

President's Points

Happy spring – or almost! Is there anyone out there who has not had enough of winter?? I am honored to serve as your 2007 KHHRA President and very, very pleased to be joined by a fantastic group of officers and district directors who will serve our organization. Your 2007 Board of Officers are:

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

District Directors:

Pam Wheeler – Southwest District Joy
Robb – South Central District Arnedo
Shelton – Southeast District Carla Sharp
– Northwest District Nicole Nelson –
North Central District

*Members of the Northeast District – If you are interested in serving as District Director, please contact Annette Suppes.

We have an exciting year ahead of us. Thank you to all the members of KHHRA. We are a strong organization, due to the contributions of every one of us!

— *Margaret Kummer*
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Mark Your Calendars ...

It is written that in the spring, a young man's fancy turns to thoughts of love ... but in KHHRA, a young man's fancy turns to thoughts of the Spring Conference, and our young Vice President Ken Brown has been working diligently to put together a fantastic conference. The 2007 Spring conference will be April 26 and 27 at the Homewood Suites by Hilton on the Waterfront in Wichita. The conference agenda is as follows:

Wednesday, April 25, 2007

5:00 p.m. Board Meeting, Homewood Suites
Board Room

Thursday, April 26, 2007

8:00 a.m. Registration with Continental Breakfast
8:30 a.m. Welcome
9:00 a.m. ***The Future of HR in Healthcare***
Tom Olivo
10:30 a.m. Break
12:00 p.m. Lunch
1:00 p.m. Tom Olivo (cont.)
2:30 p.m. Break
4:30 p.m. District Meetings
5:00 p.m. Cocktail Networking

Friday, April 27, 2007

8:00 a.m. Continental Breakfast
8:30 a.m. HR and the Baldrige Award
9:30 a.m. Break
9:45 a.m. ***Managing Time, Priorities, Multi-
Tasking and Yourself***
John Mulvaney
12:00 p.m. Luncheon and Business Meeting

This conference has been arranged with you, our members, in mind. It is certain to be an awesome learning experience with dynamic speakers, and as always, great networking opportunities. Once again this year, we have a number of very generous corporate sponsors whose contributions will help defray our costs. You will have an opportunity to express your appreciation to our sponsors during the conference.

Hotel accommodations can be made at the Homewood Suites by Hilton at (316)260-8844. Ken has arranged for a block of rooms to be reserved. The rate is \$109.00/night.

Please refer to the special Spring Conference brochure and registration included in your newsletter. Remember, Robin Williams says, "Spring is nature's way of saying, Let's Party!" As if we need an excuse. See you in April!

2007 Chapter Goals

As a part of the Chapter Management criteria, KHHRA is required to develop objective, measurable goals to work toward each year. We met two out of three goals in 2006. Our 2007 Chapter goals are:

- *To increase the number of KHHRA hospitals participating in the MDI workshops.
- * That 75 percent of our membership attend one conference or a district meeting.
- *KHHRA actively participates in a legislative action pertinent to the human resources field.
- * That KHHRA maintains and continues to keep our Web site current and active.

Developing these goals and achieving them is further evidence of what an enthusiastic and involved group we are!

Getting Better and Better

Just a reminder to check out our Web site at www.khhra.org. The Web site has valuable information for HR professionals, and Ken and his staff are adding new features regularly.

Just a Reminder

KHA is closing its P.O. Box soon, and the address will be 215 SE Eighth Ave., Topeka, KS 66603-3906. Please send your registrations for the Spring Conference to the new address.

“Spring is when you feel like whistling even with a shoe full of slush.” *Doug Larsen*

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 resource management. The continued success of our remarkable organization depends on the ongoing involvement of our members. If you know of an HR professional who could benefit from membership in KHHRA, please contact that person. The time to become a member is now!

Dues for 2007 remain the same:

\$50 for regular members - human resources professionals in KHA member hospitals who are professionally engaged in human resource management.

\$60 for associate members - human resources professionals in health care facilities that are not KHA members.

Show Me the Money

KHHRA helps to promote the human resources profession by making scholarships available to anyone pursuing a degree in Human Resource Management, or for members pursuing their PHR/SPHR certification. Please complete the attached scholarship application form in order to be considered.

