

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.

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.

Definitions of Membership Categories for ASHHRA & SHRM

ASHHRA
<input type="checkbox"/> Practitioner Granted to persons who have management or other professional responsibility for human resources, personnel or employee relations function in a health care institution.
<input type="checkbox"/> Consultant Granted to consultants, whose primary function is human resources administration in consulting, recruitment, training and development
<input type="checkbox"/> 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.
<input type="checkbox"/> Retired Granted to former health care HR practitioners and consultants that have retired from the field.

SHRM
<input type="checkbox"/> 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.
<input type="checkbox"/> 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.
<input type="checkbox"/> 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.

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

Individual Membership

- | | |
|---|-------|
| <input type="checkbox"/> ASHHRA Individual Membership (REG) – Individual employed by a health care institution | \$160 |
| <input type="checkbox"/> ASHHRA Individual Membership (PCM) – Professional Consultant Member employed by a non-health care institution, firm or company | \$210 |
| <input type="checkbox"/> ASHHRA Student Membership | \$ 50 |
| <input type="checkbox"/> ASHHRA Retired Membership | \$ 50 |

Joint Membership

- | | |
|---|-------|
| <input type="checkbox"/> ASHHRA/SHRM* Joint Member (JOP) – Individual employed by a health care institution | \$305 |
| <input type="checkbox"/> ASHHRA/SHRM Joint Consultant Member (JOC) | \$380 |

Group Membership**

- | | |
|---|---------|
| <input type="checkbox"/> Category I: Organizations with up to five (5) members ¹ | \$750 |
| <input type="checkbox"/> Category II: Organizations with 6 – 10 members ² | \$1,250 |
| <input type="checkbox"/> Category III: Consultant organizations with up to five (5) members | \$1,000 |

* ASHHRA/SHRM Joint Members pay \$305 – that's up to \$40 off the combined regular annual membership dues. SHRM membership takes 5-7 business days to process.

**Pricing indicated under "Group Memberships" is for ASHHRA Membership only.

- All 5 members within corporate Category I must register at the same time during initial registration.
- 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.

To help us ensure that your member needs are met, please complete all areas of the application, and type or print clearly.

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

Check if you are: Former ASHHRA member - Mbr #: _____ Current or former SHRM member – Mbr #: _____

Certifications: PHR SPHR GPHR CHHR 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
 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 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: 312/422-3720, 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.

Demographic Information

Please circle the appropriate code for each category and return this form along with your application.

Education	Race / Ethnicity	Gender	What is your annual salary?
High School/GED	American Indian or Alaska Native	Male	Less than \$25,000
Technical School	Asian	Female	\$25,000 - \$45,000
Some College	Black or African American		\$45,000 - \$65,000
Associate's Degree	Hispanic or Latino		\$65,000 - \$85,000
Bachelor's Degree	Native Hawaiian or other Pacific Islander		\$85,000 - \$100,000
Master's Degree	White or Caucasian		\$100,000 - \$150,000
Doctoral Degree	Other		\$150,000 - \$200,000
Other			More than \$200,000
How many years have you worked in health care?	How many years have you been in your profession?	How many years have you been in your position?	Type of Organization
0-1 years	0-1 years	0-1 years	Hospital and/Health Care System
2-5 years	2-5 years	2-5 years	Health Care Organization Outside of Hospitals
6-10 years	6-10 years	6-10 years	
11-20 years	11-20 years	11-20 years	
More than 20 years	More than 20 years	More than 20 years	
What is your level of responsibility	Your Function	How many direct reports do you have?	
Executive	HR Generalist	0	
Vice President	Employment/Recruitment	1-5	
Director	Benefits	6-15	
Manager	Compensation	16-30	
Specialist	Labor/Industrial Relations	31-50	
Administrative Assistant	Training/Development	51-100	
Agent/Assistant	Organizational Development	101-150	
Associate	Legal	More than 150	
Supervisor	Health/Safety/Security		
Consultant	Employee Assistance Programs		
Counsel	Employee Relations		
Dean	Communications		
Legal Counsel	EEO/Affirmative Action		
Professor	HRIS		
Owner	Research		
Clinical Staff	Consultant		
Other	Administrative		
	Diversity		
	Other		