



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

44. Chapter Partnerships

Work in partnership with another ASHRA chapter in the leadership competency of “Embracing New Learning - Healthcare Business Knowledge.” (Examples include: Hold a joint educational or other program, assist another chapter in a related project, work together for a common cause or charity, etc.)

Rathbun, Alisa L

From: John Ostrom [John.Ostrom@imail.org]
Sent: Thursday, August 28, 2008 3:14 PM
To: Rathbun, Alisa L; 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); Sandra Ludeman (MSHHRA - Chapter President)
Subject: FW: Subj. Date Correction: NMHHRA 9/19 Quarterly Meeting Invite- Nursing Comp Trends

FYI

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

From: Secretary NMHHRA [mailto:nmhhrasecretary@yahoo.com]
Sent: Thursday, August 28, 2008 2:31 PM
To: Ericka Acosta; D. Anderson; anne1120@aol.com; archie_gomez@fcch.com; Marcia Ash; Deborah Baca; Pam Baca; Cindy Baldwin; Brian Beck; Jane Brantley; J Buckman; Pam Carpenter; Cyndi Carson; Elizabeth Chavez; Janna Christopher; Sandi Chun; Eric Cole; Cathy HR Davis; Sandy Dubrock; Cindy Duncan; Margaret Eaton; Kit Ersfeld; Becky Falance; Mary Farmer; Elizabeth Ford; Janie Frieberg; Julie Gawehn; Ed Gebhart; Bob Goddu; Amy Hahn; Don Heilman; Karen Janway; Kay Jensen; Sandra Johnsey; Lori Johnson; Michelle Jones; Hamerdinger Kimberly; Mignon Koenig; Betty Kurtz; Mona Ladner; Sue Lally; J Leonard; Lucille Lucero; Consuelo Lucero; Barbara Lujan; Mercedes Mann; Jan Maples; Norma Martins; Jolie McKeon; Karen Mercer; C Monroe; A. Morales; Jodi Morgan; Gretchen Mullen; nikkim@nmohc.com; ninac@nmohc.com; K O'Brien; Sharon Orona; Lora Lee Ortiz; Emily A. Ortiz; John Ostrom; Quito Osuna Carr; Victoria Otero; Theresa Padilla; Teri Padilla; Lorraine Padilla-Ruggles; C. Patek; Cindy Paulsen; Jim Pendergast; Debra Pritchard
Subject: Subj. Date Correction: NMHHRA 9/19 Quarterly Meeting Invite - Nursing Comp Trends

New Mexico Healthcare Human Resources Association

An affiliate of the American Society for Healthcare Human Resources Administration

Invites you to:

NMHHRA QUARTERLY MEETING

When: *Friday, September 19, 2008, 11:30 a.m. to 1 p.m.*

Where: MCM Elegante Hotel, 2020 Menaul NE

(located just east of University NE on Menaul, near the Big I)

Program: *Nursing Compensation Trends*

Guest Speaker: *Kay Jensen*, Principal, Sullivan Cotter and Associates, Inc.*

Founded in 1992, SullivanCotter is a nationally recognized independent compensation consulting firm specializing in the healthcare industry with offices in Atlanta, Chicago, Detroit, New York, Westport (CT) and San Francisco.

Kay's presentation will focus on:

1. The current and projected shortage of nurses
2. The current state and trends in nursing compensation (good and bad)
3. The best practices and winning strategies emerging in the nursing talent market

RSVP: Please visit our website- www.nmhhra.org and click on Events to register for this excellent presentation (and to select your meal choice).

DEADLINE TO RSVP is Tuesday, September 16

Cost: Members: No Charge!

Each MEMBER attends our lunch meetings for FREE!

Not a member? Bring your checkbook & join at the meeting for just \$45!

BRING YOUR CHIEF NURSING OFFICER

with you & YOU BOTH ATTEND THIS

MEETING FOR FREE! -----

Non Member and Guest fee: \$15 per person.

BRING YOUR CHIEF NURSING OFFICER

with you & only pay \$15 for you;

YOUR CNO STILL ATTENDS THIS

MEETING FOR FREE! -----

Everyone: Please help us be good stewards of our NMHHRA resources by attending this meeting if you RSVP! Member, CNO and other guest RSVP Registration confirms your lunch commitment; please cancel your RSVP via email to nmhhrasecretary@yahoo.com by the RSVP Registration deadline so we will not have to pay for your lunch meal and you can avoid owing the cost of lunch if you are not able to attend (**lunch is free as indicated above only if you actually attend**). Thank you for your understanding!

Pass this invitation along to anyone at your organization or anyone else you know who may be interested in this opportunity!

*Kay Jensen is a principal with Sullivan, Cotter and Associates, Inc. Before joining the firm, she was a senior consultant with Towers Perrin, a nationally recognized human resources consulting firm. Prior to her consulting career, Kay served as chief human resources officer for a healthcare system in the Midwest, and also as a vice president of human resources for a primary care physician clinic. During her consulting career, she has served clients on a variety of projects as well as provided on-site, interim human resources leadership during mergers or other transitions. She has worked with healthcare clients in the areas of:

- Total compensation philosophy and strategy development
- Total compensation market competitive analysis and reasonableness opinions
- Executive and non-executive (both clinical and non-clinical staff) compensation plan design and administrative practices
- Board education on compensation
- Short-term and long-term incentive plan design and performance measures development
- Performance management program development for executives and non-executives as well as clinical staff
- Human Resources audits and compensation program audits
- Retention and recruitment programs for key clinical staff including development of career ladders
- Direct survey development and administration

Kay currently serves as adjunct faculty for the University of Wisconsin Milwaukee School of Continuing Education teaching Strategic Employee Compensation Issues.

Kay received her B.A. degree from Beloit College, in Beloit, Wisconsin, and her

Masters in Healthcare Administration from the University of St. Francis in Joliet, Illinois.