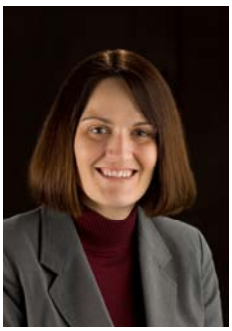
ASHHRA Regional Report

News and Information from Your Regional Consultant

Region 9 Newsletter

Hello from your Region 9 Consultant, Kristen Fox, MBA, SPHR



Summer is here and I hope that everyone is enjoying it by taking some much needed time off. Last quarter, I had the opportunity to meet many members of Region 9. I really enjoyed my time attending the Roundtable with the Oregon Chapter (OSHHRA) and the conference with the Washington Chapter (WSHHRA.) I am looking forward to having opportunities to visit the other chapters in the region.

Please member that I believe that my #1 responsibility is to be the "eyes" and "ears" of members and non-members of the region so that I can provide effective feedback to ASHHRA on the needs and desires of the region. Your feedback is critically important to ASHHRA as it helps with defining priorities and ensuring that ASHHRA continues to be the leading resource for Healthcare Human Resources Professionals.

My other top priority is to be a resource to you, educating members and non-members of all of the opportunities available through ASHHRA, whether it be the mentoring program; webinars; the Annual Conference; individual and chapter award opportunities; and much, much more. Each quarter I will focus on one of the many benefits of ASHHRA. This quarter, I will be focusing on the Mentorship Program.

In the mean time, if you have specific questions or areas of interest that you would like answered in a future newsletter, do not hesitate to send me a note at kristen.fox@kadlecmed.org.

Please Join Me in Welcoming Our New Region 9 Members

First	Last	Title	Email
David	Abel	Employee & Labor Relations Specialist	abeld1@sutterhealth.org
Amanda	Adams	HR Assistant	aadams@memorialpm.com
Monique	Armendariz	Human Resources Manager	armendarizmonique@yahoo.com
Leslie	Barba	HR/Credentialing Coordinator	leslie@visaliaeye.com
Julie	Bjorklund	HR Coordinator	bjorklj@cmccares.org
Kevin	Blum	Human Resources Generalist	kblum@meememorial.com
Lee	Diamond	President	lee@diamondhs.com
Ward	Harris	Managing Director	ward.harris@mchenrypartners.com
Birgit	Hueglin Wood	Chief Human Resources Officer	woodb@medamerica.com
Karen	Jovin	Owner/Analyst & Trainer	kjov23@msn.com
Kenneth	Joyner	Chief Human Resources Officer	joynk@drmc.com
Jane	Miller	Employee Relations Asst Director	jbourgeois1970@gmail.com
Jessica	Montoya	Director of Human Resources	jmontoya@orohosp.com
Kimberly	Morales	Director	kmorals@leadersfortoday.com
S Michelle	Nicholl	HR Director	snicholl@sdmi-lv.com

First	Last	Title	Email
Sanjay	Talwar		talwar@gci.net
Carol	White	HR Director	cwhite@franketobeyjones.com
Marlo	Willis	Payroll/Benefit Coordinator	mwillis@kvch.com
Vicki	Zumwalt	Director	vickizumwalt@gmail.com

ASHHRA Advocacy
Update on 2010 Hill Visits

Submitted by Gail Blanchard-Saiger
Region 9 Advocacy Representative

After the frenzy of political activity we know as healthcare reform, our ASHHRA Advocacy Committee arrived in Washington D.C. on May 16th to advocate for healthcare facilities across the nation. The purpose of this correspondence is to let you know of our work in Washington and to further explore how we can work jointly to increase the awareness and involvement of the ASHHRA membership in legislative activities.

Each Committee member paid visits to their respective state senators and representatives and engaged in discussions about the key issues listed below. One of our goals was to provide the voice of our respective human resources constituents. In addition to our own state members of Congress, we reached out to others and took the opportunity to put our causes before a record number 50 members of Congress, 20 more than last year.

The legislation which was the focus of our visits included issues represented by the following position papers:

- ***Protecting Caregivers' Health and Preventing Injuries – Safe Patient Lifting:*** Hospitals rely on the nurses' expertise to make appropriate decisions about lifting and transferring patients.
- ***Workforce Challenges:*** Reasonable immigration laws for foreign nurses; the anticipated severe workforce shortages and the funding needed for Nursing and Allied Healthcare education.
- ***Ensuring Patient Safety and Quality of Care:*** Funding to increase the supply of nurses, including more graduate faculty, facilities and equipment for training.

(Position papers are available at: http://www.ashhra.org/ashhra/advocacy/position.html)

Prior to our hill visits, we had a day of final preparation and briefing at the AHA headquarters in Washington, D.C., where we met with AHA leaders: Lawrence Hughes, Asst. General Counsel, Carla Luggiero, Senior Associate Director, Federal Relations and SHRM Director of Government Affairs, Mike Aitken. We reviewed the political, as well as legislative landscape and prepared ourselves for the Hill visits the next day.

We met with our designated senators, representatives and/or their legislative aides. What we heard from them varied greatly, but included concerns about the health of our nurses, other healthcare workers and the physical strain that can result from moving patients. We feel strongly that the most appropriate individuals to make the decisions about lifting patients are the experienced and caring nurses, who have the best interests of the patients and themselves at heart.

