



Sample - compliments of the Colorado Healthcare Association for Human Resource Management

23. Regional Collaboration with other ASHHRA Chapters

- Show interaction between your Chapter and other Chapters within the region.

Examples are:

1. joint program, joint venture, joint webinar
2. Participated on Regional Consultant conference calls at minimum 3

**Documentation Required:** Submit evidence of participation.

**Rathbun, Alisa L**

**Subject:** FW: Friday's Conference Call (Dial In Instructions & Agenda)

**From:** John Ostrom [mailto:John.Ostrom@imail.org]  
**Sent:** Wednesday, April 02, 2008 1:52 PM  
**To:** Rathbun, Alisa L; Cindy Paulsen (NMHHRA - Chapter President); Darren Walker (USHHRA - Pres. Elect); Dina Steinberg (AHHRA - Chapter President); jgoe@shc.org; Norma J. Martins (NMHHRA President-Elect); Sandra Ludeman (MSHHRA - Chapter President)  
**Cc:** Stoker, Regina  
**Subject:** Re: Friday's Conference Call (Dial In Instructions & Agenda)

Good Afternoon,

I would like to express my appreciation to Regina, ASHHRA National Office, for setting up our conference calls...she is wonderful. To participate in each of our Region 8 Leadership Conference Calls this year, please dial 888/657-3707, enter meeting code 7214 to be connected. The instructions, phone number and meeting code apply to each of our quarterly conference calls this year. Our scheduled calls are as follows:

2008 Conference Call Dates	Times
Friday, April 4th	12 Noon, MDT (Mountain Time)
Thursday, June 26 <sup>th</sup>	
Thursday, September 25th	
Thursday, December 18th	

Our agenda will be as follows:

- Introductions
- Future Conference Calls (Discussion)  
*How can these conference calls become a valuable resource to you.*
- Chapter Management  
*Preparation for Chapter Management Awards Submission*
- Roundtable Discussion  
*Best Practices, Sharing Resources across Chapters (i.e. website resources), Issues, etc.*
- Region 8 Newsletter  
*How can it be improved to better meet your needs, How can it be used as a tool to share information (events, accomplishments, etc.) across Chapters, etc.*
- Other items (as submitted by each of you)

I look forward to having you join us with this call. Thanks so much,

John

**John W. Ostrom**

*Human Resources Director*

**Intermountain Medical Group**

*36 S. State Street, Suite 2100*

*Salt Lake City, UT 84111*

*Office 801/442-2859*

*FAX 801/442-2868*



**Rathbun, Alisa L**

---

**Subject:** Region 8 – Chapter Leadership Conference Calls  
**Location:** Conference Call - Instructions provided in notes.  
**Start:** Thu 9/25/2008 12:00 PM  
**End:** Thu 9/25/2008 1:00 PM  
**Recurrence:** (none)  
**Meeting Status:** Accepted

John -  
Alisa - CO  
Cindy - NM  
Joe - AZ  
Darrin - UT

Good afternoon everyone,

As we have previously scheduled and communicated through the regional newsletters, our next Chapter Leadership Call is Thursday. The following call in instructions have been provided to me by ASHHRA:

Your call has been scheduled for Sept. 25, 12:00 noon - 1:00 pm Mountain Time.  
Call 1-888-657-3707 and enter Id 3728 when prompted.

I look forward to our call later this week....John

\*\*\*\*\* Excerpt from ASHHRA Region 8 Newsletter - Upcoming Dates \*\*\*\*\*

• **Region 8 – Chapter Leadership Conference Calls – 2008 Schedule**

There has been an expressed desire to share best practices, network, and strengthen our Chapters in Region 8 by establishing regular communication between Chapters on a quarterly basis. Consequently, I would like to extend an invitation to our Region 8 Chapter Leadership to participate in the following conference calls:

**2008 Conference Call Dates Times**

Friday, April 4th 12 Noon, MDT (Mountain Time)

Thursday, June 26<sup>th</sup>

Thursday, September 25<sup>th</sup>

Thursday, December 18<sup>th</sup>

Once the ASHHRA office has set up the conference call and provided instructions, I will forward those details to your Chapter Leadership. Individual Chapter Members should feel comfortable asking their Chapter Leaders to bring topics to this meeting for discussion, including resources that we share to can help one another.

