



In order to ensure a balanced conference program, all submissions are reviewed and evaluated by the ASHHRA Annual Conference Committee. Proposals are selected based on the following criteria:

- The degree to which the proposal supports one or more of the ASHHRA HR Leader competencies (see below for more information on the HR Leader Model), with priority given to selecting a comparable number of sessions for each competency
- Thoroughness of the subject matter and proposal
- Originality of submission
- Quality of learning objectives
- Level of interactivity and method of diverse teaching styles
- Quality of takeaway tools offered to learning session attendees
- Appeal to a diverse and broad spectrum of attendees
- Practitioner lead educational sessions\*
- Alignment with the conference theme “Nurturing Engagement in Shifting Landscapes.”

\*We encourage vendors and consultants to submit proposals and highly recommend that you partner with a practicing health care HR professional in order to present a best practice session. ASHHRA conference attendees truly value solutions that have been used in similar health care organizations demonstrated by their peers and colleagues.

This call for proposals is for concurrent learning sessions only. General session/keynote speaker inquiries can be sent to [ashhra@aha.org](mailto:ashhra@aha.org).

### Noncommercial Policy

ASHHRA conference education programs are learning experiences and as such are noncommercial. While we understand that many learning sessions offered share best practices based on experiences, we ask that speakers should refrain from endorsing specific products. Under no circumstance should a session or program be used as a forum for direct promotion of a speaker's product or service or for monetary self-interest.

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The ASHHRA Annual Conference Committee selects learning sessions based on the HR Leader Model, career level and if it applies to non-hospital attendees. Please see the descriptions below for each criteria.

### HR Leader Model Competencies

**HR Delivery** - HR Leaders Reach Beyond the Expected - Sessions with this designation are for those seeking information on integrating the “people” side of health care with organizational business structures.

**Healthcare Business Knowledge** - HR Leaders Embrace New Learning - Sessions with this designation are for those who want to demonstrate cross-functional capability, health care knowledge and strategic vision for their organization.

**People Strategies** - HR Leads with the Heart - Sessions with this designation are for those whose goal is to create and implement operating models and structures that support a high performance culture of care for employees.

**Community Citizenship** - HR Leaders Raise Their Voices - These sessions are to better connect employers with employees and link both to customers and communities.

**Personal Leadership** - HR Leaders Exemplify Excellence - Sessions with this designation are for those who want to accept the personal challenge to hold themselves to a higher standard than expected by others and serve as a model for excellence.

### Career Levels:

**New-to-the-Profession** - Sessions designed for those new to the HR field or new to the health care HR industry. These sessions have been created to help HR Professionals get started, have the tools and knowledge to know what to do next and gain a good understanding of the ASHHRA HR Leader Model.

**Mid-Level Professional** - Sessions intended for generalists, specialists and/or mid-level managers looking to attain the HR Leader Model competencies necessary to move to the next professional level.

**Leader Track** - Sessions designated for those with a minimum of five years' leadership experience or who hold the title of DIR, VP, SRVP or CHRO, these sessions should provide the tools and knowledge to take organizations in a new direction.

### Non-Hospital Learning Track

ASHHRA is seeking to fully understand the needs of HR practitioners who work in a non-hospital setting. We realize that HR issues and concerns might differ from hospitals, and we want to become the primary source for information, tools and resources to help members address the challenges faced in non-hospital facilities like long-term care, acute care, clinics, treatment centers and hospice centers.

### Topics Requested by 2015 Attendees

Each year, we survey conference attendees to find out what topics they want to know more about. The following is a list of these topics. The Annual Conference Committee welcomes proposals outside of this list as well.

- ACA Updates
- Addressing high turnover/enhance retention
- Best practices for rural hospitals
- Change management
- Compensation
- Drug diversion
- Employee accountability
- Employment law updates
- FMLA
- Gamification
- HCAHPS
- How employee engagement impacts patient satisfaction
- How to approach senior leadership with ideas
- How to win confidence of CEO and C-suite
- HR working with brokers and benefit managers
- Joint Commission
- Leadership development
- Leadership development for front line supervisors
- Managing physician practices
- Marijuana legalization
- Millennials and change in the workforce
- NLRB, DOL, FLSA, EEOC updates
- Performance evaluations
- Personnel files – what goes in and what stays out
- Productivity programs
- Recruitment and employee engagement
- Regulatory compliance
- Reward and recognition
- Stay interview action plans
- Strategic alignment of HR policies
- Structure for hospitals and systems that grow quickly through mergers and overall growth
- Succession planning
- Total absence management
- Wage and hour violations, DOL audits
- Wellness programs
- Workforce planning