



A Celebration of Excellence

The American Society for Healthcare Human Resources Administration's annual convention was held in Nashville, TN this year. Kansas was very well represented at this year's conference! It was a great conference and as always, lots of fun!!

The highlight of the conference was the Celebration of Excellence Awards Program. Once again, KHHRA was presented with a Four Star Chapter Achievement Award, the highest rating awarded. Nancy Stucky, KHHRA'S Chapter Management Coordinator was on hand to accept the award on behalf of KHHRA. The award includes \$1,000 to our association, and four ASHHRA memberships which will be given to four lucky recipients at the KHA/KHHRA fall conference.

That wasn't the only trip across the stage for Nancy. She was also awarded the 2006 Outstanding Chapter Contribution Award for her endless work with chapter management. Nancy takes her place among a list of impressive previous winners of this award:

- 2006 – Nancy Stucky
- 2005 – Milissa Metcalf
- 2004 – Cindy Rush
- 2003 – Ken Brown
- 2002 – Jill Wenger
- 2001 – Dale Schields

Nancy is a very deserving addition to this outstanding list. Congratulations Nancy!!

Although he was unable to be at the conference in Nashville to accept his award, Dale Schields was awarded the 2006 Outstanding Officer Award for his service as President of KHHRA in 2005. Dale also joins an auspicious list of previous recipients of this ASHHRA award:

- 2006 – Dale Schields
- 2005 – Larry Gales
- 2004 – Leslie Cunningham
- 2003 – Milissa Metcalf
- 2001 – Susie Olson

Dale did an exceptional job of fulfilling his role as an officer of KHHRA. Congratulations Dale!

2006 Chapter Objectives

As a part of the chapter management criteria, KHHRA is required to develop measurable goals to work toward each year. The goals for 2006 include:

- Increase attendance at the 2006 KHHRA fall meeting by five members over the 2005 meeting.
- All six districts will sponsor a minimum of one district meeting in 2006.
- Increase overall attendance by 10% at the 2006 district meetings.

We are currently gathering statistics and will report our success in meeting the objectives in the next newsletter.



KHHRA Supports KHA-PAC

The Kansas Hospital Association Political Action Committee serves a significant role on behalf of Kansas hospitals by enhancing presence at the state level and in Washington. By supporting KHA-PAC, we are enhancing the ability of Kansas hospitals and health systems to positively impact the election of political candidates who recognize and support health care's important role in the state. Therefore, KHHRA Board has approved a donation to KHA-PAC in the amount of \$250.00 on behalf of the KHHRA membership.

2007 Slate of Officers

The Nominating Committee has developed a Slate of Officers for 2007 as follows:

Margaret Kummer – President

Ken Brown – Vice President

Arneda Shelton – Secretary

Sandy Wedel – Treasurer

Annette Suppes – Past President

The slate of officers will be presented and voted on at the fall KHA/KHHRA meeting, and will take office in January.

ASHHRA Position Paper: NURSING EDUCATION

Issue: Hospitals and health care facilities across America continue to experience a critical shortage of registered nurses. RN vacancy rates reported by hospitals are approximately 10% and the expectation is that the shortage will worsen. Registered nurses represent 2.9 million of our nation's largest health care worker population. Recent data confirms that the nursing shortage is not showing signs of abating. The U.S. Bureau of Labor Statistics (BLS) has projected that by 2014 our nation will need an additional 1.2 million new and replacement nurses. The American College of Healthcare Executives reported in 2005 that 85 percent of hospitals were experiencing a nursing shortage. Even though nursing is identified by the BLS as the fastest growing professional occupation, the Health Resources and Services Administration (HRSA) projects that the supply of nurses in the U.S. will fall 29% below demand by 2020 unless there is a significant and sustained increase in the number of nurses graduating and entering the workforce each year.

Cause: A multitude of factors continue to contribute to this growing need for nurses. The aging of America's population, a period of disinterest in a nursing career coupled with the growth of lucrative career options for women, an aging population of practicing nurses, increasing numbers of RN retirements,



and the high demand for intensive health care services by chronically ill, medically complex patients all challenge the growth of the nursing workforce.

Impact: In spite of steady increases in the number of U.S. educated nursing school graduates who sat for the NCLEX-RN, the national licensure examination for registered nurses since 2001, schools of nursing continue to turn away thousands of qualified students primarily due to insufficient numbers of faculty, clinical sites, classroom space, clinical preceptors and budget constraints.

Position: The American Hospital Association (AHA) represents nearly 5,000 hospitals, health systems, networks, and other health care provider members. The American Society for Healthcare Human Resources Administration (ASHHRA) is a personal membership group of AHA. AHA and ASHHRA support \$175 million for Title VIII nursing programs for FY2007. This would provide funding for needed programs of nurse loan repayment and scholarships, advanced nurse education, nurse education and retention, nursing workforce diversity, nursing faculty loans and comprehensive geriatric education.

“Life is not measured by the breaths we take, but by the moments that take our breath away.”

~Unknown

ASHHRA Position Paper: ALLIED HEALTH REINVESTMENT ACT

Issue: Hospitals and health care facilities across America are experiencing a critical shortage of allied health professionals, including occupational and physical therapists, clinical laboratory technologists, imaging technicians, and radiology technologists. Vacancy rates reported by hospitals range from 12 to 15 percent in these health care positions, and the expectation is that the shortage will worsen. The Bureau of Labor Statistics projects from 1998 to 2008, that the U.S. will need a total of 93,000 new professionals in clinical laboratory science.

Cause: Declining enrollments in health professions programs, an aging population and financial constraints have contributed to our current critical shortage.

Impact: Hospitals report that the workforce shortage has contributed to Emergency Department diversions, reduced number of staffed beds, increased patient wait times and other patient care issues.

Position: The American Hospital Association (AHA) represents 5,000 member hospitals, health care systems and other healthcare organizations, as well as 35,000 individual members.



The American Society for Healthcare Human Resources Administration (ASHHRA) is a personal membership group of AHA. AHA and ASHHRA support the Allied Health Reinvestment Act, which is designed to help alleviate the shortage of allied health professionals by providing incentives for young people to enter and complete allied health care training. We believe the components of the Act, including recruitment grants, provisions to strengthen recruitment, retention and practice, and incentives to promote racial and ethnic diversity in allied health professions are necessary to reduce the shortage.

Status: S 473, The Allied Health Reinvestment Act, was introduced to the Senate on February 28, 2005. The President's FY07 budget "zero" funds health professions (except for nursing). The budget provides NO funding for training activities for health professions, except for nursing education, which is funded at last year's level of \$150 million. The Senate Budget resolution added \$7 billion to all Labor-HHS programs to bring them at least up to last year's level, including restoration of \$99 million for health professions, as well as other programs that were "zero" funded. We support a budget resolution which provides funding for training activities for all health professions. We also support the findings and purpose of the Allied Health Reinvestment Act.

We will work for passage of the Allied Health Reinvestment Act as we continue in our efforts to address the critical shortage of allied health professionals.

The American Society for Healthcare Human Resources Administration (ASHHRA) is the nation's only personal membership group dedicated to meeting the professional needs of human resources professionals in hospitals and healthcare organizations. ASHHRA is a Personal Membership Group of the American Hospital Association and a joint membership partner with the Society for Human Resources Management. For information about ASHHRA, please contact Suzanne Graham, Administrative Assistant, at (312) 422-3724.

"People are like stained glass windows. They sparkle and shine when the sun is out, but when the darkness sets in, their true beauty is revealed only if there is a light from within."

~Elizabeth Kubler-Ross

