minnesota

Walter Anastazievsky, Senior Consultant, Sullivan Cotter and Associates, Minneapolis, Minnesota

Penny Brundell, HR Director, Prairie ridge Hospital & Health Services, Elbow Lake, Minnesota

Kim Carlson, Manager of HR, First Light Health System, Mora, Minnesota

Amber Cloyes, Systems Intern, Essentia Healthcare, Duluth, Minnesota

Kate Law, Director of HR, Maple Grove Hospital, Maple Grove, Minnesota

DC Mangum, Mayo Foundation, Rochester, Minnesota

Kathryn Niederer, HR Director, Ridgeview Medical Center, Eden Prairie, Minnesota

Katie Slette, Director HR & Marketing, Windom Area Hospital, Windom, Minnesota

Missouri

Crysti, Deininger, HR Director, Carondelet Manor, Kansas City, Missouri

Jennifer Fulton, Recruiter, Hannibal Regional Hospital, Hannibal, Missouri

Kimberly Kueser, Consultant, Integrated Health Care Strategies, Kansas City, Missouri

John Lenihan, Consultant, Integrated Health Care Strategies, Kansas City, Missouri

Brett Matthews, Director of Compensation, University of Missouri Health System, Columbia, Missouri

Lauren Schneider, Manager of HR, Missouri Baptist Medical Center, Saint Peters, Missouri

Michelle Varcho, Director HR, Community Health Center, Jefferson City, Missouri

North Dakota

Alaina Olson, HR Director, Cooperstown Medical Center, Portland, North Dakota

Nebraska

Judy Bowman, HR Assistant, Box Butte General Hospital, Alliance, Nebraska

Lisa Hillyer, HR Assistant, Box Butte General Hospital, Alliance, Nebraska

Mindy Jarecki, Employee Relations Specialist, The Nebraska Medical Center, Omaha, Nebraska

Lori Thompson, HR Manager, Nebraska Orthopaedic Hospital, Omaha, Nebraska



An Era of Change

An Evolution in Health Care HR

September 10–13, 2011 PHOENIX, ARIZONA



Pack your bags for some fun in the sun!! The annual ASHHRA conference is a great opportunity to network with HR professionals from across the country while taking advantage of many educational options and having great fun! This year's conference is being held in sunny Phoenix, Arizona on September 10 to 13.

This is also a great opportunity to combine business and pleasure. The hotel group rates will be available for 3 days before the conference begins, and 3 days after the conference ends! Take advantage of this great deal and enjoy a few extra days enjoyed everything that Phoenix has to offer! I hope to see you all there!!

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



Keynote Speaker
Chip Madera



Keynote Speaker
Henry Winkler



Keynote Speaker
Ian Morrison

ASHHRA 47th Annual Conference & Exposition



18.5*
**Recertification
Credit Hours**
(Includes 17.0 Strategic Business
Credit Hours, and 1.5 California
Specific Credit Hours)

**Only at the ASHHRA
annual conference.**

**with Pre-conference and Full Conference attendance*

The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.

AND...



...we're revealing
something **BIG**
at the conference.

You gotta be there
to see it.

REGISTER
www.ashhra.org

Sept. 10 -13, 2011
PHOENIX, ARIZ.

An Era
of Change

An Evolution in Health Care HR

CALENDAR OF EVENTS

September 10
ASHHRA Chapter Leadership Conference
Phoenix, Arizona

September 10-13
ASHHRA 47th Annual Conference & Exposition
Phoenix, Arizona

November 17
Kansas Hospital Human Resources Association – KHHRA
Fall Conference
Wichita, Kansas

* Your event not listed?
Please contact me so I can get it on the events calendar.





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.

Certificate Programs

Whether you are entering the field, climbing the career ladder, or simply want to learn more about various disciplines within health care human resources, take the ASHHRA Certificate programs to obtain the key tools to succeed in your field. By the end of each online program, you will be equipped with a comprehensive knowledge of the responsibilities related to that discipline and a certificate distinguishing you as a well-trained professional. An online final exam is required to receive HR Certification Institute credit.

Online Courses

ASHHRA offers 31 online eLearning courses based on best practices, tools, and various resources in hot industry topics such as social networking, emerging trends in workforce development, accountability, communication, and diversity, among many others. The eLearning courses present an affordable and practical continuing education opportunity for health care HR professionals at every level.

If you are a current member of ASHHRA and logged on to ashhra.org, you will be recognized on the eLearning Network.

From the Department of Labor – Office of Labor-Management Standards

Labor-Management Reporting and Disclosure Act

Interpretation of the “Advice” Exemption

SUMMARY: The Office of Labor-Management Standards of the Department of Labor (Department) is proposing revisions to the Form LM-10 employer Report and to the Form LM-20 Agreements and Activities Report, which are required under section 203 of the Labor-Management Reporting and Disclosure Act of 1959 (LMRDA or Act), 29 U.S. C. 433. These reports cover agreements or arrangements between employers and labor relations consultants whereby the consultant undertakes activities to persuade employees concerning their rights to organize and bargain collectively. The Department proposes to revise its interpretation of the “advise” exemption to such reporting, by limiting the definition of what activities constitute “advice” under the exemption, and thus expanding those circumstances under which reporting is required of employer-consultant persuader agreements. The Department also proposes to revise the forms and instructions to make them more user-friendly and require more detailed reporting on employer and consultant agreements, as well as to require that Forms LM-10 and LM-20 be filed electronically. The Department invites comments on any aspect of this proposed. Rule.



Medicaid Non-Payment for Healthcare Associated Conditions: Final

On June 6, the Centers for Medicare & Medicaid Services (CMS) issued a final rule outlining its planned implementation of non-payment for Medicaid healthcare-associated conditions (HCAC). The final rule is available at <http://www.gpo.gov/fdsys/pkg/FR-2011-06-06/pdf/2011-13819.pdf>. The rule implements Section 2702 of the *Patient Protection and Affordable Care Act* (ACA) of 2010, which prohibits federal payments to state Medicaid programs for the costs associated with HCACs. In addition, the law allows states to identify other conditions for which they may deny provider payments. States must ensure that any non-payment rules they put into effect do not result in a loss of access to care of services for Medicaid beneficiaries. The rule requires providers to self-report the occurrence of HCACs through their existing claims systems. While the rule’s requirements will take effect July 1, 2011, as required by the statute, CMS intends to delay compliance action on the provision until July 1, 2012.

Our Take: The ACA extended the Medicare hospital-acquired conditions provision to Medicaid programs and to providers other than hospitals and allows states to implement nonpayment policies for other conditions. The AHA remains concerned that the final rule gives states very little federal guidance on how to select conditions for inclusion in their policies and on how to identify the costs associated with the selected conditions. Hospitals will want to pay attention to plans their states have for implementing the program and provide comment and input to the state regulatory process when possible.

Please contact Beth Feldpush, senior associate director of policy, at (202) 626-2963 or bfeldpush@aha.org with further questions.