

# Region 7

Welcome from your Regional Consultant -  
Eileen Brown

ASHHRA

March 2012  
Volume 7, Issue 1

**The following Award submissions and nominations are all due by May 4th!**

- Chapter Management Award
- Communication Award
- HR Leader Award
- Outstanding Chapter Achievement Award
- Outstanding Chapter Officer Award
- National Mentorship Award

Mail Submission to:  
ASHHRA of the AHA  
Attn: Emily Meskill  
155 N. Wacker Drive, Suite 400  
Chicago, IL 60606

Email Submission to: [ashhra@aha.org](mailto:ashhra@aha.org)  
(with the subject)

  
THE HUMAN SIDE OF HEALTHCARE

**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....



ASHHRA 48th Annual Conference & Exposition  
Leading PEOPLE  
Through CHANGE  
Sept. 22-25, 2012 DENVER, COLO.

**Spring Savings!**  
REGISTER before May 31  
to SAVE up to **\$30**

# Upcoming Regional Events

Greater New Orleans Society of Healthcare Human Resources Administration (GNOSHHRA)

April 19, 2012 12:00 p.m.

Chesterfield's Bar and Grill (Slidell, LA)  
Topic: Best Practices Employee Performance Management/Evaluations

May 14, 2012

East Jefferson General Hospital, Esplanade I  
Topic: Sizzling Updates on Workforce Commission Rules & HR Law.

For more information go to [www.gnoshhra.org](http://www.gnoshhra.org)

Houston Society of Healthcare Human Resource Administration

## ***April Professional Development Event***

***From Human Resources to Detective: Making The Transition And Conducting Effective Workplace Investigations***

Presented by :

Jennifer Joy Cooper, Associate

Cozen and O'Connor

**Wednesday, April 18, 2012**

**8:00 a.m. to 10:00 a.m.**

**Crowne Plaza Hotel**

**Trinity Room  
8686 Kirby Drive  
Houston, TX 77054  
(713) 748-3221**

**Registration, Breakfast & Networking: 8:00 am  
Business Meeting: 8:30 - 9:00 a.m.  
Presentation: 9:00 - 10:00 a.m.**

**Pre-approved for 1.0 HRCI CEs**



- Educational meetings are held quarterly at the Las Colinas Country Club in February, May, August and December. Networking meetings are held quarterly at various locations throughout DFW in March, June, September and November. Webinars are provided free of charge to members in April, July and October.
- A one-day seminar is held each year in August.
- December is DFWHHRA's annual business meeting which includes elections of the Board of Directors for the following year.

# Advocacy Update

## ASHHRA Advocacy Committee Report Quarter 1- 2012

The American Society for Healthcare Human Resources Administration (ASHHRA), a personal membership group of the American Hospital Association (AHA), recently announced the 2012 Advocacy Agenda and Hill Visit May 7-8, 2012.

Each year the Advocacy Committee visits Representatives and Senators in Washington, D.C., to present the ASHHRA position on key issues that pertain to the health care workforce at-large. In 2011, we had over 40 meetings, in which we offered practical expertise to our Washington D.C. leaders regarding issues that impact

our Hospitals and our workforces. Each committee member works to develop a relationship with legislators while we offer our unique view of healthcare as human resources practitioners.

In 2012 ASHHRA will pair our Hill Visit with the full AHA contingent at the AHA Annual Meeting. The Annual gathering will be comprised of comprises of learning, collaboration, and Hill Visits addressing issues that impact the health care industry. The focus of ASHHRA is just a piece of the health care legislative and regulatory puzzle.

This year the ASHHRA Advocacy Committee will be addressing the following topics:

