Ohio Society for Healthcare Human Resources Administrators

An Affiliated Society of the

Member Orientation Packet
2014
On behalf of the OSHHRA Board and OHA staff we are proud to welcome you to the 2014 version of our Member Orientation Packet.

We strive to provide value-added benefits and services to assist you in your everyday business issues.

Please share your comments and suggestions with us by contacting us at dprunte@colsdioc.org.
Welcome to OSHHRA

The purpose of this orientation packet is to:

- Introduce you to the mission and structure of OSHHRA,
- Explain the current state of the Society, and
- List the Society Goals for 2014.
Membership

In order to be an active member of OSHHRA, one must be employed by an OHA member organization. There are different levels of membership:

- **Active Status**: actively employed in healthcare with at least 50% of job duties in the HR field, including training and organizational development. Active members may vote, hold office and serve on committees.
Membership (cont’d.)

There are also non-voting membership levels:

- **Academic Status**: professors/instructors at the university level involved in the HR profession
- **Student Status**: college student studying HR, organizational development, etc.
- **Vendor Status**: corporate vendor members of OHA who support the HR field
- **Emeritus Status**: retired healthcare HR professionals
Membership in OSHHRA requires payment of annual fees by your organization. There is no longer an individual membership fee. Membership term runs January to December.

Membership in OSHHRA is separate from membership in ASHHRA. We encourage all OSHHRA members to join ASHHRA. For further information on ASHHRA membership, go to www.ashhra.org
The mission of OSHHRA is to promote the strategic development of effective human resource management in OHA healthcare organizations through leadership, education and mentoring.
Leadership
OSHHRA Leadership

- 21 member Board
  - President
  - President Elect
  - Secretary
  - Past-President
  - Newsletter Editor
  - At-Large Representatives (up to 6)
  - Regional Representatives (10)

- Members elected for 2-year terms
2014 – 15 President

Porifirio Esparra, Jr.

- Director, Human Resources and Labor Relations
- Catholic Healthcare Partners
- OSHHRA Member since 1998
- NE Region
2014 Executive Committee

- John Eve —President-elect; SW Region
  - VP, Human Resources - Wilson Memorial Hospital
- Vi Leggett—Secretary; NE Region
  - Chief External Affairs Officer, Aultman Hospital
- Dominic Prunte—Past-President & Newsletter Editor; Central Region
  - Human Resources Director, Catholic Diocese of Columbus
The State is divided into five regions, each with two Regional Directors.
Central Region & Representatives

- Becky Rozell
  - Chief HR Officer
  - Madison County Hospital
  - Term expires 2014

- Traci Oswald
  - VP, Human Resources
  - Galion Community Hospital
  - Term expires 2015
Northeast Region & Representatives

- Jill Prendergast
  - Senior, Director HR
  - Cleveland Clinic
  - Term expires 2014

- Darwin Smith
  - Vice President, HR
  - Union Hospital
  - Term Expires 2015
Northwest Region & Representatives

- Melanie Rittenour
  - HR Director/Compliance Officer
  - Paulding County Hospital
  - Term expires 2014

- Frank Day
  - Vice President, HR
  - Wood County Hospital
  - Term expires 2015
Southeast Region & Representatives

- Beth Brill
  - Director, HR
  - Barnesville Hospital
  - Term Expires 2014

- Suzanne Welker
  - Chief HR Officer, VP Marketing
  - Berger Health System
  - Term expires 2015
Southwest Region & Representatives

- Sharon Hancock
  - HR Director
  - Drake Center
  - Term expires 2014

- Steve Kile
  - HR Director
  - Springfield Regional Medical Center
  - Term expires 2015
At-Large Representatives

- Patricia Grubbs
  - Director Human Resources
  - Southeastern Ohio Regional Medical Center
  - Term expires 2014

- Jim Offenberger
  - Compensation Specialist
  - Marietta Memorial Hospital
  - Term expires 2014

- Debra Palmer
  - Director, Talent Development and Resources
  - Fairfield Medical Center
  - Term expires 2014

- Tillie Schiffler
  - HR Manager
  - Lima Memorial Health System
  - Term expires 2014
Affiliations

○ OSHHRA is an affiliated society of the Ohio Hospital Association
  ● An affiliated society is a personal membership group which represents a distinct healthcare profession.
  ● OHA supports the affiliate societies.
  ● OSHHRA is one of eight affiliated societies within OHA.
Affiliations

- OSHHRA is an affiliated society of the American Society for Healthcare Human Resource Administrators (ASHHRA) and is a member of Region V.