Marilyn Gates Award

One of the highlights of our Spring Conference is the presentation of the Marilyn Gates Award. This award recognizes a member of KHHRA who has been an outstanding contributor to our organization and to the human resources profession. This award is presented in honor of Marilyn Gates, who was one of the founders of KHHRA. Please complete the enclosed nomination form and send nominations to Cindy Rush, director, human resources, Clay County Medical Center, P.O. Box 512, 617 Liberty, Clay Center, KS 67432-05 12, (785) 632-3929, or e-mail to crush@ccmcks.org.

The nominating committee for the 2007 Marilyn Gates Award is composed of past recipients Nancy Stucky, Jill Wenger and our 2006 recipient, Cindy Rush. Other past award recipients include: Marsha Newell, Loretta Fletchall, Cathy McClurg and Dale Shields.

“Science has never drummed up quite as effective a tranquilizing agent as a sunny Spring day.” *W. Earl Hall*

2007 Management Development Institute

KHA, KHHRA and KaHEC have taken the time and energy out of facilitating managers’ training sessions for you. The 2007 MDI, presented in a Webinar format, will focus on providing new and/or more experienced managers with the “nuts and bolts” of management. Topics such as employment law, sexual harassment, effective discipline and employee dismissal, managing conflict and mentoring will be covered. The connection fee is \$225 per session for an unlimited number of participants. A discount is available if participating in all four sessions.

The seminars are designed for health care managers and supervisors who have recently been promoted from technical or clinical positions, including those in the nursing and allied professions. Veteran managers who would like to fine tune their management skills also will benefit from this program.

In addition to the MDI consisting of excellent training sessions, KHHRA receives a portion of the profits, depending on the number of participating organizations. Please encourage your organization to participate! The MDI registration form and brochure is available on the KHA Web site at www.kha-net.org. Click on “Education/Convention” and “Education Programs.”

No matter how long the winter, spring is sure to follow.
Proverb

Compensation Survey

The KHA and MHA annual compensation survey has been completed, and in April the survey results become available at the Web site: <http://www.compdataesurveys.com/>.

The 2007 survey will provide:

- * Results that allow you to create reports according to organization size, number of beds, revenue or geographic location;
- * Data collected on more than 300 job titles;
- * Data on benefits eligibility, paid-time-off and other pay practices;
- * Historical pay data;
- * and much more!

Submitted by Bob Brazil, Member, Compensation Survey Committee.

District Directors’ Corner

Spring is just around the corner, and the KHHRA Spring Conference will be here before we know it. The District Directors are planning some new little additions. To your nametag this year, your district will be showing its true colors. Each member, along with his/her name, also will have his/her district displayed. We hope this will help members connect with peers in their district.

The District Directors also are sending out a CHALLENGE to all districts. The district with the highest percentage of members who attend the Spring Conference will receive their very own special table, along with a wonderful “munchies” basket at the Cocktail Networking session, which will be Thursday, April 26, 2007. We hope to see you at the Spring Conference. Come and support your district!!!

Submitted by Carla Sharp, Northwest District Director and Chair, Membership and Chapter Services Committee.

“If we had no winter, the spring would not be so pleasant, if we did not sometimes taste of adversity, prosperity would not be so welcome.” *Anne Bradstreet*

Happy Spring! See you in April!!



Just in time for the NCAA basketball tournament, Arned Shelton submitted these quotes:

Coach Dean Smith to Michael Jordan in his freshman year at UNC: “Michael, if you can’t pass, you can’t play.”

Michael Jordan: “Talent wins games, but teamwork and intelligence wins championships.”

Paycard Legislation Closer to Enactment

A bill amending the law governing the payment of compensation by an employer has made progress through the House and Senate this spring. House Bill 2316 passed through the House in February and moved on to the Senate. The Senate Commerce Committee approved the measure on March 15 with the legislation now moving to the Senate floor. House Bill 2316 would allow an employer to:

- * Institute the use of a payroll card as an option for employees that fail to designate a financial institution;
- * Allow for employees to have one free withdrawal from the payroll card of funds up to the amount of total wages as stated on the employee’s earnings statement; and
- * Retain no interest on wages paid to employees by electronic transfer of funds.

KHHRA provided a letter of support for this legislation that also was supported by Society for Human Resource Management (SHRM)