



## Region 8 Newsletter

### Upcoming Events



### 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



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### Chapter Affiliation Agreements Due

ASHHRA has been diligently working to modify the Chapter Affiliation Agreements for the next term. This process has been driven by the AHA to ensure that we offer an agreement that is even more beneficial for you, our ASHHRA Chapters.

Due to the magnitude of the project, the AHA decided to implement the enhanced agreement in January of 2013 and in the interim, we will keep the same agreement for a one-year term. Moving forward, we will offer you webinars and training tools to aid you in legal requirements of running a chapter, best practices, and an understanding of the newly enhanced agreement that will launch in 2013.

For now, we have made a few tweaks to the current Chapter Affiliation Agreement and request that you sign it before Dec. 30, 2011. Please review it, sign it, and return it to ASHHRA by the 30<sup>th</sup>.

Thank you very much and we look forward to our continued collaboration.

# A W A R D S

**The 2012 ASHHRA Chapter Management Awards Program (CMAP) is now open.** Here is the link to access the online application, <https://aha.box.com/s/pflrr46dc1naeu4yqmqk>. Please provide Sharon Allen with the name and email address of the person in your chapter that will be uploading your application and attachments and she will provide him/her with access to your respective chapter folder.

Also, please mark your calendar for **May 4, 2012. This is the deadline to submit your individual award nominations and your chapter submissions to the box.net folder.** If you have questions, please email or call me at the number below.

## ***NEWS FROM REGION 8!***

### **AHHRA News (Arizona)**

Congratulations to AHHRA for accomplishing all of their 2011 goals!! They increased membership by 20%, completed the redesign of the chapter's website, assisted ASHHRA with its national conference in Phoenix, conducted two educational workshops for members & guests, held the annual state conference and realized a financial profit and participated in a number of regional networking opportunities.

New officers will begin their positions January 1, 2012. Please welcome Gary Pastore, President [gpastore@shc.org](mailto:gpastore@shc.org) ; Marie Stehmer, President, Elect [Marie.Stehmer@bannerhealth.com](mailto:Marie.Stehmer@bannerhealth.com) ; Teri Norris, Secretary, [tnorris@yumaregional.org](mailto:tnorris@yumaregional.org) ; Hillary Hilstrom, Treasurer, [hhilstrom@shc.org](mailto:hhilstrom@shc.org) ; Joe Marquart, Immediate Past President, [jmarquart@iasishealthcare.com](mailto:jmarquart@iasishealthcare.com)

Please visit our website for additional information regarding our chapter – [www.ahhra.org](http://www.ahhra.org) .

### **CHAHRM News (Colorado)**

Congratulations to CHAHRM for accomplishing all of their 2011 goals!! They achieved all financial, membership/liaison, scholarships, programs, vendors/sponsors, communications, and ASHHRA/Region 8 networking goals, including receiving a 4-Star Award for Chapter Management.

CHAHRM will be preparing to host the 48<sup>th</sup> Annual ASHHRA Conference & Exhibition in Denver, CO in 2012. To learn more about the conference programming or the Colorado chapter please visit [www.chahrm.org](http://www.chahrm.org) .

New officers will begin their positions January 1, 2012. Please welcome Warren Laughlin, President, [WLaughlin@luhcares.org](mailto:WLaughlin@luhcares.org) ; Greg Thress, President Elect, [greg.thress@dhha.org](mailto:greg.thress@dhha.org) ; Julie Ammon, Secretary; [ammonj@exempla.org](mailto:ammonj@exempla.org) ; Shelli Lind, Immediate Past President, [Shelli@LINDCoaching.com](mailto:Shelli@LINDCoaching.com)

### **MSHHRA News (Montana)**

Congratulations to MSHHRA for achieving the following goals in 2011!! 3 Star Award for Chapter Management Recognition; Published 4 quarterly newsletters; 4 part webinar series was offered free to members and to all Region 8 members; Held 2 educational conferences & business meetings, spring & fall; Offered a new program at our fall conference which was very well received utilizing open space technology (Large numbers of participants across of levels

of professionals. Feedback was so strong, Montana Hospital Association is considering adopting this type of sessions at all conferences in the future. We did struggle to get HRCI credits however).