<p>Stephanie Drake, Executive Director ASHHRA</p> <p>Michael Paruta, Advocacy Chair, Director of Workforce Development, Providence, RI Care New England Health System</p> <p>Carla Luggiero, Senior Associate Director of Federal Relations AHA</p>	<p>LEGISLATION:</p> <ul style="list-style-type: none"><li>• Payment cuts as it relates to jobs and the impact on hiring qualified workers</li><li>• Extension of the TRICARE exemption for OFCCP oversight and enforcement to include providers participating in health care plans for federal workers and other managed care reimbursement arrangements (Medicare C and D)</li><li>• NLRB rules on union organizing, including changes to rule on appropriate bargaining units</li><li>• OSHA and safe patient handling</li><li>• Staffing ratios</li></ul> <p>REGULATIONS</p> <ul style="list-style-type: none"><li>• EEOC / Background Checks – recruitment and hiring procedures reviewed</li><li>• NLRB - Access to employers property and equipment (i.e. email)</li><li>• “Persuader” reporting requirements from Office of Labor Management Standards (OLMS), a part of the Department of Labor (DOL)</li><li>• Understand the DOL agenda and see where we can impact it</li></ul>
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To also support the ASHHRA Advocacy agenda, ASHHRA will continue to offer quarterly webinars, the *Health Care Labor* and the *Semi-Annual Labor Activity* reports in conjunction with AHA and IRI Consultants.

If you are interested in learning more about the ASHHRA Advocacy efforts, feel free to email [ashhra@aha.org](mailto:ashhra@aha.org) or call 312-422-3720.

# Benefits of Membership 101 – Part 4

## Other Opportunities...

### AHA Affiliation

Access to the Members Only section of the AHA Web Site at [www.aha.org](http://www.aha.org).

- Access to the world's largest collection of hospital literature through the AHA Resource Center.
- Member discounts on more than 300 publications and AV resources, available through the AHA Member Resources, Publications and Products Catalog.
- The opportunity to partner with other personal membership societies of AHA on a variety of projects and issues of mutual interest to the groups.
- Access to the AHA Quality Center Web site and its resources.

### Recognition and Awards

ASHHRA members are eligible for industry-wide recognition of individual accomplishments through the ASHHRA Awards Program.

### Leadership Opportunities

- A 13-member board of directors, including representatives from non-hospital healthcare, a hospital CEO, and a member new to the healthcare profession, plus the president, vice president, and immediate past president.
- Several committees, subcommittees, and task forces on local and national levels.
- Joint membership in ASHHRA and SHRM
- Chapter Involvement: More than 60 state, regional and metropolitan professional organizations are affiliated with ASHHRA. Most ASHHRA officers and board members first gained national visibility by rising through their chapter leadership ranks.

### Joint Membership

Become a joint member of ASHHRA and the Society for Human Resource Management (SHRM). Joint membership in ASHHRA and SHRM provides the most complete package of benefits and services available to the human resources professional in healthcare. Joint members in ASHHRA and SHRM receive a \$15.00 discount on their SHRM membership.

[Register Online Now!](#)

# Welcome New Members



- Vicky Branstetter – Coordinator, Human Resources – Stillwater Medical Center – Stillwater, Oklahoma
- Debra Embry – Associate Administrator Employee Services – Atlanta Memorial Hospital – Atlanta, Texas
- Crystal Kohanke – Christus Health – Cibolo, Texas
- Heather Lamarche – Manager Human Resources – LTAC Hospital – Lafayette, Louisiana
- Dustin Lee – Memorial Hermann Memorial City Medical Center – Katy, Texas
- Sheena Mitchell – Lafayette General Medical Center – Broussard, Louisiana
- Marcos Ramirez – Manager Human Resources – Baylor Medical Center – Waxahachie, Texas
- Julie Winfrey – HR Manager – Foundation Surgery Affiliates, Oklahoma City, Oklahoma
- Susanne Chambliss – Jefferson Regional Medical Center – Pine Bluff, Arkansas
- Luis Garcia – Director of Human Resources – Methodist Sugarland Hospital, Sugarland, Texas
- Shannon Gulbis – Director of Human Resources – Methodist Richardson Hospital, Richardson, Texas
- Melonie Jackson – Director of Human Resources – Methodist Charlton Hospital – Dallas, Texas
- James Johnson – SVP, Human Resources – Parkland Health & Hospital System, Dallas, Texas
- Yvette Jones – Asst. Human Resource Manager – LifeGift Organ Donation Center – Houston, Texas
- Ira Kirkley – Ovilla, Texas
- Jackie Middleton – VP, Human Resources – Methodist Dallas Medical Center – Dallas, Texas
- Darlene Nolte – Craig General Hospital – Vinita, Oklahoma
- Heather Penson – HR Assistant – Inverness Village, Tulsa, Oklahoma
- Sherri Rhue – HR Vice President - Orchestrate HR – Dallas, Texas
- Diane Blair – Austin, Texas
- Harold Graham – VP Marketing – Comcast – The Woodlands, Texas
- Julie Hajek – Director Human Resources – St. David’s North Austin Medical Center – Austin, Texas
- Donna Howard – Sonic Healthcare USA – Austin, Texas
- John Jeziorske – Abilene Medical Center – Abilene, Texas

