

President's Points

Successful! That's the word I would use to describe 2005 for the Kansas Hospital Human Resources Association and its membership. How successful have we been? We maintained our membership level at approximately 97 in 2005, while some Kansas Hospital Association allied organizations experienced a drop in membership. We have had another successful year financially as our total assets (two CDs and cash in our checking account) stand at around \$25,000.

For the first time in the history of KHHRA, we established actual nomination criteria for the prestigious Marilyn Gates Award that, for 2005, went to Milissa Metcalf of Graham County Hospital in Hill City. As a result, members will have an easier time nominating deserving members of the association for the 2006 award. The nomination form will be included in your first-quarter newsletter, with nominations to be sent to Milissa, who will chair a selection committee that will include 2004 winner Jill Wenger of McPherson and 2003 winner Nancy Stucky of Kingman. The winner will be announced at the annual KHHRA spring conference, April 20-21, at the Hotel at Old Town in Wichita.

Based upon membership request at the spring conference, I helped in the development of a position paper on the provision of employee references in cooperation with Carol Bonebrake of Goodell, Stratton, Edmonds & Palmer, LLP, of Topeka. This position paper was formally adopted by the KHHRA Board of Directors and is encouraged for your use in handling this aspect of human resources activities. Copies were provided at the fall conference, and upon request, I can e-mail you a copy.

Finally and perhaps foremost, at the request of KHHRA members, we now have our own Web site (www.khhra.org). It remains a "work in progress" to a great extent, but it is up and operational thanks to the efforts of Treasurer Ken Brown and a member of his staff at Pratt Regional Medical Center. Ken deserves a big "Thank you!" for taking the initiative to make the Web site a reality. I know it is going to prove very valuable to our members and for prospective KHHRA members. As a reminder to board members and officers, we need a digital photo, as well as a biographical sketch on each of you for use on the Web site, if you haven't already submitted it to Ken. I just completed a "President's Welcome!" segment for the Web site at Ken's request. I am very excited about the Web site and hope all of you are too.

Our 2005 spring and fall conferences were both very successful thanks to excellent planning by Vice President Annette Suppes and excellent participation by the KHHRA membership. We had approximately 50 people participate in our fall conference at the KHA convention, which is the most I can ever remember at this meeting. We usually have around that for our spring conference, but rarely that for the fall session. The Northwest, Southwest and North Central districts had an excellent "summer session" at Fort Hays State University in July, with nearly 30 members in attendance. In addition, the South Central and Southeast districts both had membership meetings. The Southeast district may well have another meeting before year's end. An annual district meeting was a charge I gave to our district directors in January, and they came through with flying colors!

Yes, it's been a successful year, and I give credit for that to our officers, board of directors and *you* - the members of KHHRA. It was my pleasure to present each of our officers and board with a Certificate of Merit and gift at the KHA convention meeting, as I am extremely grateful to each for all their help this year. I also want to extend a special "Thank you" to Steve Poage and Lorri Dean with KHA for all their help in 2005. I sincerely believe that Steve is the best chapter advisor we could have at KHHRA. His counsel and input is always most helpful. Lorri Dean took over earlier this year for a KHHRA "legend" Marilyn Gilmore who retired from KHA after 12 years of dedicated service. Lorri has made a smooth transition in her new role for KHHRA. We are very fortunate to have her assisting our group.

Serving as your president in 2005 has been the defining moment of my career in KHHRA. It has been my privilege and pleasure to serve as your association president. I have tried to represent our membership and organization in a personal, yet professional manner (aside from the *CROCS* business!). I hope I have succeeded in meeting your expectations for leadership as I have endeavored to do so throughout this year. Leaving this office is difficult for me as I have thoroughly enjoyed it and will miss serving as president. I will leave office at the end of the year knowing that our organization will be in good hands. In closing, let me express my sincere gratitude to the membership of KHHRA for allowing me to serve as your president. It was the highlight of my professional career in the field of human resources!

