



President's Message...

As I flipped my calendar to the month of December, I tried to think back and I wondered where all the time has gone? It seems as though I was just getting ready to take on the role of President, and now I am already preparing to pass the torch on!

We had a wonderful spring conference this year in Wichita thanks to the tremendous efforts of Vice President, Margaret Kummer. That conference was followed this past summer by what I would characterize as some of the best District Meetings ever! The District Directors did an exceptional job in planning top notch, enlightening sessions. And, we closed the year's educational sessions with yet another exceptional fall meeting in conjunction with the KHA convention in Topeka.

Throughout the year we said goodbye to some cherished long-standing members and welcomed new members to the group. We also appointed two new District Directors – Joy Robb, South Central District, and Carla Sharp, North West District. With the recently announced resignation of Edana Correll we will also be looking for a new District Director for the North East District. I would like to offer the best of wishes to those who have left us, and a very sincere welcome to those who have joined a phenomenal organization!

Not only is this a phenomenal organization to be a part of, it is an awarding winning one! Once again congratulations to Cindy Rush, this year's Marilyn Gates Award recipient; to Nancy Stucky, the recipient of the Outstanding Chapter Contribution Award from ASHHRA; and to Dale Shields, the ASHHRA Outstanding Chapter Officer recipient. And congratulations to the entire KHHRA membership on yet another Four-Star ASHHRA Chapter Achievement Award!

This past year KHHRA took on a new look as a new logo was introduced. A new recruitment resource was developed at www.KSHealthJobs.net providing a great opportunity to post and recruit directly to the health professions. The KHHRA website continued to grow and display a wealth of information for current and prospective members. And as always, the KHHRA List-Serve has been buzzing making it one of the biggest advantages of maintaining a KHHRA membership.

As I look to the next year, I am excited about all the possibilities that lie ahead. It has been a pleasure serving as your President this past year. I have been very privileged to work with an exceptional group of officers and board of directors. I cannot express enough thanks for the support and assistance I have received. We have an incredible organization for healthcare HR leaders in the state of Kansas. It is a privilege to be part of such an extraordinary group.

~Annette Suppes, President



2006 Scholarships Announced

KHHRA helps to promote the human resources profession by making scholarships available for anyone pursuing a degree in Human Resources Management, or for members pursuing their PHR/SPHR certification. The scholarship is intended to promote and encourage the academic preparation for and excellence in the practice of health care human resources.

This year's scholarship applications were carefully reviewed and two scholarships were awarded for the pursuit of a PHR/SPHR certification. Scholarships were awarded to:

Arnedá Shelton, Human Resources Director, Coffeyville Regional Medical Center.

Sharon Zogelman, Human Resource Director, Saint Luke Hospital & Living Center, Marion.

Congratulations to Arnedá and Sharon. Good luck with your studies and taking the exam!

“Discoveries are often made by not following instructions, but rather by going off the main road and trying the untried.”

~Frank Tyger

Mark Your Calendars...

The 2007 Spring Conference has been set for April 26th and 27th at the Homewood Suites by Hilton on the Waterfront in Wichita. Ken Brown, Vice-President Elect has already been hard at work putting together a great line-up of speakers. The spring conference provides members with the opportunity to not only gain new and insightful information, but also spend some invaluable time networking with fellow HR professionals. Watch for more details to come.

2007 Board of Directors

The new slate of officers was approved at the fall KHA/KHHRA meeting and will take office in January. Your 2007 Board of Directors is:

Margaret Kummer – President
Ken Brown – Vice President
Arnedá Shelton – Secretary
Sandy Wedel – Treasurer
Annette Suppes – Past President
Nancy Stucky – Chapter Management
Steve Poage – KHA Liaison

District Directors:
Pam Wheeler – South West District
Joy Robb – South Central District
Arnedá Shelton – South East District
Carla Sharp – North West District
Nicole Nelson – North Central District

A new North East District Director will be appointed in the next few weeks.



"We have all come here in different ships, but we're in the same boat now."

~Dr. Martin Luther King, Jr.

2006 Chapter Objectives

As a part of the chapter management criteria, KHHRA is required to develop measurable goals to work toward each year. Two of the three goals for 2006 were met.

- Increase attendance at the 2006 KHHRA fall meeting by five members over the 2005 meeting.
 - Oh so close. Registrations for the 2006 fall meeting fell five short of the 2005 meeting.
- All six districts will sponsor a minimum of one district meeting in 2006.
 - Success! All six districts did sponsor at least one district meeting during June & July.
- Increase overall attendance by 10% at the 2006 district meetings.
 - Achieved. District Directors report the attendance at the district meetings were all up by at least 10% from 2005's meetings.

