

Dear Health Care Human Resources Professional:

About ASHHRA

The American Society for Healthcare Human Resources Administration (ASHHRA) – a personal membership group of the American Hospital Association (AHA), is the nation's only membership organization dedicated exclusively to meeting the needs of health care human resources practitioners. ASHHRA is recognized as “the premier source of educational resources, industry research, HR tools, networking, and best practices for the health care HR professional. When you join ASHHRA, you are investing in your future while helping to advance the transformation of the health care HR leader.



Visit us at www.ashhra.org

The mission of ASHHRA is *to lead the way for members to become more effective, valued, and credible leaders in health care human resources administration. ASHHRA provides timely and critical support through research, ongoing learning and development, products and resources, and opportunities for networking and collaboration.*

Joint Membership – ASHHRA & SHRM

Among the great benefits of membership is the opportunity to become a joint member of ASHHRA and the Society for Human Resource Management (SHRM), to become fully equipped with valuable information on human resources in general and the specialty of health care human resources. Joint members in ASHHRA and SHRM enjoy a \$15.00 discount on the cost of SHRM annual dues. If you are already a SHRM member paying \$160 and you choose to join ASHHRA at this time, you will have a common renewal date for both societies, and you will be able to take advantage of the SHRM discounted membership dues.

ASHHRA Benefits:

I) Educational Resources

- **HR Pulse** – (the official publication for ASHHRA members) a quarterly magazine supporting the ASHHRA mission that provides you with information, tools, and resources that are forward thinking and relevant to your role as a health care HR professional
- **Webinars** – electronic learning sessions led by ASHHRA members like you and partners with specific expertise in the health care HR profession
- **ASHHRA Annual Conference & Exposition** – the most highly anticipated event with learning sessions focused on hot topics developed through the HR Leader Model to advance your leadership and personal development
- **ASHHRA E-News Brief** – a monthly electronic news publication that provides health care HR leaders with a variety of articles focused on HR issues in workforce strategies, recruitment and retention, compensation and benefits, and health care workforce shortages

II) Networking & Knowledge Sharing

- **Networking events** – at the ASHHRA Annual Conference & Exposition – you will have the opportunity to socialize and exchange information with your colleagues, and leaders to learn and share ideas
- **ASHHRA Discussion Board (Online Community coming in Q2)** – an online community that you can access at www.ashhra.org and have interactive discussions with fellow members and volunteer leaders on hot topics in health care HR
- **ASHHRA Member and Consultant Directory** – Printed annually to help you stay connected with all other ASHHRA members, also available online

III) Tools & Resources

- **ASHHRA Web site** – www.ashhra.org is an interactive tool that keeps you up to date on ASHHRA products, services, and resources
- **AHA Resource Center** – a research library with one of the world's largest collections of hospital literature
- **ASHHRA HR Leader Model** – five competencies for health care HR leaders - learn more about the competencies through the brand new ASHHRA Leader Institute that will kick off at the 2008 Annual Conference in Austin, Texas, Oct. 11th – 14th
- **ASHHRA Career Center** – a health care HR job bank for health care HR professionals and students
- **ASHHRA Health Care Buyers Guide** – electronic listing of key suppliers that offer products and services designed to meet the needs of the health care HR practitioner
- **ASHHRA HR Metrics Tool** – a strategy and planning instrument designed for health care HR practitioners to input, update, and create annual custom reports on HR expenses, including turnover, compensation budgets, benefits, training, recruitment, and related operational expenses
- **Industry Reports** – examples are the Health Care Labor Report and the IRI Semi-Annual Health Care Labor Activity Report providing the latest trends on labor issues

Take action today by completing the next three pages and returning them to ASHHRA c/o The American Hospital Association, P. O. Box 75315, Chicago, Illinois 60675-5315.

Demographic Information

Please circle the appropriate code for each category and return this form along with the next two pages.

Education	Code	Race / Ethnicity	Code	Gender	Code
High School	1	Multi-cultural	0	Male	M
Some College	2	American Indian/ Alaskan Native	1	Female	F
Bachelor's Degree	3	Asian/Pacific Islander	2		
Some College beyond Bachelor's Degree	4	African American	3		
Master's Degree	5	Hispanic	4		
MBA	6	Caucasian	5		
Doctorate	7	Other	6		
Your Title	Code	Your Function	Code	Department Size	Code
President, CEO, Partner, Chairman	13	HR Generalist	50	Less than 5	0
Vice President	15	Employment/Recruitment	51	5-9	1
Assistant Vice President	17	Benefits	52	10-24	2
Director	20	Compensation	53	25-49	3
Assistant Director	25	Labor/Industrial Relations	54	50-99	4
Manager, HR Generalist	30	Training/Development	55	100 or more	5
Supervisor	35	Organizational Development	56		
Specialist	40	Legal	57	Company Size	Code
Administrator	46	Health/Safety/Security	58	<100 employees	1
Representative	47	Employee Assistance Programs	59	100 - 499	2
Legal Counsel	50	Employee Relations	60	500 - 999	3
Academician	55	Communications	61	1000 - 2499	4
Librarian	60	EEO/Affirmative Action	62	2500 - 4999	5
Consultant	65	HRIS	63	5000 - 9999	6
Other: please specify:	99	Research	64	10000 - 24999	7
		Consultant	65	≥25000	8
		Administrative	66		
		International HRM	67	Type of Organization	Code
		Diversity	68	Hospital and/Health Care System	H
		Other, please specify	99	Health Care Organization Outside of Hospitals	NH