John - Update

801 592 (308 (c))

- ↳ continue prep for Annual conf
- ↳ Awards breakfast (what's going well in chapters; awards)
- ↳ Chapter Mgt Requirements
  - Revisions to take us into the age of electronic
  - Gives more flexibility to individ chapters to achieve

↳ Mentoring program

- How do we get people to participate?
  - \* How does it affect me? What's in it for me
- Taking assessment on-line
- Get some collateral to give to chapters?
- Give credit on chapter mgt (Bonus pts?)  
for participants

Affiliation Agreements?

ASHTA revising. Give feedback that document is one-sided & needs to include benefits to chapter. Discussions to happen @ breakfast.

\* Bring gift from state for raffle

Chapter Updates:

CO - Prep for fall conf - labor relations

AZ - Fall conf 9/26 license renewals, labor relations

UT - Nov conf - EE retaliation, ↑ membership

NM - Good attendance @ conf, next mtg. st legislature, member drive

- seeing a lot of activity also

John - Update

801 592 1308 (c)

- ↳ continue prep for Annual conf
- ↳ Awards breakfast (what's going well in chapter: awards)
- ↳ Chapter Mgt Requirements
  - Revisions to take us into the age of electronic
  - Gives more flexibility to individual chapters to achieve
- ↳ Mentoring program
  - How do we get people to participate?
    - \* How does it affect me? What's in it for me
  - Taking assessment on-line
  - Get some collateral to give to chapters?
  - Give credit on chapter mtg (Bonus pts?)  
for participants

### Affiliation Agreements?

ASHTRA revising. Give feedback that document is one-sided & needs to include benefits to chapter. Discussions to happen @ breakfast.

\* Bring gift from state for raffle

### Chapter Updates:

CO - Prep for fall conf - labor relations

AZ - Fall conf 9/26 license renewals, labor relations

UT - Nov conf - EE retaliation, ↑ membership

NM - Good attendance @ conf, next mtg. st legislature, member drive

- seeing a lot of activity also

**Rathbun, Alisa L**

---

**Subject:** FW: ASHHRA Region 8 Newsletter - Soliciting Input

---

**From:** Rathbun, Alisa L  
**Sent:** Wednesday, December 17, 2008 9:40 AM  
**To:** 'John Ostrom'  
**Subject:** RE: ASHHRA Region 8 Newsletter - Soliciting Input

John,  
Thanks for the update. I hope you are well.

What you can share about Colorado. We held our annual fall conference in Denver in October. One of the hot topics discussed was labor relations and what our future may look like. We brought in Gabrielle Yarbrough, a renowned labor relations specialist. She led quite a dynamic discussion that I believe has excelled the HR leaders across Colorado to come together. The Colorado Hospital Association is now working toward forming a labor relations taskforce. We are in the beginning stages of forming the taskforce so we will certainly be willing to share our progress over the coming months. Thank you!

Thank you,  
Alisa Rathbun  
HR Director, SPHR  
Centura Health at Home  
303-561-5023  
303-561-5217 Fax

---

**From:** John Ostrom [mailto:John.Ostrom@imail.org]  
**Sent:** Monday, December 15, 2008 1:52 PM  
**To:** Alisa Rathbun (CHAHRM - Chapter President); Cindy Paulsen (NMHHRA - Chapter President); Darren K Walker; Joseph P. Marquart (AHHRA - Pres. Elect) josephpmarquart@aol.com; Judith Goe (AHHRA - Chapter President) (jgoe@shc.org); Norma J. Martins (NMHHRA President-Elect); Catt, Susan  
**Subject:** Re: ASHHRA Region 8 Newsletter - Soliciting Input

Good afternoon,

I am in the process of putting together our ASHHRA Region 8 newsletter...anything that you would like me to include from your region?

