

# KHHRA

# Newsletter July 2007

## **Mark Your Calendars...**

Along with all he is doing this summer, foreseen and unforeseen, Ken Brown, VP, has been planning another fantastic fall conference. In association with the 2007 KHA Convention, KHHRA will host the KHHRA meeting and luncheon at 11:45 a.m. – 1 p.m. on Nov. 14, 2007. We will conduct a business meeting, followed by a presentation entitled “The Human Capital Edge.” Ticket price is \$45 per ticket.

Board Members, our board meeting will be at 10 a.m. on Nov. 13, 2007. Location and registration information for all events will be mailed in the next few weeks by KHA. Be sure to mark your calendars now!

## **Well-Deserved Awards and Recognition...**

Congratulations to our 2007 Marilyn Gates Award recipient Sue Marie Martin, director of HR at Ransom Memorial Hospital in Ottawa. The award is much deserved.

Sue Marie – Thank you for all of your past, present and continued contributions to KHHRA!

Congratulations, as well, to our life-time members, Loretta Fletchall, director of HR at Hutchinson Hospital, and Marsha Newell, HR consultant from Hays.

Loretta and Marsha are Charter Members of KHHRA, and our association would not be where it is today without them!

## **2007 Management Development Institute**

The third Webinar of 2007 is set for July 25. “Managing Conflict” is a necessary skill for all of our managers, as even the best organizations find themselves in situations involving conflict. Harry Chambers, Trinity Solutions, Inc., will discuss the escalating costs of unresolved conflict; effectively mediating and arbitrating the conflict of others; and selecting the appropriate strategy for successful resolution. As you know, KHA, KaHEC and KHHRA are sponsoring these training sessions, so the benefit is to our association, as well as to your organization to attend.

## Thank You!

A special “thank you” to Ken Brown, who planned and hosted a tremendous spring workshop! Although we will not be able to hold a summer session with Tom Olivo and his colleagues, we gained a lot of knowledge from Tom’s first presentation.

What an honor for Tom to be published in *HR Pulse* by ASHHRA, and what an honor for our membership to have heard him speak! Great job, Ken. You are a tremendous asset to our organization!

## Change in By-Laws

Pursuant to the KHHRA By-Laws, Section 1 of Article XI – Adoption and Agreement states, “These by-laws may be amended or repealed by two-thirds (2/3) vote of the membership present at a regular meeting of the membership. Notice of the proposed changes shall be sent to all members at least thirty (30) days in advance of the next membership meeting.”

Please consider this notice of proposed changes to Section 2 of Article VI – duties of officers and board of directors, which are: “The vice-president or designated representative shall attend the ASHHRA Chapter Leadership Conference. KHHRA shall cover expenses of attendance at this conference.” Attendance at this conference has been the president’s responsibility.

We will vote on this proposed by-law change at our business meeting in November.

■ “Nurture your mind with great thoughts; to believe in the heroic makes heroes.” Benjamin Disraeli

## Watch Those E-mails!

Careless e-mailing has brought down some successful business people. Here are a few questionable e-mails sent by executives whom should have known better.

A detail in the firing of a Wal-Mart executive is an e-mail that she sent to her subordinate. In it, the former senior VP of marketing communication wrote: “I think about us together all of the time. Little moments like watching your face when you kiss me.”

A CEO stepped down after his company’s board reportedly pressed him to explain allegations of suggestive e-mails between him and a younger female employee.

The PR manager for an NBA team sent an e-mail entitled, “Ghetto Prom” to the team’s entire media distribution list.

An IT specialist at a law firm reportedly sent his secretary an e-mail demanding she pay for the dry-cleaning bill he incurred after she spilled ketchup on his pants. The secretary forwarded the e-mail to colleagues.

A CEO laid off 400 members of the headquarters staff by e-mail.

What a nightmare for these companies’ HR professionals!

This information was gathered from CNNMoney.com.

# President's Points

Greetings! The summer (and year) is passing quickly, as it normally does. This summer, in addition to completing our ever-growing responsibilities at work and planning our summer vacations with our families, we have held in our thoughts and prayers a number of our KHHRA colleagues who are having a different kind of summer than they originally planned – helping themselves and others to recover from the ravages of Mother Nature.

Having just celebrated our country's Independence Day, we think about our nation's heroes and how their courage and dedication to others has shaped our nation. Christopher Reeve defined a hero as "an ordinary individual who finds the strength to persevere and endure in spite of overwhelming obstacles." Turns out that we have several heroes in our midst; right here in KHHRA! Below find just a few of their stories.

Best regards to Susie Schlegel in Ness City, who lost her home to a tornado, earlier this summer. Susie sent the following note to our membership:

"To All at KHHRA – Thank you for the gift card – it is so very much appreciated. Things are slowly getting back to normal – we should be moving back home in the next few weeks, so our family is very anxious for that. We truly are grateful for your thoughts and prayers. Thank you.

Shane & Susie, Taylor, Sara, Nicholas & Ethan Schlegel"

Susie also sent a beautiful card, which I will bring to the conference in November.

We also continue to hope for the best for our colleagues in and around Greensburg. Ken Brown spent many nights with little or no sleep, helping the victims around the Pratt area.

Speedy recovery to Larry Gales in Burlington. Many of you may know that Larry fell and had to have surgery. At the time of his injury in mid-May, Larry was helping to set up a fund raising event for an employee whose son had been badly burned. Get better soon, Larry!

Our colleagues in the southeast part of the state continue to remain in our thoughts, as they contend with flooding. In Arnedá Shelton's "neck of the woods" in Coffeyville, they are not only dealing with flood waters, but also thousands of gallons of crude oil mixed in with the water. Arnedá's hospital has prepared thousands of meals for the folks in her area. Arnedá sent some pictures, but the entire situation is still difficult to imagine. (Pictures page 4)

We're thinking about you all and wishing you the best. Greg Hickman said, "What the world needs now, more than ever before, are every day heroes who are ready, willing and able to make a difference." You are an inspiration to all of us. Thank you for being "ready, willing and able to make a difference" from all of us at KHHRA!

Margaret Kummer



## District Directors' Corner

We have another great year of district meetings to look forward to! From 9 a.m. to 3 p.m. on July 26, 2007, Pam Wheeler, Southwest district director is hosting a meeting at St. Catherine's Hospital in Garden City. Speakers for the event will be Bernie Becker, VP and chief human resource officer at Stormont-Vail HealthCare in Topeka, and Kevin Gallagher, executive director of mission and ministry at St. Catherine Hospital. The SW district would like to invite other KHHRA district members to attend. Please contact Pam Wheeler, SW district chairman, for a Registration Form at [pamw@scotthospital.net](mailto:pamw@scotthospital.net). The registration fee is \$20 per person.

The Northwest district meeting will be held on Aug. 3, 2007, at Citizens Medical Center in Colby. Carla Sharp, district director, is hosting a workshop with the theme "Out of Africa!" Carol Bonebrake, attorney, will speak on "hot HR topics," and Janice McCart, president and CEO, CMCI, will take participants on a journey to Africa after lunch. Cost for this workshop is \$40 per person. Please contact Carla Sharp at [csharp@nwkshealthcare.com](mailto:csharp@nwkshealthcare.com) for more information.

Remember, "everyone is necessarily the hero of his own life story," as quoted by John Barth. Have a safe and only happily-eventful rest of the summer!



*Armeda Shelton, KHHRA secretary and district director, provided these pictures of Coffeyville. We will keep our friends across the state in mind as they continue to deal with adverse conditions in their communities.*

