



Kansas Hospital Human Resources Association

An Allied Organization of the Kansas Hospital Association and an affiliate of the American Society for Healthcare Human Resources Administration

**KHHRA
Newsletter**

March 2008

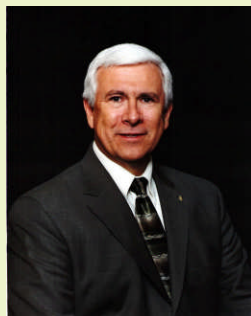
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New Board Appointments for 2008

Over the past few months we learned that Arnedo Shelton would be leaving our organization for a new position outside healthcare. Arnedo's skills and talent will be greatly missed. Arnedo was elected to become the Vice President of KHHRA in January. Arnedo was also serving as the Southeast Kansas District Director. While it is a disappointment for us, with it comes opportunity and potential for development. We put out a call for help and it is with great pleasure (and much relief), that we have had two of our chapter members step up and offer to help us out!

has been the President of the Oklahoma Hospital Personnel Association, President of the Tulsa Personnel Association, and an officer in the Colorado Hospital Human Resources Association. He has been a member of KHHRA for 7 years and is a member in good standing of the American Society for Healthcare Human Resources Administration. He earned a Master of Behavioral Science degree from Cameron University in Lawton, Oklahoma and a Bachelor of Business Administration degree from Wichita State University in Wichita, Kansas.



Bob Brazil of Memorial Health System in Abilene has offered to fill in the term as Vice President.

Bob is currently the Abilene ROTARY Club President, a City of Abilene Planning Commissioner, and an Abilene Marketing Plan Committee Member.

Bob Brazil began his career at Memorial Health System in Abilene, Kansas as the Chief Operating Officer in May 2002. His primary function is

In the past he has also been Worshipful Master of Benevolent Masonic Lodge #98, Board of Directors of the Abilene Masonic Temple Association, Board of Director Abilene Area Chamber of Commerce, and Board of Director for the Mile High Chapter of Legal Administrators. Bob Brazil is married, has two married daughters, two granddaughters, and one grandson. He and his wife Alice enjoy an excellent quality of life in Abilene, Kansas!

Human Resources; several departments also report to him. He has over 30 years in the Human Resources field. During this time he

KHHRA

Celebrating 31 years as a professional organization

KHHRA exists to:

promote high standards of professional ethics, education and effectiveness in the area of human resources management through:

stimulating the exchange of information

furthering the professional and personal development of its membership

Debbie Marr Appointed to SE District Director Position



Debbie Marr joined the Fredonia Regional Hospital administration staff in 2000 as an administrative assistant and the job developed in to a full-time human resource position. Besides the administrative duties that Debbie is responsible for, she is also responsible for the human resources management, new hire orientations, benefits administration, workers compensation, performance

management, employee relations, personnel data management and credentialing of all physicians. Debbie's professional career started in business office management for a Physicians Office where she enjoyed nineteen years of successful employment. She is a member of SHRM and has been a member of KHHRA since 2000.

KHHRA Spring Conference April 24-25

The 2008 KHHRA Spring Conference is coming soon. The dates are April 24 –25 at Homewood Suites @ the Waterfront in Wichita. This is the same location as last year. The Homewood Suites received so many glowing remarks from last year's conference attendees that the board agreed it should once again be the location for this year's conference. KHHRA has a block of rooms set aside for the conference and you can reserve your room by calling:

316 260-8844

Chris Kendrick

Chris Kendrick of The Carrots organization will be our featured presenter this year. The Carrot Principle is an excellent tool to motivate, reward, recognize and retain employees. This is going to be great presentation and I think you'll agree. This topic is of vital interest.

Whether on stage or in a training room -- in front of five or five hundred -- Chris Kendrick loves helping leaders realize the possibilities recognition can create for their teams and organizations.

As speaker and trainer for The Carrot Culture Group, Chris brings a rich background of more than a decade of teaching, training and presenting.

A graduate of Brigham Young University, he has facilitated everything from employee motivation strategies and workshops on effective presentation skills to intensive Japanese language courses. He has presented to executives and managers for corporations across the world, including 3Com, Novell, Bioware, PDL BioPharma, Buehler Foods and American Express.

In his spare time Chris enjoys photography, his dog Ralph, and...acting! He was in an episode of "ER" and once had a scene with Anthony Hopkins. He also met Bobby Brown in the Dallas Airport.