John

**John W. Ostrom**  
*Human Resources Director*

**Intermountain Medical Group**  
36 S. State Street, Suite 2100  
Salt Lake City, UT 84111

Office 801/442-2859

FAX 801/442-2868



**CONFIDENTIALITY NOTICE:** This electronic mail correspondence may contain confidential information. It is intended only for the individual(s) to whom, or entity to which it is addressed and may contain information that is privileged and confidential. Rediscovery of this information is prohibited under applicable law. You are hereby notified that any disclosure, copying, distribution, or the taking of any action in reliance on the contents of this information is strictly prohibited. If you received this correspondence in error, please notify me by returning the message to me and deleting it from your server. Thank you!



Please consider the environment before printing this e-mail



## Rathbun, Alisa L

---

**From:** Goe, Judie [JGoe@SHC.org]  
**Sent:** Wednesday, July 30, 2008 9:44 AM  
**To:** John Ostrom; Rathbun, Alisa L; Cindy Paulsen (NMHHRA - Chapter President); Darren K Walker; josephmarquart@aol.com; Norma J. Martins (NMHHRA President-Elect); Sandra Ludeman (MSHHRA - Chapter President)  
**Subject:** RE: Survey request from a CHAHRM member

Scottsdale Healthcare uses Segal. Judie

-----Original Message-----

**From:** John Ostrom [mailto:John.Ostrom@imail.org]  
**Sent:** Wednesday, July 30, 2008 7:43 AM  
**To:** Alisa Rathbun (CHAHRM - Chapter President); Cindy Paulsen (NMHHRA - Chapter President); Darren K Walker; Joseph P. Marquart (AHHRA - Pres. Elect) josephmarquart@aol.com; Goe, Judie; Norma J. Martins (NMHHRA President-Elect); Sandra Ludeman (MSHHRA - Chapter President)  
**Subject:** FW: Survey request from a CHAHRM member

FYI - I am sure that Jackie would appreciate any input from our region... Thanks, John

Office 801/442-2859  
FAX 801/442-2868

-----Original Message-----

**From:** Dunn, Evonne (Denver) [mailto:Evonne.Dunn@WatsonWyatt.com]  
**Sent:** Tuesday, July 29, 2008 1:36 PM  
**To:** jdunkin@pvmc.org  
**Subject:** Survey request from a CHAHRM member

Please respond to Jackie Dunkin by Friday, August 8, 2008. (Simply click "reply to all" and delete me from the address line.) Be sure to indicate if you would like a summary of the survey results.

-----  
Jackie writes:

What company (also the person's name if you don't mind) do you use for benefits consulting, especially with regard to self-funded health insurance plans?

Thank you! jd

Jackie Dunkin  
Human Resources Director  
Platte Valley Medical Center  
1600 Prairie Center Parkway  
Brighton, CO 80601  
303-498-3585 direct line  
303-498-3582 FAX  
jdunkin@pvmc.org

Communications Director  
CHAHRM - Colorado Healthcare Association for Human Resource Management  
www.chahrm.org

Evonne Dunn  
Senior Consultant  
Watson Wyatt Worldwide  
950 17th Street, Suite 1400 | Denver, CO 80202  
Phone: 303.575.9711 | Fax: 303.895.2317 | Cell: 303.918.4853  
evonne.dunn@watsonwyatt.com www.watsonwyatt.com Notice of  
Confidentiality This transmission contains information that may be  
confidential. It has been prepared for the sole and exclusive use of  
the intended recipient and on the basis agreed with that person. If you  
are not the intended recipient of the message (or authorized to receive  
it for the intended recipient), you should notify us immediately; you  
should delete it from your system and may not disclose its contents to  
anyone else.

This e-mail has come to you from Watson Wyatt & Company.

**Rathbun, Alisa L**

---

**From:** Cindy Paulsen [CPaulsen@salud.unm.edu]  
**Sent:** Wednesday, July 30, 2008 12:39 PM  
**To:** Joseph P. Marquart (AHHRA - Pres. Elect) josephpmarquart@aol.com; Rathbun, Alisa L; Sandra Ludeman (MSHHRA - Chapter President); Norma J. Martins (NMHHRA President-Elect); Darren K Walker; Judith Goe (AHHRA - Chapter President) (jgoe@shc.org)  
**Subject:** Re: FW: Survey request from a CHAHRM member

UNM Hospitals uses Gallagher Consulting in Denver.

This is our primary on our account:

Don R. Heilman

Area Vice President

Gallagher Benefit Services, Inc.

