

Region 7

**Welcome from your Regional
Consultant - Eileen Brown**

ASHHRA

December 2012
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**Welcome to ASHHRA's
2013 President and Vice
President..**

**Region 7
Arkansas, Louisiana, Texas
& Oklahoma**

Consultant

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Please feel free to call me or email me
anytime with any questions, ideas,
comments, suggestions....



PRESIDENT



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VICE PRESIDENT



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[Click here to log into the eLearning Network](#)

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. [Click here](#) for step-by-step instructions for how to access the eLearning Network.

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. The five online HR Leader Competency certificate programs include:

- Community Citizenship – 6 courses – earn 9 HR General Certification Institute Recertification credit hours
- People Strategies – 11 courses – earn 15 HR General Certification Institute Recertification credit hours
- HR Delivery – 6 courses – earn 9 HR General Certification Institute Recertification credit hours
- Personal Leadership – 3 courses – earn 4.5 HR General Certification Institute Recertification credit hours
- Healthcare Business Knowledge – 5 courses – earn 7.5 General HR Certification Institute Recertification credit hours

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.



Welcome New Members

- Donna Rudzik, Director of Human Resources - Hopkins County Memorial Hospital, Sulphur Springs, Texas
- Kelli Brooks, Director of Public Relations - Beauregard Memorial Hospital, DeRidder, Louisiana
- Catherine Connolly, The Methodist Hospital System, Houston, Texas
- Lori Friend, Director of Human Resources - Integris Marshall County Medical Center, Tecumseh, Oklahoma
- Michele Krueger, VP of Human Resources - Medical Center Lewisville, Flower Mound, Texas
- Sally Williams, Irving, Texas

2013 Legislative and Regulatory Priorities

v. December 18, 2012

Purpose

The American Society for Healthcare Human Resources Administration (ASHHRA) and the American Hospital Association (AHA) tackle legislative and regulatory matters critical to the health care industry each year. Topics generally fall under the following:

- Employee Relations
- Jobs
- Labor Activity
- Workforce Development

Through the course of the year ASHHRA and the AHA offer quarterly webinars, face-to-face sessions, monthly publications, semi-annual labor activity reports, opportunity to visit the hill, whitepapers, and articles to help further the understanding of these issues.

Staff

Stephanie Drake, ASHHRA Executive Director

Jamie Macander, ASHHRA Education Senior Specialist

Michael Paruta, ASHHRA Advocacy Chair, Director of Workforce Development, Care New England Health System

Carla Luggiero, AHA Senior Associate Director of Federal Relations

Lawrence Hughes, AHA Assistant General Counsel

Mindy Hatton, AHA Senior Vice President and General Counsel

Issues

LEGISLATION - Work to prevent legislation that would:

- Create payment cuts as it relates to jobs
- Adversely affect HR departments and hospitals under OFCCP regulations and audits
- Adversely impact hospitals as it relates to union organizing.

REGULATIONS – Monitor, comment where appropriate in conjunction with the AHA, and lobby against:

- Where recruitment and hiring procedures reviewed EEOC / Background Checks would adversely impact hospitals
- The NLRB access to employers property and equipment (i.e. email)
- “Persuader” reporting requirements from Office of Labor Management Standards (OLMS), a part of the Department of Labor (DOL).

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Accomplishments in 2012

- The AHA Policy and Federal Relations group has been a long-time collaborator of ASHHRA. ASHHRA collects the data for the Semi-Annual Labor Activity Report twice annually with IRI Consultants and AHA. ASHHRA continues its collaboration with the AHA and IRI Consultants to produce the periodic Health Care Labor Report (HCLR) for the ASHHRA membership and the CEO audience. HCLR comes out quarterly.
- A motion was filed by the AHA, ASHHRA, and others for Leave to Participate as Amici Curiae in February 2012.
- A joint Letter from AHA and ASHHRA was sent to Sen. Michael B. Enzi regarding the NLRB's Rule on "Ambush Elections" April 23, 2012.

- The ASHHRA Advocacy Committee continued its efforts in letting our voices be heard by visiting Capitol Hill in May of 2012. During a record number of 50 visits, Members of Congress were presented with AHA/ASHHRA position papers on matters critical to our industry: Workforce Development and Employee Relations. The 2012 position papers can still be found on the website in the Advocacy section. In July of 2012, ASHHRA and AHA held a webinar recapping the Hill Visit.
- In the third quarter edition of the *HR Pulse*, an article was included recapping the ASHHRA Hill Visit in May. This edition was also distributed to the 821+ conference attendees along with the membership of 3500.
- In September of 2012 at the ASHHRA 48th Annual Conference & Exposition, ASHHRA, AHA, and Jones Day held two learning sessions addressing these issues outlined above.
- In December ASHHRA held a Labor Update which explored current trends in labor and employee relations along with the election impact.

For more information on ASHHRA Advocacy efforts, please visit
<http://www.ashhra.org/advocacy/index.shtml>.



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 business 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.

Congratulations to all our 2012 Winners:

**MetLife Scholarship – Cherie
Williams, MS**

Chapter Management Awards -

**Three Star Award – Texas Society of
Healthcare Human Resources and Education
(TSHHRAE)**

**Honorable Mention – Dallas Fort-Worth
Healthcare Human Resources Association**

Outstanding Chapter Officer –

Dana Brandt – Texas Society of Healthcare
Human Resources and Education (TSHHRAE)

Jennifer Morris – Dallas Fort-Worth Healthcare
Human Resources Association

Chapter Management Award Program