—Dale Schields

Introducing Your 2006 Officers and Board of Directors

Annette Suppes President
Salina Regional Health Center, Salina

Margaret Kummer Vice President
Citizens Medical Center, Colby

Ken Brown Secretary
Pratt Regional Medical Center, Pratt

Sandy Wedel Treasurer
Ellsworth County Medical Center, Ellsworth

Dale Shields Past President
Goodland Regional Medical Center, Goodland

Board of Directors

Stacy Abel Northwest District
Gove County Medical Center, Quinter

Pam Wheeler Southwest District
Scott County Hospital, Scott City

Nicole Nelson North Central District
Cloud County Health Center, Concordia

Anita Buchanan South Central District
Newton Medical Center, Newton

Arnedo Shelton Southeast District
Coffeyville Regional Medical Center, Coffeyville

Edana Correll Northeast District
Community Hospital Onaga/St. Mary's

It is my opinion that the membership has approved an excellent slate of officers and directors for 2006. I have every confidence that they will lead KHHRA in an exemplary manner in the coming year. The success of any organization is predicated upon the caliber of its key people. Therefore, KHHRA should have a very successful year in 2006!

2005 KHA Convention Meeting Highlights

As I mentioned previously, our fall conference at the Kansas Hospital Association Annual Convention was very well attended. KHHRA held a morning board meeting. Our business meeting followed at around 12:15 p.m. Both were productive sessions with a bylaw change being approved by the membership that adds to the duties of the past president: "provision of an orientation packet to new members of KHHRA, along with an evaluation form that determines the effectiveness of their inclusion to membership with results then being reported to the association's board of directors." (Looks like I *will* have a job next year after all!)

Nancy Stucky reported on our Four-star Chapter Achievement award from ASHHRA that she accepted on behalf of KHHRA at the ASHHRA annual conference in Orlando, Florida. She recognized members Milissa Metcalf for receiving the Outstanding Chapter Contribution Award, Larry Gales for Outstanding Chapter President and Annette Suppes for Communication in the Area of Electronic Media. Nancy went on to say that our four-star rating provided KHHRA with a \$1,000 cash award and four free memberships in ASHHRA for 2006.

A drawing was then held for the four **ASHHRA** memberships. They were awarded to:

Stephanie Gaudreau
Hiawatha Community Hospital, Hiawatha

Ann Kater
Kansas Surgery and Recovery Center, Wichita

Annette Suppes
Salina Regional Health Center, Salina

Janel Palmer
Greenwood County Hospital, Eureka

Past President Milissa Metcalf presented a special award to Nancy for all of her efforts on behalf of chapter management. Nancy has diligently undertaken the difficult task of compiling the various activities and achievements of KHHRA annually and submitting the materials in the appropriate format to ASHHRA for review. The past several years, Nancy has been instrumental in achieving Four-star Awards for KHHRA. Nancy is most deserving of this recognition.

Members were advised that the officers and board had voted to provide a \$250 donation to Kansas Hospital Association Political Action Committee for the coming year, and \$500 was donated to the KHA convention on behalf of the presentation of Jo Manion, PhD, RN, and her general session presentation entitled, "Creating a Culture of Engagement: Wisdom of the Front Lines."

The fall conference meeting also was the setting for the presentation of two KHHRA financial aid awards for 2006 that went to Anita Buchanan of Newton Medical Center and Edana Correll of Community Hospital Onaga/St. Mary's. Both are planning to continue their studies in the human resources field to achieve additional certification as HR professionals. KHHRA presented each with a \$1,000 scholarship to assist them with their studies.

After presenting Certificates of Merit to all of the 2005 KHHRA officers and board members for their distinguished service, I was pleasantly surprised to receive an "Outstanding President Award" for 2005. I was very honored to receive this award, but even more honored with the standing ovation I received from the membership. That meant a lot to me and was indeed the highlight of my 2005 convention.

Our meeting was capped off with an appearance by Larry Fisher of Wichita State University, who spoke to those in attendance on "Humor – A Positive Force at Work."

Larry's program was devoted to the need for workplace humor and how it can be a positive force for change and improvement. He provided many amusing antidotes on the power of humor. His interactive style with the membership made his program most enjoyable.

Finally, I would like to extend my sincere gratitude to Vice President Annette Suppes who put our convention program together. Having had these duties in 2004 makes me very appreciative of the time and effort Annette put in to bringing it all together. I can't thank Annette enough for all of her support and input this past year. Vice President may be a "do-nothing" job in many organizations, but not in KHHRA. Annette has been a great VP, and it has been an honor to serve with her in 2005.