6399 South Fiddler's Green Circle, Ste 200 Greenwood Village, CO 80111

Ph: 303-889-2686

Fax: 303-220-7010

<http://www.gallagherbenefits.com/denver>

Cindy Paulsen, MBA, SPHR  
Director Compensation & Benefits  
(505) 272-0493 - (505) 951-2792 Pager  
(866) 301-3680 Fax  
UNM Hospitals Human Resources  
1650 University NE, Suite 200  
Albuquerque, NM 87102

>>> "John Ostrom" <John.Ostrom@imail.org> 7/30/2008 8:43 AM >>>

FYI - I am sure that Jackie would appreciate any input from our region...Thanks, John

Office 801/442-2859

FAX 801/442-2868

-----Original Message-----

From: Dunn, Evonne (Denver) [mailto:Evonne.Dunn@WatsonWyatt.com]

Sent: Tuesday, July 29, 2008 1:36 PM

To: jdunkin@pvmc.org

Subject: Survey request from a CHAHRM member

Please respond to Jackie Dunkin by Friday, August 8, 2008. (Simply click "reply to all" and delete me from the address line.) Be sure to indicate if you would like a summary of the survey results.

-----  
Jackie writes:

What company (also the person's name if you don't mind) do you use for benefits consulting, especially with regard to self-funded health insurance plans?

Thank you! jd

Jackie Dunkin  
Human Resources Director  
Platte Valley Medical Center

1600 Prairie Center Parkway  
Brighton, CO 80601  
303-498-3585 direct line  
303-498-3582 FAX  
ankin@pvmc.org

---

Communications Director

CHAHRM - Colorado Healthcare Association for Human Resource Management [www.chahrm.org](http://www.chahrm.org)

Evonne Dunn

Senior Consultant

Watson Wyatt Worldwide

950 17th Street, Suite 1400 | Denver, CO 80202

Phone: 303.575.9711 | Fax: 303.895.2317 | Cell: 303.918.4853 [evonne.dunn@watsonwyatt.com](mailto:evonne.dunn@watsonwyatt.com) [www.watsonwyatt.com](http://www.watsonwyatt.com)

Notice of Confidentiality This transmission contains information that may be confidential. It has been prepared for the sole and exclusive use of the intended recipient and on the basis agreed with that person. If you are not the intended recipient of the message (or authorized to receive it for the intended recipient), you should notify us immediately; you should delete it from your system and may not disclose its contents to anyone else.

This e-mail has come to you from Watson Wyatt & Company.

**Rathbun, Alisa L**

---

**From:** John Ostrom [John.Ostrom@imail.org]  
**Sent:** Saturday, October 18, 2008 1:59 PM  
**To:** Rathbun, Alisa L; Cindy Paulsen (NMHHRA - Chapter President); DarrenK Walker; Joseph P. Marquart (AHHRA - Pres.Elect) josephmarquart@aol.com; Judith Goe(AHHRA - Chapter President) (jgoe@shc.org); Norma J.Martins (NMHHRA President-Elect); Sandra Ludeman (MSHHRA - Chapter President)  
**Subject:** FW: Survey request from a CHAHRM member

FYI - Please feel free to forward this request to all ASHHRA Region 8 chapter members. If they are able to assist Jackie, please have them respond to her directly. Thank you very much for your willingness to help each other.

John

P.S. I hope that everyone who was able to attend the conference had a wonderful time.

-----Original Message-----

From: Dunn, Evonne (Denver) [<mailto:Evonne.Dunn@WatsonWyatt.com>]  
Sent: Wednesday, October 15, 2008 10:59 AM  
To: 'jdunkin@pvmc.org'  
Subject: Survey request from a CHAHRM member

Please respond to Jackie Dunkin by Friday, October 24. (Simply click "reply to all" and delete me from the address line.) Be sure to mention if you would like a summary of the survey results.

-----  
Jackie writes:

What are your requirements for education, experience, and certifications for an Employee Health Nurse?

Thanks!

