

2016 Benefits Proposition



Benefit Offered	Thoughtfully Designed to Address This Concern	Savings/Value/ROI to Members	Cost to Non-Members	Total Value (not necessarily in dollar amount)
Advocacy	Monitoring, educating, and influencing continuous changes in health care laws, workforce issues, labor matters	Included	\$60,000 - \$240,000 annually to hire a private lobbyist	Invaluable - protecting hospitals essential resources; extend critical programs and policies; improve existing programs and policies; reducing regulatory burden; and leading health transformation
Annual Conference & Exposition	Enhancing your health care business knowledge, advancing leadership capabilities, earning continuing education credits, developing professionally and personally, meeting peers and business partners	\$450 - \$1,000	\$500 - \$1,160	CEUS, Networking, education specific to health care human resources
Awards	Celebrating the operational excellence of HR professionals in health care, recognizes individuals who have made outstanding leadership and operations contributions to their organization	Included	Membership Dues (\$50-\$385)	National recognition from peers, credibility, plaque and some financial award for Chapters
Grants/Scholarships	ASHHRA offers the opportunity for individuals to apply for financial need through long time partners sponsorships	Included	Preference given to members	\$23,000 total in scholarships and grants
Benefits & Wellness eBulletin	Monthly eNewsletter exploring new ideas around wellness and benefit offerings	Free to members	Free for Prospects	Monthly up-to-date info to improve benefits and wellness programs

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Benchmarking Surveys	Building knowledge of the health care HR field by measuring key data, practices, trends, and market indicators to inform decision making	\$500 to \$750	\$1,500 to \$3,000	Current, reliable and credible data submitted by health care organizations across the country
Business Connections	Facilitating face-to-face connections with peers and business partners in the health care HR field	Free to members		Invaluable –connect with emerging leaders, mid-level managers and C-suite Professionals who can be your future peer, colleague, employee or boss
Career Center	The most efficient job board for the health care HR professional – job seekers can create profiles and post resumes for free, employers can find qualified candidates with job postings specific to health care HR; contains resources and videos on career wellness, resume writing and interview preparedness	Free to members seeking jobs Employers: a savings range of \$50 to \$80	Free for prospects seeking jobs Employers: rates start at \$219	Potential new career enhancements/recruiting and resources specific to health care HR; invaluable to have access to such career resources
Career Center eBulletin	Weekly eBlast keeping you up to date about career opportunities and helping you advance your career	Free to members	Free for prospects	Weekly job notices for career enhancement or recruiting
Certification in Healthcare Human Resources (CHHR)	Validating your expertise, setting you apart from your peers, demonstrating your commitment to excellence in the field	\$295	\$450	Invaluable-demonstrate subject matter expertise as a healthcare HR practitioner

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Diversity eNews Brief	Monthly eNewsletter promoting organizational success through inclusion and education	Free to members	Free for prospects	Bi-monthly up-to-date resource for diversity and inclusion with partner Institute for Diversity
eLearning Network	A customized online learning platform that provides comprehensive health care HR knowledge in a self-paced format that is accessible to you 24/7	Many free courses, over \$1000 savings	\$3825	Access to the #1 source for professional development in the health care human resources field.
eNews Brief	Monthly publication providing members with the latest news and information about hot topics in the field of health care, leadership, HR and management			Monthly resource of hot topics
Social Media	Building network of business contacts and participating in discussions about what matters to you in health care HR 24/7	Included	Open to non-members	Connecting with peers and vital business partners via LinkedIn, Twitter, and Facebook to advance networking and knowledge
HR Concierge	Offering personal attention to the health care HR profession by providing custom tools and resources that are essential to the field	Included in membership (two requests per membership year)	Available for a nominal hourly fee	Invaluable – access to resources, policies, programs, tools and best practices used by healthcare HR practitioners
HR Leader Model	Defining the prerequisite core competencies for HR leaders in health care to excel in their personal and professional lives	Included in membership	Nonmembers have access to HR Leader model and CHHR competencies	Invaluable; Core competency model for the industry: Healthcare Business Knowledge, HR Delivery, Community Citizenship, Personal Leadership and People Strategies

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HR Pulse – Quarterly Magazine	A quarterly print and electronic journal covering cutting-edge issues in health care HR, as well as best practices, case studies and organizational messages	Included in Membership	\$20/year	Quarterly actual success stories to use/articles categorized by competency for certification credits/members can get published
Joint Membership with SHRM	Offering discounted fees for individuals who are members of both ASHHRA and SHRM		\$310-\$385	Savings of up to \$40 and convenience of one invoice per year for both associations
Leadership Opportunities	Members have a variety of opportunities to participate on boards and committees, lead or develop other HR professionals, or volunteer at ASHHRA events in order to develop themselves and contribute to the ongoing development of the profession		Members-only benefit	
Mentoring Program	An active community for health care HR professionals to enhance and grow knowledge, skills and abilities to excel in their careers	Included in membership	Program only open to members	Invaluable – be a mentor or a mentee and growth with a group of healthcare HR practitioners tackling issues in healthcare HR today.
Toolkits	Educating, aiding, and enhancing member knowledge through the continuous creation of resources including processes, policies, forms and other educational tools	Included in membership	Members only Access Resources	Invaluable – have access to a virtual library containing resources, white papers and best practices shared by healthcare HR practitioners

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Webinars	Providing continual learning opportunities lead by ASHHRA members and partners with specific expertise in the health care HR profession	Included in membership (some webinar are a reduced fee for members)	At least a \$414 value	41 webinars offered in 2014 with over 20 CEUs offered.
Website www.ashhra.org	Providing you with a consolidated source of information for your ongoing development in the health care HR field	Included	Membership Dues (\$50-\$385)	

ASHHRA Membership Also Provides You with AHA Affiliation, including:

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AHA SmartMarket		Included	Membership Dues (\$50-\$385)	Access to peers and vendors to find solutions to HR challenges
AHA Quality Center http://www.aha.org/advocacy-issues/quality/index.shtml	Providing information and assistance on how to improve care and working with federal lawmakers, regulators and research agencies to create a policy environment in which patient quality and safety can thrive	Included	Membership Dues (\$50-\$385)	

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AHA Resource Center http://www.aha.org/research/rc/index.shtml	Assisting you in accessing timely, high-quality health services information quickly and easily	Included	Membership Dues (\$50-\$385)	
AHA Workforce Center (?) http://www.aha.org/advocacy-issues/workforce/index.shtml	Providing AHA, national and state-based resources to help you with workforce planning, recruitment, retention and development	Included	Membership Dues (\$50-\$385)	
AHA Working with Employees (?) http://www.aha.org/advocacy-issues/employeerelations/index.shtml	Providing timely support for health care employees through advocacy, information and resources as well as opportunities for learning, information sharing, and collaboration	Included	Membership Dues (\$50-\$385)	
Emergency Preparedness (including Ebola) http://www.aha.org/advocacy-issues/emergreadiness/index.shtml	Preparing you and your organization to respond effectively to traditional disaster threats, terrorist attacks, and infectious disease	Included	Membership Dues (\$50-\$385)	

Member Discounts

SmartMarket
Solutions
HRET
HPOE