The Advocacy Committee would like to make a couple of requests of each ASHHRA member, which are: "Stay in touch with your respective legislators." and "Offer to serve as a resource to them." "Also, when ASHHRA sends you a "Call to Action," respond and participate. Your legislators appreciate having you as human resource professionals and as constituents." What we'd like to know from you, our Regional Consultants, is how we might best communicate these requests beyond the Pulse articles, ASHHRA's website, and face-to-face interaction at the Annual Conference. Your feedback would be greatly appreciated; as your Region 9 Advocacy Committee Representative my direct contact information is: Gail Blanchard-Saiger, VP, Labor & Employment, California Hospital Association, (916)552-7620; gblanchard@calhospital.org
If you are not familiar with the Legislative Manual, please consider the information which can be used as a training tool for developing leaders in your region, and perhaps even yourself. For more information, go to: www.ashhra.org/ashhra/member/Advocacy/AHA_Legislative_Manual_Final.pdf .

If you have questions about the visit, please contact me. I look forward to hearing back from you!

News from around the Region

WSHHRA Happenings
Jolene R. Seda MSOD, PHR

The Washington State Healthcare Human Resources Association Website has a new **Members Area** that is restricted to members of WSHHRA only. A password is required to access this page. The password will be provided by WSHHRA's VP of Membership to all new and existing members.

A lot of great information can be accessed for members only, including Powerpoints and Handouts from the most recent WSHHRA conference and a full WSHHRA membership list. If there are additional items that members wish to see in the Members Area, they can contact Lisa McDaniel, Website Administrator at lmcdaniel@kvch.com to add to the site.

Membership has its privileges!

OSHHRA Happenings
Suzie McDaniel, M.Ed., SPHR

Please consider joining the Oregon Society for Healthcare Human Resources Administration. For additional information on the chapter, feel free to contact either: Suzie McDaniel, suzie.mcdaniel@bayareahospital.org or Denise Hoover denise.hoover@salemhealth.org.

HHRMAC News
Jill Underwood

Did you know that California has its own healthcare HR source? We do, it's Healthcare Human Resource Management Association of California ("HHRMAC"), the affiliate of ASHHRA.

With your membership you get access to our website, special pricing on our Annual Conference and webinars, the opportunity to be a member of a local chapter, access to over 250 other Healthcare HR practitioners in California and much more.

We hope you'll consider joining HHRMAC today. It's easy! Go to our website www.hhrmac.org or complete a paper application and mail.

If you have any questions, please contact Jill Underwood, jill.underwood@methodisthospital.org.

ASHHRA Mentoring Program

I have had the opportunity to be a part of the Mentoring Program for 2010 as a Mentor. I have loved the experience and look forward to continuing my partnership with my Mentee, learning from her and hopefully reciprocating by sharing my experiences as a Healthcare Human Resources Leader. I strongly encourage members of Region 9 to apply for the 2011 program as either a Mentor or Mentee.

Program Definition

The ASHHRA Mentoring Program is designed to create a mentorship community for healthcare HR professionals to enhance and grow knowledge, skills, and abilities to excel in their career. Using the five competencies of the HR Leader Model, the program will become a resource for finding and developing talent to ultimately advance the growth of the health care HR profession.

Program Participants

Any HR practitioner who wants to advance in his or her career.

Mentoring Toolkit

- HR Leader Self Assessment- measures your skill level in the five competencies of the HR Leader Model and serves as the nucleus of the Mentoring Program
- Mentorship Guidelines - includes history of HR Leader Competency Model, steps to be an effective mentee/mentor, and much more
- HR Leader Model Competency Guidelines - fully enhance your skills within the five HR Leader Competencies (HR Delivery, Healthcare Business, Knowledge, Personal Leadership, People Strategies, and Community Citizenship)
- HR Leader Model Journal - a combination guide and journal with a description of the HR Leader Model and glossary of healthcare terms for the HR professional. Use it to record notes, ideas and action steps. Includes inspirational quotes on leadership, excellence, change and more.

Program Benefits

For the Mentor:

- Become an advocate by listening to the needs of the mentee
- Opportunity to learn from other mentors
- Help people, give back, and watch other people's success
- Updated industry data and hot topics
- To network and establish industry relationships
- The opportunity to sit at the table with C-Suite executives
- Open dialogue and the chance to give back to the profession

For the Mentee:

- Thought-provoking dialogue with measurable results
- Obtain assistance and guidance on critical issues
- Receive tools and tips to help advance careers
- Network with health care HR leaders
- Understand leader competency strengths and weaknesses

For more details, visit the ASHHRA website - http://www.ashhra.org/ashhra/learning/mentoring.html

Reminder - ASHHRA 46th Annual Conference & Exposition

Who Should Attend?

Health care professionals who are:

- New to the profession of health care HR practitioners looking for learning and knowledge sharing
- Senior executives looking for effective leadership strategies
- Students with a desire to enter the health care HR profession
- Practitioners from medical facilities outside of hospitals

In addition to the Full Conference Registration with tracks designed for the diverse needs of all health care professionals, there are also Pre-Conference Learning Tracks focused on the following areas of interest: New-To-The Profession; Leader Track; Development Track; and Legislative Track.

For more information, visit the Conference Website -
http://www.ashhra.org/ashhra/conference/conference2010/index.html

To register online –
http://register.rcsreg.com/regos-1.0/ashhra2010/ga/top.html