



# PROGRAM FOR EMERGING LEADERS (PEL) RESEARCH GRANT

The Program for Emerging Leaders Research Grant recognizes new-to-the-profession individuals who have made outstanding contributions to the field of health care human resources.

**Submission Deadline:**  
May 10, 2013

## Program Description

The Program for Emerging Leaders Research Grant recognizes new-to-the-profession individuals who have made outstanding contributions to the field of health care human resources (HR) by conducting research of topics that help HR leaders solve complex problems within their facilities. Grant recipients will be selected from a pool of HR professionals seeking a career in health care HR or who have begun their career in the field and have already made advances through research.

## Program Sponsors

1. American Society for Healthcare Human Resources Administration (ASHHRA) of the American Hospital Association
2. TIAA-CREF Financial Services

**Submission Deadline**  
Applications are due  
**May 10, 2013 and must  
be submitted online at**  
[www.ashhra.org](http://www.ashhra.org).

## Award and Recognition

Award:

- The PEL Research Grant awards three \$2,500 scholarships to be used to raise the educational skill level and health care human resources of recipient
- An award plaque signifying the achievement

Recognition

- Congratulatory letter from TIAA-CREF and ASHHRA with a copy to the award recipients' CEO, immediate manager, and with copies sent to the head of human resources
- Award presentation made at the ASHHRA 49<sup>th</sup> Annual Conference, Sept. 28 – Oct. 1<sup>st</sup>
- Award winners **must** attend the ASHHRA 49<sup>th</sup> Annual Conference to receive their awards
- Recognition in the ASHHRA quarterly magazine, *HR Pulse*
- Exposure from ASHHRA publicity via press release in industry news wire

## Qualifications

- A graduate student with a major in HR or a new-to-the-profession HR practitioner with up to five years of work experience
- Must be an ASHHRA PEL member or must join before submitting an application – Not a member? Go to [www.ashhra.org](http://www.ashhra.org) and join, then you can submit your application.
- Current ASHHRA Board members including the past president are NOT eligible for this grant

## Selection Criteria

The candidates must select one of the attached PEL hot topics on page two and prepare a research paper while adhering to the following criteria:

- Limit paper to 1,500 words
- Research must include all elements outlined in the topic selected
- Paper should be written in AP style
- Sources of research must be cited on separate page, use footnotes when necessary
- Application form must be submitted with research paper and by the deadline (late submissions will not be accepted)

## PEL GRANT TOPICS FOR CONSIDERATION

### Topic One – Generation Y:

As generation Y continues to enter the workforce, how must human resources professionals evolve their education to reach this segment?

Helpful guides when conducting research:

- What impact has the recent financial crisis had on generation Y and how has it affected how they approach investing and retirement planning?
- What role should technology play in providing financial education for generation Y?
- What are some best practices that human resources professionals can implement to make education fun and increase engagement in their retirement plans?
- Is retirement a dirty word (or a thing of the past)? If so, how should human resources position the retirement concept?
- How financial planning and retirement is unique for the health care environment and how does this affect the education HR professionals provide?
  - Are there special considerations/approaches to take considering the high level of student loan debt many medical professionals may experience?
  - For medical professionals whose salaries may increase significantly are there opportunities to better help them understand how to manage their finances?

### Topic Two – Women and Investing:

As more and more women continue to enter the workforce and/or become their family's primary earners, what are some of the education opportunities for women in finance?

Helpful guides when conducting research:

- What impact has the recent financial crisis had on women and retirement planning?
- What are some of the unique challenges that women face in planning for their financial future, and how can human resources professionals evolve financial education to address some of these issues?
- For those women that have become the primary earner, what impact has this had on their family's financial dynamics?
- How do life events, such as having children, uniquely affect women and their financial planning?
- What are challenges that are unique to the health care setting which health care HR professionals must take into consideration when providing investment and retirement planning education to women?

### Topic Three – Retirement Readiness: Transitioning Employees from Savings Accumulation to Retirement Income Planning:

As employees shoulder more of the financial responsibility for their retirement, how must employers evolve their financial education programs to drive improved retirement outcomes?

Helpful guides when conducting research:

- What impact does this have on human resources professionals? Does this require additional education for human resources professionals?
- What are some best practices that human resources can integrate into their retirement plans?
- How might education elements need to change based on the participant's age?
- How can fund selection impact employees' participation in the plan?
- What impact do fees have on participation?
- What are challenges that are unique to the health care setting which health care HR professionals must take into consideration when providing investment and retirement planning education?

# GRANT APPLICATION

## ASHHRA & TIAA-CREF PROGRAM FOR EMERGING LEADERS

(Please Print or Type)

Name of Applicant:		Date:	
Applicant Title:		ASHHRA Member #:	
Name of Immediate Supervisor:		Title of Supervisor	
Company Name			
City:	State:	Zip:	
Email:	Company Website:		
Signature:		Number of years you have been working since college?	
How did you hear about this grant?			

As a grant recipient, you may be asked to give back to the health care human resources field; please indicate below how you plan to share your knowledge as a result of this learning opportunity:

- Write an article for *HR Pulse* or eNews Brief
- Participate in the 2013-14 ASHHRA Mentoring Program
- Serve on a committee
- Volunteer at the current or upcoming annual conference.
- Yes, I agree to the conditions of the grant and will share my knowledge with the ASHHRA community (required).**

### Submission Instructions:

Submit the completed grant application, research report, a professional resume, along with any supporting documentation, to [ashhra@aha.org](mailto:ashhra@aha.org) and type PEL Research Grant in the subject line by **Friday, May 10, 2013**

### For questions:

Contact ASHHRA at 312-422-3720 or [ashhra@aha.org](mailto:ashhra@aha.org)