Once again, these objectives show what an engaged group of people make up the KHHRA membership. Thank you to the each and every member for their part in making this an enthusiastic and involved group!

Don't Call Us, We'll Call You...

~Human Resources Management

Job interviews sometimes draw the strangest candidates. Here are true tales of the world's most bizarre encounters, as collected by recruiting expert Robert Half:

- "Said if he was hired, he'd teach me ballroom dancing at no charge, then started demonstrating."
- "Left his dry-cleaner tag on his jacket and said he wanted to show he was a clean individual."
- "After a difficult question, she wanted to leave the room momentarily to meditate."
- "Said that if I hired him, I'd soon learn to regret it."
- "Arrived with a snake around her neck. Said she took her pet everywhere."
- "Woman brought in a large shopping bag of canceled checks and thumbed through them during the interview."
- "When asked about his loyalty, showed a tattoo of his girlfriend's name."
- "Applicant indicated that if he wasn't hired, the future of the company would be jeopardized for confidential reasons."
- "Took three cellular phone calls. Said she has a similar business on the side."
- "She returned that afternoon asking if we could redo the entire interview."



10 Most Common Handbook Mistakes

~The National Institute of Business Management

1. Using form handbooks that include promises you'll probably never keep and provisions that have nothing that have nothing to do with your company.
2. Including lots of details on company procedures, which confuses employees and provides more fodder for their lawyers. Stick to policies.
3. Including a probationary period that implies that, once the period is over, the employee can stay forever. This can negate at-will status.
4. Being too specific in descriptions and lists, especially those involving discipline. This gives the impression that the list is inclusive.
5. Not being consistent with other company documents.
6. Not adding an at-will disclaimer, or not stating that you reserve the right to change benefits or bypass discipline policies if the situation warrants.
7. Sabotaging disclaimers by what you say, especially reassuring employees that their jobs are secure.
8. Not adapting the handbook to each state's laws.
9. Failing to update the manual frequently for changing laws.
10. Setting unrealistic policies.

KHHRA Membership Renewal

The objective of the Kansas Hospital Human Resources Association is to promote high standards of professional ethics, education and proficiency in the area of human resources management.

You are encouraged to be part of this remarkable organization. The continued success of KHHRA depends on the ongoing involvement of its members.

Dues for 2007 remain the same:

\$50.00 for regular members

(human resource professionals in KHA member hospitals who are professionally engaged in human resource management)

\$60.00 for associate members

(human resource professionals in health care facilities that are not KHA members)

Please complete the enclosed membership application as soon as possible to continue your membership in this exceptional organization.

ASHHRA Memberships Given

As a result of the four-star ASHHRA Chapter Achievement Award, KHHRA was given four free memberships to ASHHRA. Drawings for those memberships were held at the fall business meeting. And the winners are:

Cindy Rush Kathy O'Rear
Ed Webb Nicole Nelson

Wisdom Of The Ages

~The Manager's Intelligence Report

If you gathered 100 experienced managers together and asked for their advice, they probably wouldn't say much about "competing values models" or "temporal rhythms." Instead, this is a good idea of what you'd hear:

"Don't be afraid of the phrase, 'I don't know.'" If you don't know the answer, don't try to bluff. If you're at fault, take the blame. If you're wrong, apologize. A wise person once said, "If you always tell the truth, you never have to remember anything."

"Never gossip." And if someone wants to gossip with you, politely say you're not interested. This corporate adage rings true: When someone gossips, two careers are hurt – the person being talked about, and the person doing the talking.

"No task is beneath you." Don't think you are above anything. Be the good example and pitch in – especially if the job is one that nobody wants to do.

"Share the credit whenever possible." Managers who spread credit around look much stronger than those who take all the credit themselves.

"Ask for help." If you think you're in over your head, you are. Before it gets out of hand, ask someone for help – most people enjoy giving a hand.

Besides saving yourself from embarrassment, you'll make a friend and an ally.

"Keep your salary to yourself." Discussing salary is a no-win proposition. Either you'll be upset because someone is making more than you, or someone will be upset with you.

"When you don't like someone, don't let it show." Especially if you outrank them. Never burn bridges or offend others as you move ahead.

"Let it go." What shouldn't happen often does: You weren't given the project you wanted, you were passed over for the promotion you deserved. Be gracious and diplomatic... and move on. Harboring a grudge won't advance your career.

"When you're right, don't gloat." The only time you should ever use the phrase "I told you so" is if someone says to you: "You were right. I really could succeed at that project."

"Peace is not something you wish for; it's something you make, something you do, and something you give away."

~Robert Fulghum

*May you find peace and joy in
this holiday season.*

Happy Holidays!

