

Dear Health Care Human Resources Professional:

About ASHHRA

The American Society for Healthcare Human Resources Administration (ASHHRA) – a personal membership group of the American Hospital Association (AHA), is the nation's only membership **organization dedicated exclusively to meeting the needs of health care human resources** practitioners. ASHHRA is recognized as "the premier source of educational resources, industry research, HR tools, networking, and best practices for the health care HR professional. When you join ASHHRA, you are investing in your future while helping to advance the transformation of the health care HR leader.



Visit us at www.ashhra.org

The mission of ASHHRA is *to lead the way for members to become more effective, valued, and credible leaders in health care human resources administration. ASHHRA provides timely and critical support through research, ongoing learning and development, products and resources, and opportunities for networking and collaboration.*

Joint Membership – ASHHRA & SHRM

Among the great benefits of membership is the opportunity to become a joint member of ASHHRA and the Society for Human Resource Management (SHRM), to become fully equipped with valuable information on human resources in general and the specialty of health care human resources. ASHHRA/SHRM Joint Members pay \$290 (a \$30 savings from the combined regular annual membership dues). If you are already a SHRM member paying \$180 and you choose to join ASHHRA at this time, you will have a common renewal date for both societies, and you will be able to take advantage of the SHRM discounted membership dues.

ASHHRA Benefits:

I) Educational Resources

- **HR Pulse** – (the official publication for ASHHRA members) a quarterly magazine supporting the ASHHRA mission that provides you with information, tools, and resources that are forward thinking and relevant to your role as a health care HR professional
- **Webinars** – electronic learning sessions led by ASHHRA members like you and partners with specific expertise in the health care HR profession
- **ASHHRA Annual Conference & Exposition** – the most highly anticipated event with learning sessions focused on hot topics developed through the HR Leader Model to advance your leadership and personal development
- **ASHHRA eNews Brief** – a monthly electronic news publication that provides health care HR leaders with a variety of articles focused on HR issues in workforce strategies, recruitment and retention, compensation and benefits, and health care workforce shortages
- **ASHHRA Diversity Brief** – a bi-weekly online publication that provides articles on the hottest diversity issues in health care.

II) Networking & Knowledge Sharing

- **Networking events** – at the ASHHRA Annual Conference & Exposition – you will have the opportunity to socialize and exchange information with your colleagues, and leaders to learn and share ideas
- **ASHHRA Online Communities** – multiple social media opportunities (including LinkedIn, Facebook and Twitter) where ASHHRA members can join together for conversations, sharing resources, and networking on various issues in health care HR
- **ASHHRA Member and Consultant Directory** – Printed annually to help you stay connected with all other ASHHRA members, also available online

III) Tools & Resources

- **ASHHRA Web site** – www.ashhra.org is an interactive tool that keeps you up to date on products, services, and resources
- **AHA Resource Center** – a research library with one of the world's largest collections of hospital literature
- **ASHHRA HR Leader Model** – five competencies for health care HR leaders
- **ASHHRA Career Center** – a health care HR job bank for health care HR professionals and students
- **ASHHRA Health Care Buyers Guide** – electronic listing of key suppliers that offer products and services designed to meet the needs of the health care HR practitioner
- **ASHHRA HR Metrics Tool** – a strategy and planning instrument designed for health care HR practitioners to input, update, and create annual custom reports on HR expenses, including turnover, compensation budgets, benefits, training, recruitment, and related operational expenses
- **Industry Reports** – examples are the Health Care Labor Report and the IRI Semi-Annual Health Care Labor Activity Report providing the latest trends on labor issues

Take action today by completing the next three pages and returning them to ASHHRA c/o The American Hospital Association, P. O. Box 75315, Chicago, Illinois 60675-5315.

Demographic Information

Please circle the appropriate code for each category and return this form along with the next two pages.

| Education | Code | Race / Ethnicity | Code | Gender | Code |
|---------------------------------------|------|---------------------------------|------|---|------|
| High School | 1 | Multi-cultural | 0 | Male | M |
| Some College | 2 | American Indian/ Alaskan Native | 1 | Female | F |
| Bachelor's Degree | 3 | Asian/Pacific Islander | 2 | | |
| Some College beyond Bachelor's Degree | 4 | African American | 3 | | |
| Master's Degree | 5 | Hispanic | 4 | | |
| MBA | 6 | Caucasian | 5 | | |
| Doctorate | 7 | Other | 6 | | |
| Your Title | Code | Your Function | Code | Department Size | Code |
| President, CEO, Partner, Chairman | 13 | HR Generalist | 50 | Less than 5 | 0 |
| Vice President | 15 | Employment/Recruitment | 51 | 5-9 | 1 |
| Assistant Vice President | 17 | Benefits | 52 | 10-24 | 2 |
| Director | 20 | Compensation | 53 | 25-49 | 3 |
| Assistant Director | 25 | Labor/Industrial Relations | 54 | 50-99 | 4 |
| Manager, HR Generalist | 30 | Training/Development | 55 | 100 or more | 5 |
| Supervisor | 35 | Organizational Development | 56 | | |
| Specialist | 40 | Legal | 57 | Company Size | Code |
| Administrator | 46 | Health/Safety/Security | 58 | <100 employees | 1 |
| Representative | 47 | Employee Assistance Programs | 59 | 100 - 499 | 2 |
| Legal Counsel | 50 | Employee Relations | 60 | 500 - 999 | 3 |
| Academician | 55 | Communications | 61 | 1000 - 2499 | 4 |
| Librarian | 60 | EEO/Affirmative Action | 62 | 2500 - 4999 | 5 |
| Consultant | 65 | HRIS | 63 | 5000 - 9999 | 6 |
| Other: please specify: | 99 | Research | 64 | 10000 - 24999 | 7 |
| | | Consultant | 65 | ≥25000 | 8 |
| | | Administrative | 66 | | |
| | | International HRM | 67 | Type of Organization | Code |
| | | Diversity | 68 | Hospital and/Health Care System | H |
| | | Other, please specify | 99 | Health Care Organization Outside of Hospitals | NH |