Vendor Memberships in KHHRA

An issue has arisen that has now been discussed on two separate occasions by our board of directors involving vendor memberships in KHHRA. It has been determined that our bylaws do not provide for such memberships, so we have allowed vendors to be a part of KHHRA the past several years without authorization to do so.

The matter has further become a source of concern due to what some board members perceive as "solicitation" responses to benefit inquiries posted on the List Serve. It is felt that this type of response creates a conflict of interest for vendors, whose input is appreciated, but whose "salesmanship" is not appropriate for the List Serve. It provides vendor members of KHHRA with unfair advantage over other vendors, in the opinion of the board of directors.

Steve Poage reports that three other allied organizations of KHA have List Serves. "One allied does not have vendors as members, the second allows vendors as members and access to the List Serve, but has one allied member approve each and every e-mail before it is distributed on the List Serve. The third allied is comprised of many vendor members, and all have access to the List Serve."

This matter was brought to the attention of the membership at the Nov. 8 fall conference meeting at the KHA convention. They were advised that the board would attempt to make a definitive decision on this matter in the very near future.

At the present time, it is the intention of the KHHRA Board of Directors not to extend renewal applications for 2006 to the current vendor members of the association until this matter is resolved. It will be a primary issue at the transitional meeting of the KHHRA Board in January. If the board votes not to accept vendor members in 2006, appropriate notification will be provided to those involved. If the board votes to continue to have vendor members, a 30-day notice period of a bylaw change will be needed after which a "special election" will be held to formally approve the bylaw change again with appropriate notification of those involved. Stay tuned for more details in 2006!

Speaking of ASHHRA Memberships

All officers of KHHRA are required to hold a membership in ASHHRA as our national human resources affiliate. ASHHRA memberships are encouraged for district directors, but are not required. In the past, ASHHRA memberships were the responsibility of each officer, but that changed in 2003 when the board of directors voted to pay half the annual ASHHRA membership fee for KHHRA officers.

As such, any officer for 2006 who would like to have half their ASHHRA membership fee paid should contact Treasurer Ken Brown. Ken will provide you or your hospital with a check for half of your 2006 ASHHRA membership if you will let him know. It's one of the "perks" of serving as an officer in KHHRA. So, who wants to be an officer in 2007?

While We're on the Subject of Memberships

In discussing the matter of the 2006 KHHRA membership applications with Steve Poage and Lorri Dean of the Kansas Hospital Association, we have decided to "piggy-back" the memberships to the fourth-quarter newsletter. So, instead of the expense of a separate mailing in January, we have saved the association money and incorporated it into our final newsletter for 2005.

Now, the situation is that *you* need to attend to your KHHRA membership renewal in a timely manner by completing the attached application and submitting it, along with your membership fee of \$50, to Lorri Dean at KHA. Checks should be made to the Kansas Hospital Human Resources Association. Associate member fees for persons not engaged in hospital HR activities (clinics or surgical centers), or persons perhaps no longer working in hospital human resources (alumni, so to speak), will remain at \$60 for 2006.

You are encouraged to continue to be a part of this very viable KHA allied organization in 2006. Our continued success is dependent upon your continued involvement. Please consider your KHHRA renewal as a priority in December.

In Closing, Let me say ...

There's an old show business adage that says, "Always leave 'em laughing." As a part of my presidency has always been tied to "small, shreds of humor," I would like to close with this little number:


A husband was in big trouble when he forgot his wedding anniversary.

His wife, who was expecting a new sports car, told him, "Listen, buster! Tomorrow morning when I get up, there had better be something in the driveway for me that goes from zero to 200 in about 3 seconds flat."

The next morning, the wife found a small, neatly-wrapped package in the driveway. Thinking it was the keys to her new car, she anxiously opened it and found a brand new bathroom scale!

Funeral arrangements for the husband have been set for Saturday.

This is Dale Schields, KHHRA president, over and out of words, out of breath, out of time and nearly out of office, but still humbly in your service and your gratitude for a wonderful 2005! "Merry Christmas and Happy New Year to All!"

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