# Chapter Management Award Program

## Program Purpose

The ASHHRA Chapter Management Program is designed to assist you as a Chapter Leader in the efficient and effective management of your chapter. The manual is intended to serve as a resource guide and to highlight some of the activities that are trademarks of successful chapters.

To achieve this programs purpose, we suggest that you do the following:

- Assign members of your chapter leadership (e.g., committee chairpersons, committee members, etc.) various responsibilities for completion of the areas that are mentioned in this program. This will help to ensure that no one individual, including yourself, is overwhelmed by the many responsibilities of chapter management, and it will also assist you in the development of future chapter leaders in support of your chapter's leadership succession planning process.
- Identify available resources to assist you in the completion of your program (e.g. Regional Consultant, financial needs, other purchased services, etc.).

**Establish specific target dates for completion, affording you enough time for compilation and submission to ASHHRA by the deadline date: **May 4, 2012.****

**Download the Chapter Management Program Manual or go to [www.ashhra.org](http://www.ashhra.org)**

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

This prestigious award, co-sponsored by ASHHRA and [AHA Solutions, Inc.](#), 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.*

### **Application and Deadline**

Applications can now be submitted online at [www.aha-solutions.org](http://www.aha-solutions.org). Applications must be received **by May 1st** and winners will be announced at the [ASHHRA 48th Annual Conference & Exhibition](#) in the fall of 2012.

### **APPLICATION**

For more information, email [gwlaward@aha.org](mailto:gwlaward@aha.org)

## 6th Annual MetLife 2012 ASHHRA Conference Scholarship

MetLife will provide one attendee from each region with a \$1,500 scholarship to attend the ASHHRA 48<sup>th</sup> Annual Conference & Exposition.

For many of you, the cost of attending a conference is not always covered in your annual development budget, and incurring such an expense on your own may not be feasible. If you are in that situation, the 6<sup>th</sup> Annual MetLife 2012 ASHHRA Conference Scholarship offers you an opportunity that you might not otherwise have. I encourage you to take advantage of it!

Each applicant should consider the following:

- Applicant must attend the 2012 conference
- Applicant must show financial need
- Applicant must meet application submission deadline of Friday, May 11, 2012
- Recipient must be present for recognition at the conference, Saturday, September 22, 2012.
- The scholarship application and detailed requirements are located on the ASHHRA website at <http://www.ashhra.org/conference/2012/tools.shtml>. Applicants will be notified by Friday, May 25, 2012.

# ASHHRA 48<sup>th</sup> Annual Conference & Exposition

	SPRING SAVINGS by MAY 31	ADVANCED by AUG. 22	LATE after AUG. 22
<b>Member Rate:</b> Current ASHHRA members			
<b>Non-member Rate:</b> Includes a one-year ASHHRA membership			
<b>Student Rate:</b> Must be a full time student with at least 20 credit hours per Proof of student status must accompany registration.			
<b>Pre-Conference (Sept. 22)</b>			
Member	\$180	\$200	\$250
Non-Member	\$305	\$325	\$375
<b>SELECT YOUR Pre-Conference LEARNING TRACKS</b>			
<b>Morning</b>			
<input type="checkbox"/> New-to-the-Profession Health Care HR Basics			
<input type="checkbox"/> Leadership Track			
<b>Afternoon</b>			
<input type="checkbox"/> Legislative Track			
<b>Full Conference (Sept. 23 - 25)</b>			
Member	\$665	\$695	\$795
Non-Member	\$790	\$820	\$920
<b>Conference Package (Sept. 22 - 25)</b> Full Conference + Pre-conference			
Member	\$845	\$865	\$965
Non-Member	\$970	\$990	\$1090
<b>Student</b>			
Member	\$480	\$500	\$550
Non-Member	\$525	\$545	\$595