Definitions of Membership Categories for ASHHRA & SHRM

<p>ASHHRA</p> <p><input type="checkbox"/> Practitioner</p> <p><input type="checkbox"/> Consultant</p>
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<p>SHRM</p> <p><input type="checkbox"/> Professional Membership</p> <p><input type="checkbox"/> Associate Membership</p>	<p><input type="checkbox"/> General Membership</p>
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ASHHRA	SHRM
Practitioner – Granted to persons who have management or other professional responsibility for human resources, personnel or employee relations function in a health care institution.	Professional Membership. Individuals engaged in human resource management with at least three years of experience at the exempt level, or any individual certified by the Human Resource Certification Institute, or any faculty member with three or more years experience holding at least assistant professorial rank in HR, or a full-time consultant. Members have voting rights and can run for office in the national Society.
Consultant – Granted to consultants, whose primary function is human resources administration in consulting, recruitment, training and development	General Membership. Individuals engaged in human resource management at the exempt level but do not meet the requirements for Professional member. Members have voting rights but may not run for office in the national Society.
Student – Granted to current full-time students who carry at least 12 hours a semester (must provide a transcript and student ID) and work less than 30 hours a week.	Associate Membership. Individuals in non-exempt HRM positions as well as those who do not meet any of the foregoing categories but have a bona fide interest in human resource management. Associate members do not have voting rights and may not hold office in the national Society.
Retired – Granted to former health care HR practitioners and consultants that have retired from the field.	

Please select your membership option and complete the form on the next page.

Individual Membership

- ASHHRA Individual Membership (REG) – First individual employed by a health care institution \$140.00
- ASHHRA Individual Membership (RED) – Second individual from the same health care institution \$105.00*
 * First Person's Name: _____
- ASHHRA Individual Membership (PCM) – Professional Consultant Member employed by a Non-healthcare institution, firm or company \$270.00
- ASHHRA Student Membership \$ 50.00
- ASHHRA Retired Membership \$ 50.00

Joint Membership (enjoy 2008 pricing at this level only)

- ASHHRA/SHRM Joint Member (JO1) – First individual employed by a health care institution \$270.00
- ASHHRA/SHRM Joint Member (JO2) – Second individual from the same health care institution \$240.00**
 ** First Person's Name: _____
- ASHHRA/SHRM Joint Consultant Member (JOC) \$415.00

Corporate Membership (for practitioner members only)

- Category I: Organizations with up to five members¹ \$500.00
- Category II: Organizations with 6 – 10 members² \$800.00
- Category III: Organizations with more than 10, call us at 312-422-3720 TBD
- NOTE: Joint Membership – must add \$145/member within each category**

1. All 5 members within corporate category I must register at the same time during initial registration. A) If less than five members renew, the member fees defer to general member category. B) A corporate member id will be created as well as an individual member number - Consultants do not qualify.

2. At least 6 members within corporate category II must register at the same time during initial registration. A) The balance can be added at another time but the entire corporate membership renews at the date of initial registration, including those individual members that were added at a later time. B) At least 6 members must renew at once or the member fee will defer to either corporate category I or to general membership, depending on the number of members submitted for renewal.

Please Type or Print Clearly

To help us ensure that your member needs are met, please complete all areas of the application.

I am applying for (check one box): ASHHRA Membership Only ASHHRA/SHRM Joint Membership

Please check if you are: A former ASHHRA member - mbr #: _____ A former SHRM member – mbr #: _____

Certifications: PHR SPHR GPHR Other _____

Member Information:

First Name _____ Middle Initial _____ Last Name _____
 Title _____
 Organization Name _____
 Address _____
 City, State/Province, Zip Code, Country _____
 Phone No. _____ Fax No. _____ E-mail address _____

Personal Information:

Home Address _____
 City, State/Province, Zip Code _____
 Date of Birth (optional) ____/____/____ Are you (check all that apply) New to HR New to Health Care HR
 (New = 5 years or less)

Mail should be sent to: Work address Please check if you do not wish to receive non-association mail
 Home address

Are you a member of your local ASHHRA Chapter? Yes No If yes, which chapter(s)? _____

*** ASHHRA/SHRM joint members receive a \$15.00 discount on the cost of SHRM's regular membership at \$160.**

Please indicate your method of payment:

Payment enclosed (US \$/US Bank only)
 Charge my: Visa MasterCard American Express Credit Card Exp Date: _____
 I Authorize ASHHRA to charge \$_____ to my credit card. _____

 Name as it appears on card Signature

Remittance of dues must accompany this application. Make check or money order payable to: American Society for Healthcare Human Resources Administration, American Hospital Association, P. O. Box 75315, Chicago, Illinois 60675-5315, Phone: 312/422-3725, Fax: 312/422-3609.

I hereby apply for membership in the American Society for Healthcare Human Resources Administration and/or the Society for Human Resource Management and agree to pay the current applicable membership dues. (\$55.00 of SHRM membership is applied toward HRMagazine; the ASHHRA HR Pulse Magazine is FREE to members.)

 Signature Date

Dues are not deductible as charitable contributions for federal income tax purposes but may be deductible as ordinary and necessary business expenses except that, under IRC section 162(e)(1), 5.5% of the SHRM dues are not deductible.