Jackie Dunkin  
Human Resources Director  
Platte Valley Medical Center  
1600 Prairie Center Parkway  
Brighton, CO 80601  
303-498-3585 direct line  
303-498-3582 FAX  
jdunkin@pvmc.org

---

Communications Director  
CHAHRM - Colorado Healthcare Association for Human Resource Management [www.chahrm.org](http://www.chahrm.org)

Evonne Dunn  
Senior Consultant  
Watson Wyatt Worldwide  
950 17th Street, Suite 1400 | Denver, CO 80202  
Phone: 303.575.9711 | Fax: 303.895.2317 | Cell: 303.918.4853 evonne.dunn@watsonwyatt.com  
[www.watsonwyatt.com](http://www.watsonwyatt.com)

Notice of Confidentiality

This transmission contains information that may be confidential. It has been prepared for the sole and exclusive

use of the intended recipient and on the basis agreed with that person. If you are not the intended recipient of the message (or authorized to receive it for the intended recipient), you should notify us immediately; you should delete it from your system and may not disclose its contents to anyone else.

This e-mail has come to you from Watson Wyatt & Company.

## Rathbun, Alisa L

---

**From:** John Ostrom [John.Ostrom@imail.org]  
**Sent:** Monday, October 20, 2008 12:39 PM  
**To:** Rathbun, Alisa L; Cindy Paulsen (NMHHRA - Chapter President); DarrenK Walker; Joseph P. Marquart (AHHRA - Pres.Elect) josephmarquart@aol.com; Judith Goe(AHHRA - Chapter President) (jgoe@shc.org); Norma J.Martins (NMHHRA President-Elect); Sandra Ludeman(MSHHRA - Chapter President)  
**Cc:** Evonne.Dunn@WatsonWyatt.com; Soniya.Fidler@YVMC.org  
**Subject:** FW: Survey request from a CHAHRM member

FYI - Please forward to your chapter members and have them respond directly to Soniya if they are able to assist. This is one way that we can reach across chapter boundaries and help each other. Thanks,

John

Office 801/442-2859  
FAX 801/442-2868

-----Original Message-----

**From:** Dunn, Evonne (Denver) [mailto:Evonne.Dunn@WatsonWyatt.com]  
**Sent:** Monday, October 20, 2008 11:22 AM  
**To:** 'Soniya.Fidler@YVMC.org'  
**Subject:** Survey request from a CHAHRM member

Please respond to Soniya Fidler by Friday, October 31. (Simply click "reply to all" and delete me from the address line.)  
Please be sure to mention if you would like a summary of the survey results.

-----  
Soniya writes:

I would like to know how you handle the RN compact licensure once you have offered a permanent position to an RN holding a compact license. The State Board of Nursing contact stated that some employers require that a nurse apply for licensure in CO upon acceptance of a permanent position, but that it is an internal policy and not a policy of the State Board of Nursing.

The Nurse Licensure Compact requires that a nurse obtain a license in his/her new primary state of residence within 30 days of beginning employment or establishing residency. Primary residence is defined as the state where the nurse votes, pays taxes and holds a driver's license.

My challenge is that we won't necessarily know when a nurse declares CO as their primary state of residence to know that they have 30 days from that date. I would like to set up an internal policy in order to ensure compliance but want to keep it fair to the nurse as well.

Any information will be very helpful. Thank you in advance.

Soniya Fidler, PHR  
Director, Human Resources  
Yampa Valley Medical Center  
1024 Central Park Drive  
Steamboat Springs, CO 80487  
Phone: 970.870.1127  
Fax: 970.871.2337  
www.yvmc.org

---

Communications Director

Evonne Dunn

Senior Consultant

Watson Wyatt Worldwide

950 17th Street, Suite 1400 | Denver, CO 80202

Phone: 303.575.9711 | Fax: 303.895.2317 | Cell: 303.918.4853 [evonne.dunn@watsonwyatt.com](mailto:evonne.dunn@watsonwyatt.com) [www.watsonwyatt.com](http://www.watsonwyatt.com)

#### Notice of Confidentiality

This transmission contains information that may be confidential. It has been prepared for the sole and exclusive use of the intended recipient and on the basis agreed with that person. If you are not the intended recipient of the message (or authorized to receive it for the intended recipient), you should notify us immediately; you should delete it from your system and may not disclose its contents to anyone else.

This e-mail has come to you from Watson Wyatt & Company.