New officers will begin their positions January 1, 2012. Please welcome Terry Olinger, President, [TerryOlinger@benefits.org](mailto:TerryOlinger@benefits.org) ; Wendy Dailey, President Elect, [wdailey@billingsclinic.org](mailto:wdailey@billingsclinic.org) ; Shelly VanBuren, Secretary, [shelly.vanburen@fmdh.org](mailto:shelly.vanburen@fmdh.org) ; Pamalia Anderson, Treasurer, [PamaliaAnderson@benefits.org](mailto:PamaliaAnderson@benefits.org) ; Velda Southworth, Immediate Past President, [vsouthworth@billingsclinic.org](mailto:vsouthworth@billingsclinic.org)

Please visit our website for additional information regarding our chapter – [www.mshhra.com](http://www.mshhra.com)

### **NMHRA News (New Mexico)**

Please visit our website for additional information regarding our chapter – [www.nmhra.org](http://www.nmhra.org)

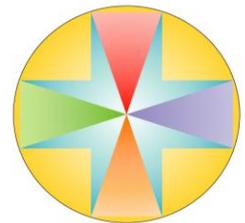
### **USHHRA News (Utah)**

Congratulations to USHHRA for achieving the following goals in 2011!! USHHRA's most significant improvement this year came as the chapter was awarded its first One Star Chapter Management Award. The award helped demonstrate the efforts that this chapter has taken to increase its value to Utah members. Another goal USHHRA achieved was that of providing HRCI approved conferences/webinars and more of them. USHHRA provided two conference opportunities with several webinars that members could participate in.

New officers will begin their positions January 1, 2012. Please welcome Carrie VandeVeegaete, President; President Elect – Vacant at this time; Misty Birch, Treasurer; Rob Burnett, Secretary; Luke Morris, Immediate Past President.

Please visit our website for additional information regarding our chapter – [www.ushhra.org](http://www.ushhra.org)

## Have you seen..... **ASHHRA's HR Leader Model**



We believe that by joining together, by raising our skills and by speaking together in one "VOICE" we can advance the cause for HR Leadership in all of our health care organizations.

Our goals are to identify the prerequisite core competencies for HR leaders in health care and determine how ASHHRA can support current HR professionals in bridging the gap to reach these competencies.

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### **Raise Your Voice**

By understanding the needs of different stakeholders and by being capable of responding to those needs, HR Leaders are invaluable resources for their organizations.



As **community citizens**, they:

- Build relationships with internal and external stakeholders by connecting community to business results
- Convene diverse groups to engage them in dialogue about the role of healthcare in the community
- Partner with external communities to promote the development and growth of healthcare careers
- Personally participate in professional boards organizations, networks, and community

*Human Resources connects employers and employees, and links customers and communities.*

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## **Lead with Your Heart**

When HR leads the way, employee recruitment, retention and satisfaction grow, and business results improve. To ensure the alignment of business strategies with organizational culture.



HR Leaders focus on **people strategies** to:

- Capture the hearts and minds of their people – to create the desired culture
- Foster meaningful work that supports a high performance environment and effective delivery of care
- Create operating models and structures that support the alignment of people, strategies and culture
- Develop value-based leaders who have the ability to create a shared vision that delivers results for the organization
- Attract and develop a diverse workforce that meets both the needs of patients and the community
- Ensure that their organizations have talent management and succession planning in place to sustain delivery of care

*Human Resources is at the heart of any organization where people are most important.*

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## **Reach Beyond the Expected**

Although effective administration has always been the expected norm, HR Leaders are now required to raise their skills – in recruitment and selection, compensation and benefits, human resources development, employee and labor relations, regulations, compliance, and more.