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Clint Westolik

Clinton J. Westolik is the Director of Claims for AUSCO, a division of Aon Underwriting Managers. Clint and his staff of two attorneys are responsible for reviewing claims involving D&O and EPL liability for non-profit organizations and small for-profit entities. Before joining AUSCO in 2002, Clint was the partner in charge of employment litigation at Peterson & Ross. At Peterson & Ross he assisted insurers in drafting employment practices liability insurance policies and worked with those insurers in handling claims and coverage issues related to various employment claims. Clint also represented employers in state and federal courts and before administrative bodies such as the Equal Employment Opportunity Commission, the State of Illinois Human Rights Commission and Department of Labor, the Cook County Human Rights Commission and the City of Chicago Department of Human Rights. Clint graduated from Illinois State University in 1979 with a Bachelor of Science in Political Science. He obtained a second Bachelor of Science in Education in 1981. After a four year teaching career, Clint returned to law school and obtained his Juris Doctor degree, *Cum Laude*, from the University of Illinois College of Law in 1988. Clint's published articles include the *AUSCO Employment Practices Loss Prevention Handbook* (© 1995, AUSCO, Inc.); and a chapter titled "Human Resources Issues" in the *Risk Management Handbook For Health Care Organizations* (1997, American Hospital Publishing, Inc.). He has been an invited speaker at conferences on employment practices liability insurance and not-for-profit directors and officers liability coverage.

Bill Cordes

Bill D. Cordes is a speaker, consultant and author. He has key-noted programs for conventions, conferences, schools and universities nationwide. His programs have been featured in 46 states, to well over 2 million participants.

Bill is the author of *The YOGOWYPI Factor*, and has co-authored *Teen Power Too*, *Teen Empower*, *Teen Power through Christ*, *Teen Power and Beyond* and *Lead Now or Step Aside*.

Bill did his graduate and undergraduate work at the University of Hawaii and Fort Hays State University. He was awarded Graduate Student Teacher of the Year by the International Communication Association while attending Fort Hays State University. Bill is a committed Christian, husband and father. In his programs, Bill combines humor, enthusiasm and draws on his extensive life experience from being a former school teacher, college instructor, coach and television talk show host.





Trisha Thelen, Partner
Foulston, Siefkin



Trisha Thelen

Trisha Thelen's is a partner in Foulston Siefkin, Attorneys at Law, Wichita, Kansas. Thelen's practice involves complex litigation, including employment matters, product liability, construction and other business litigation. Ms. Thelen's current focus is in the area of employment litigation representing and advising employers on discrimination and other related claims. Her responsibilities include major class actions. She is a frequent speaker on employment and litigation issues. In her 20 plus years of practice, Ms. Thelen has overseen extensive productions of documents and electronic stored information. Ms. Thelen enjoys Martindale-Hubbell Law Directory's highest "AV" rating for lawyers and her peer memberships include the Kansas Association of Defense Counsel and the Defense Research Institute.

Practice Areas:

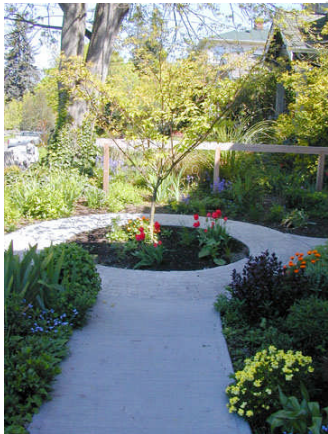
- Employment & Labor
- Product Liability
- Commercial & Complex Litigation
- Construction

Fall Conference and Trade Show- November 12-13

It's not too early to begin thinking about the KHA Fall Conference and Trade Show. This year Overland Park will host the annual event. Moving away from a 3 day event the 2008 conference will be 2 full days of speakers, meetings and trade show displays. It's the KHA showcase event of the year. KHHRA will once again hold its annual meeting and in-service.

The speakers and presenters for 2008 could make this year the best conference ever.

Marilyn Gates Award



Once again it is time to nominate one of our own for our chapter's most prestigious award. The Marilyn Gates Award. Ask anyone who has received this award and they will quickly tell you how honored they felt to have been selected to receive the award.