Definitions of Membership Categories for ASHHRA & SHRM

| <p>ASHHRA</p> <input type="checkbox"/> Practitioner <input type="checkbox"/> Consultant | <p>SHRM</p> <input type="checkbox"/> Professional Membership <input type="checkbox"/> General Membership <input type="checkbox"/> Associate Membership |
|--|---|
| ASHHRA | SHRM |
| <p>Practitioner – Granted to persons who have management or other professional responsibility for human resources, personnel or employee relations function in a health care institution.</p> | <p>Professional Membership. Individuals engaged in human resource management with at least three years of experience at the exempt level, or any individual certified by the Human Resource Certification Institute, or any faculty member with three or more years experience holding at least assistant professorial rank in HR, or a full-time consultant. Members have voting rights and can run for office in the national Society.</p> |
| <p>Consultant – Granted to consultants, whose primary function is human resources administration in consulting, recruitment, training and development</p> | <p>General Membership. Individuals engaged in human resource management at the exempt level but do not meet the requirements for Professional member. Members have voting rights but may not run for office in the national Society.</p> |
| <p>Student – Granted to current full-time students who carry at least 20 hours a semester (must provide a transcript and student ID) and work less than 30 hours a week.</p> | <p>Associate Membership. Individuals in non-exempt HRM positions as well as those who do not meet any of the foregoing categories but have a bona fide interest in human resource management. Associate members do not have voting rights and may not hold office in the national Society.</p> |
| <p>Retired – Granted to former health care HR practitioners and consultants that have retired from the field.</p> | |

Please select your membership option and complete the form on the next page.

Individual Membership

- ASHHRA Individual Membership (REG) – Individual employed by a health care institution \$140
- ASHHRA Individual Membership (PCM) – Professional Consultant Member employed by a non-health care institution, firm or company \$190
- ASHHRA Student Membership \$ 50
- ASHHRA Retired Membership \$ 50

Joint Membership (enjoy 2009 pricing at this level only)

- ASHHRA/SHRM* Joint Member (JOP) – Individual employed by a health care institution \$290
- ASHHRA/SHRM Joint Consultant Member (JOC) \$355
- Joint Association Membership – ASHHRA and affiliated chapter (call for a quote) TBD

Corporate Membership (for practitioner members only)

- Category I: Organizations with up to five members¹ \$650
- Category II: Organizations with 6 – 10 members² \$1050
- Category III: Organizations with more than 10, call us at 312-422-3720 TBD

NOTE: Joint Membership – must add \$165/member within each category

* ASHHRA/SHRM Joint Members pay \$290 – that's \$30 off the combined regular annual membership dues.

1. All 5 members within corporate category I must register at the same time during initial registration. A) If less than five members renew, the member fees defer to general member category. B) A corporate member id will be created as well as an individual member number - Consultants do not qualify.
2. At least 6 members within corporate category II must register at the same time during initial registration. A) The balance can be added at another time but the entire corporate membership renews at the date of initial registration, including those individual members that were added at a later time. B) At least 6 members must renew at once or the member fee will defer to either corporate category I or to general membership, depending on the number of members submitted for renewal.

Please Type or Print Clearly

To help us ensure that your member needs are met, please complete all areas of the application.

I am applying for (check one box): ASHHRA Membership Only ASHHRA/SHRM Joint Membership

Check if you are: Former ASHHRA member - mbr #: _____ Former SHRM member – mbr #: _____

Certifications: PHR SPHR GPHR Other _____

| | | |
|---|----------------------|-----------------|
| Member Information: | | |
| First Name _____ | Middle Initial _____ | Last Name _____ |
| Title _____ | | |
| Organization Name _____ | | |
| Address _____ | | |
| City, State/Province, Zip Code, Country _____ | | |
| Phone (____) _____ | Fax (____) _____ | E-mail _____ |

| | |
|---|---|
| Personal Information: | |
| Home Address _____ | |
| City, State/Province, Zip Code _____ | |
| Date of Birth (optional) ____/____/____ | Are you (check all that apply) <input type="checkbox"/> New to HR <input type="checkbox"/> New to Health Care HR (New = 5 years or less) |

Mail should be sent to: Work address Please check if you do not wish to receive non-association mail
 Home address

Are you a member of your local ASHHRA Chapter? Yes No If yes, which chapter(s)? _____

Please indicate your method of payment:

Payment enclosed (US \$/US Bank only)

I authorize ASHHRA to charge \$_____ to credit card: Visa MasterCard American Express

Credit card #: _____ Exp. date: _____

 Name as it appears on card

 Signature

Remittance of dues must accompany this application, may take 4-6 weeks to process if mailed. Make check or money order payable to: American Society for Healthcare Human Resources Administration, American Hospital Association, P. O. Box 75315, Chicago, Illinois 60675-5315, Phone: 312/422-3725, Fax: 312/422-3609.

I hereby apply for membership in the American Society for Healthcare Human Resources Administration and/or the Society for Human Resource Management and agree to pay the current applicable membership dues. (\$55.00 of SHRM membership is applied toward HRMagazine; the ASHHRA HR Pulse Magazine is FREE to members.)

 Signature

 Date

Dues are not deductible as charitable contributions for federal income tax purposes but may be deductible as ordinary and necessary business expenses except that, under IRC section 162(e)(1), 8% of the SHRM dues are not deductible.