- Christine Jensema is our Region V Representative. She is from St. Mary’s Hospital Medical Center in Green Bay, Wisconsin and can be reached at christine.jensema@hshgb.org
OSHHRA Committees

Advocacy & Policy
- Chaired by President
- Monitors legislative/policy initiatives on HR matters; liaison to OHA on policy matters; management of OSHHRA by-laws and annual goals & objectives

Education
- Chaired by President-elect
- Plans and conducts educational offerings for membership and hosts the Society’s Annual Meeting

Membership
- Chaired by Past-President
- Manages new member recruitment, orientation and serves as the nominating committee for election of Board Members.
OSHHRA Committees

Chapter Recognition
- Chaired by Secretary
- Coordinates relationship with ASHHRA and prepares/submits annual application for STAR award and other ASHHRA awards

Communication
- Chaired by appointed Board Member
- Coordinates publication of OSHHRA Newsletter and other communication vehicles
2013 Achievements
ASHHRA Awards

Each year, ASHHRA presents awards at its conference. In 2013, Ohio was represented with the following recognition:

- OSHHRA -- STAR III Chapter Management Recognition Award

The following nominations were submitted:

- Deb Palmer – Human Resource Leader Award
- Dominic Prunte -- Outstanding Chapter Officer Award
- Janet Cooper -- Outstanding Chapter Achievement Award
Other 2013 Successes

- Published four quarterly newsletters
- Increased Membership by 12%
- Held Annual Spring Conference at Quest Business Center (near Polaris) in Columbus in April and Annual Fall Conference at Cherry Valley Lodge in Newark in October.
- Offered 9.25 SHRM pre-approved General recertification credit hours. All sessions were awarded General recertification credits.
- Conducted Annual Salary Survey
Other 2013 Successes

- Partnered with Mercer to conduct the 6th annual Employee Benefits Survey which is free to OSHHRA members.
- Partnered with OHA on membership fees. Hospitals will include a payment as part of their annual OHA dues to permit staff members to OSHHRA with no individual membership fee.
- Reviewed and updated the strategic plan.
- Society Reserve has a balance of $6,790.
2014 Initiatives
Budget Assumptions

- Maintain a minimum of 160 total members
- Education includes
  - 2 conferences during 2014
  - Keynote Speaker for Fall Conference
- Two $250 scholarships granted in 2013
- Support for President to attend the ASHHRA Leadership & Annual Conference
- Assumes Star IV Award from ASHHRA--$700
OSHHRA Financial Status

Year End Balance

2003 2005 2007 2009 2011 2013

Year End Balance

$0 $5,000 $10,000 $15,000 $20,000 $25,000 $30,000

$30,000 $25,000 $20,000 $15,000 $10,000 $5,000 $0
2014 Budget

INCOME
Other $700
Transfer from Reserves $0
Total Income $700

EXPENSES
Scholarship Expenses $500
National Meeting $1,500
Board/Committees $800
Contribution to Charity $200
Total Expenses $3,000
Annual Net Income $700
## 2014 Strategic Plan

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<th>Strategic Direction #1</th>
<th>Strategic Direction #2</th>
<th>Strategic Direction #3</th>
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<td>OSHHRA will be the expert in delivering relevant and effective products, services and education that exceed members’ needs and expectations</td>
<td>OSHHRA will establish strong relationships with aligned external stakeholders.</td>
<td>Advance the value of OSHHRA membership to healthcare HR professionals statewide and maintain a minimum total membership of 160 members for 2014</td>
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OSHHRA will be the expert in delivering relevant and effective products, services and education that exceed members’ needs and expectations

Goals:

• Deliver technologically efficient, user-friendly and customizable products and services
• Deliver strategic and transformational solutions to workforce issues
• Deliver talent management and employee alignment strategies
• Build the business acumen of the healthcare HR leader
• Efficiently advance members’ professional development
• Develop personal leadership opportunities for all professional levels
Strategic Direction 2

OSHHRA will establish strong relationships with aligned external stakeholders.