The “new” expectations for **HR delivery** demand effective and high-quality programs and services through the utilization of measurement and analysis. HR delivers through:

- Systems and Services
- Transactional Work
- Technology Systems and Solutions
- Metrics and Benchmarking
- Compliance

*HR Leaders deliver successful programs and services that integrate the “people” side of health care with business organizational structure.*

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## **Embrace New Learning**

Knowing the “business” side of health care requires that HR Leaders shape strategies through seasoned judgement and visionary insight.



As HR transitions to this new role, HR Leaders will be called upon to demonstrate **health care business knowledge** by:

- Understanding the delivery of health care from the perspective of consumers, employees, payers, physicians and regulators
- Supporting and exhibiting cross-functional capabilities

- Applying best practices throughout the organization

*Constantly evolving health care demands change the job specifications for HR Leaders every day.*

## Exemplify Excellence

More than any other group, HR is better equipped to address issues of integrity such as ethics, honesty, accountability and business practices. HR Leaders reflect **personal leadership** through integrity and courage when they:



- Champion the mission and vision of their organizations
- Display passionate dedication to the mission of healthcare, especially in the care of patients and families
- Inspire, influence and motivate others
- Build trust through collaboration and consultation with stakeholders within the organization
- Model transformational thinking and continuous improvement
- Focus on achieving exceptionally high standards and are accountable for results
- Demonstrate self-awareness and self-motivation
- Champion continuous learning and self-growth
- Exhibit leadership through community service

*As stewards of health care organizations, the responsibilities of HR Leaders extend beyond professional roles – demanding personal credibility above all.*

## Welcome New Region 8 ASHRA Members

Jennifer	Anderson	Wyoming Behavioral Institute	Director of Human Resources	2590 Salt Creek Hwy	Casper	WY	82601	jlanderson69@gmail.com
Melissa	Gilley	GSL Electric	HR Director	8540 Sandy Pkwy	Sandy	UT	84070-6422	mgilley@gselectric.com
Aubrey	Medina	CyraCom	Marketing Coordinator	5780 N Swan Road	Tucson	AZ	85718	cmichaud@cyracom.com
Joetta	Pearcy	Glendive Medical Center	Director of HR	202 Prospect Drive	Glendive	MT	59330-1999	jpearcy@gmc.org
Amy	Roberts	Cascade Healthcare Services	Director of Staffing Operations	1010 Bonfoy Ave	Colorado Springs	CO	80909	amyr@chealthcare.com
Diane	Senffner	Cine Health	CEO/Director of Health Education	4133 N Boulder Canyon	Mesa	AZ	85207	dianes@cinelarningproductions.com
Brian	Wong			725 S Gooseberry Ct	Lafayette	CO	80026-1567	brian.wong@davita.com



## Advocacy Update

The National Labor Relations Board has agreed to postpone the effective date of its employee rights notice-posting rule at the request of the federal court in Washington, DC hearing a legal challenge regarding the rule. The Board's ruling states that it has determined that postponing the effective date of the rule would facilitate the resolution of the legal challenges that have been filed with respect to the rule. The new implementation date is April 30, 2012.

<https://www.nlr.gov/news/nlr-postpones-effective-date-rights-posting-rule-april-30>

## ASHHRA Information

### **Call for Presentations Deadline Extended**

*ASHHRA 48th Annual Conference & Exposition*

Answer this **Call for Presentations** to share your experiences at the 2012 ASHHRA annual conference, Sept. 22-25 in Denver, Colorado. The deadline has been extended to Wednesday, Dec. 28th. Share your **best practices, innovative solutions, and expertise** with health care HR professionals.

### **Mentoring Program Open for Mentors and Mentees**

ASHHRA invites mentors and mentees to participate in the 2012 Mentoring Program. The program is designed to create a mentorship community for health care HR professionals to enhance and grow knowledge, skills, and abilities to excel in their career.

### **HR Metrics Tool Survey 2012**

The ASHHRA/PwC Saratoga HR Metrics Tool Survey will open in January 2012. **Survey registration begins today.** Participate in the 2012 survey by submitting data from fiscal year 2011. **[Register now to participate.](#)**



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Best wishes to all of you for a wonderful holiday season!