Nominations should be sent to: Sue Marie Martin
Ransom Memorial Hospital,
Ottawa, KS 66067

The individual nominated should have distinguished themselves as a human resources professional and served KHHRA in such a manner that without their participation, KHHRA would be less significant. The nominee should have gone to great lengths to enhance the overall quality of KHHRA, promoted the organization, and demonstrated worthiness for the Marilyn Gates Award. In that regard, the nominee should meet the majority of the following award criteria: on going membership in KHHRA, membership in ASHHRA, served as officer or district director, served on KHHRA committee, regularly attend spring and fall conferences, served as KHA advisory committee at one time or another, frequent contributor to list serve activities, actively involved with respect to KHHRA District meetings. To obtain a form go to: <http://www.khhra.org/2008GatesForm.pdf>

KHHRA Members... Please review the Allied Organization Scholarship Program Proposal for consideration at our April Meeting.

At the last KHHRA board meeting we were working on the budget for this year. Under the scholarships category we budgeted \$500 for the year which is a decrease from past years.

Rationale: Over the past few years we have awarded scholarships to members. While it has assisted some, others it has helped only to have them leave our organization. It is our opinion that this does not help our organization as a whole. There just doesn't seem to be a good return on our investment. We had a rather lengthy discussion. In conclusion, we asked as to whether we might partner with KHERF in this area. It would still allow our members to apply and be considered for scholarship monies. With this in mind, it was also a general feeling among the board that additional money to enhance our Spring conference presentations would be more beneficial to our entire membership. Please review the KHERF proposal as it will go to their board in May.



The Kansas Hospital Education and Research Foundation offers KHA allied organizations the opportunity to join forces and offer educational scholarships to hospital and health care employees across the state of Kansas. The KHERF Scholarship Program has been in operation for seven years, and has contributed over 35 scholarships to hospital employees. The following duties are necessary to continue that success for all parties:

KHERF will:

- Create scholarship application and notification materials to highlight allied organization's scholarship.
- Convene the Scholarship Review Committee and provide all necessary support activities to complete the review process. The current committee is comprised of members from the Kansas Board of Regents, Kansas Board of Nursing, Blue Cross and Blue Shield of Kansas, Preferred Health Systems, Washburn University, Associated Purchasing Services, Kansas Health Service Corporation, and the Kansas Department of Health and Environment.
- Provide all necessary conference call, copying, and postage to complete the review process.
- To evaluate the effectiveness of the scholarship program related to retaining health care workers in Kansas, each scholarship recipient will be contacted annually for three years following the award.
- Notify allied organization president when scholarship decision has been made.
- Recognize the scholarship awardee(s) at the KHA Annual Convention and on the KHA/KHERF Web site.
- Provide the allied organization with a press release about their scholarship awardee(s).

Allied will:

- Contribute the equivalent of at least three years' scholarship awards to KHERF. This will help defray the cost of the first year's award and additional costs for advertising and selecting recipients for that allied organization's scholarship. Payment is due by September 30 for the next scholarship selection period.
- Provide a scholarship award of at least \$500. Payment by Allied to KHERF for subsequent awards must be made upon billing which will occur after scholarship has been awarded.
- Provide one reviewer for the Scholarship Review Committee. The reviewer will assist in reviewing applications in their discipline, but are expected to be impartial. Any application from an individual working at the reviewer's facility may not be directly reviewed by that committee member. Costs incurred by reviewer, such as travel and hotel required to attend meetings will be at Allied's expense.
- Encourage their members to submit applications. If requested, provide a current membership roster in electronic format.
- Continue to offer scholarships for at least three years and preferably five to help grow the scholarship program.

Kansas Hospital Human Resources Association

- Ken Brown President
- Bob Brazil..... Vice President
- Secretary Nicole Nelson
- Treasurer..... Sandy Wedel
- NE District Director Kathy Orear
- SE District Director Debbie Marr
- SC District Director Joy Robb
- NW District Director..... Carla Sharp
- NC District Director..... Nicole Nelson
- Past President..... Margaret Kummer

Board Goals for 2008

- 1.) Increase/maintain membership.
- 2.) Review/revise the by-laws and committee structure allowing for possible re-organization.
- 3.) Increase attendance at the Spring Conference.
- 4.) Achieve the ASHHRA 4-Star rating.

These items will be listed on the next meeting agenda and

We're on the web:
www.khhra.org

IT'S ABOUT PEOPLE!