Goals

- Collaborate and participate in an assertive and proactive plan to drive workforce excellence through OHA
- Develop collaborative ventures with aligned business partners to deliver services that enhance value to members and diversify revenue sources
- Advocate on a state level for solutions to address the shortage and diversity of the healthcare workforce
Strategic Direction 3
Advance the value of OSHHRA membership to healthcare HR professionals statewide & maintain a minimum total membership of 160

**Goals**

- Review current membership demographics to develop marketing plans for non-members
- Leverage OHA relationships and other external partnerships to advance the value to members
- Use technology and other communications tools to increase the visibility and accessibility of OSHHRA and ASHHRA products and services
- Advance the role and service of the Regional and At-Large Directors as a resource to members in each respective geographic area.
Education
Learning Offerings & Goals

- Plan Spring & Fall Conference programs based on feedback received from attendees. Provide takeaways such as policies, programs, forms, etc. from conference presentations; includes the OSHHRA Annual Meeting and Election of officers.
- Involve more members in being presenters of their organization’s best practices at conferences.
- Conference Attendance of at least 50 participants. Sponsorships of at least 10 vendors.
- JIT learning offerings without leaving the office.
- Offer educational sessions in collaboration with OHA and other OHA Societies.
Other Services & Goals
OSHHRA Services & Goals

- Publish the OSHHRA Newsletter quarterly that provides members with important news, updates and announcements, including news from ASHHRA.
- Continue to provide information, when available, about other accreditation processes that hospitals are choosing and summary of accreditation visits.
- Provide members with information regarding state and federal HR issues and Society happenings.
- Maintain membership in ASHHRA at 25% or greater.
- Develop and implement a nomination committee to bring forward a succession plan to identify potential and future Board members.
OSHHRA Services & Goals

- Provides financial support to students doing internships with OSHHRA members through two annual scholarships. Rules and applications can be found on the website.
- In partnership with Mercer, OSHHRA offers its members an annual comparative survey of employee benefits that is easy to complete online. Basic level of participation is part of your membership. Enhanced participation is at a discounted rate.
OSHHRA Services & Goals

- Coordinate and submit an application to attain the Star Four level for the ASHHRA Chapter Management Recognition Award.
- Educate and involve more members in collecting documentation for submission of the application. Submit nominations for additional ASHHRA Awards.
- Coordinate and submit an application to attain the Outstanding Chapter Officer, Outstanding Chapter Achievement, and ASHHRA HR Leader Awards.
OSHHRA Services & Goals

- Provide advocacy information and tools to help members remain current and pro-active with state and federal issues.
- Work with OHA on the Labor Law Project. Include Labor Law Updates in Annual Conferences.
- Communicate as appropriate to Business Partners new opportunities to support sponsorships.
- Encourage and solicit articles from members regarding legislative issues and concerns.
Thank You for Joining OSHHRA

- If you are interested in learning more, visit our page on the OHA website, www.ohanet.org.
- Please consider becoming a committee member. It is one way to become active in our Society.
- Please support the Society by attending the educational offerings throughout the year. They are great ways to learn more about the healthcare HR field and to network with your colleagues from across the State.
Please take the time to complete the survey found on the next page. We greatly value your input so we can make this learning event more useful.

To complete the survey:
1- Print the page
2- Complete the survey
3- Fax to Dominic Prunte at (614) 228-7302 or e-mail to dprunte@colscioc.org

Thank you in advance for your participation.
# 2014 Member Packet Evaluation

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<tr>
<td>1. The information presented is useful and value-added.</td>
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<td>2. The information is clear and easy to understand.</td>
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<td>3. I learned something new about OSHHRA by reading this packet.</td>
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<td>4. My understanding of OSHHA has been increased by reading this packet.</td>
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<td>5. Suggestions for improvement:</td>
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