



## Spring 2018 Newsletter

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### A Note From Your CHAHRM President

I sit wondering what to include as I compose my very first message as your president of CHAHRM. It's surreal and an honor to sit in this role and I have high hopes for our association in 2018. Your executive committee consists of experienced professionals who truly care about each other and how we represent all of you. Interested in joining the committee? Let us know! We welcome the interest and expertise (...and a great sense of humor).



What an awesome start to our 2018 year with the spring conference at the Cliff House in Manitou Springs! The event was a great success thanks to Pam Drake and Gini Adams, program co-chairs, and our executive committee members who do such a great job. Our conferences are what makes our chapter one of the best and hopefully provides the education and networking that is such a big part of CHAHRM.

Also a HUGE thank you to our platinum sponsor, AirMedCare Network; our gold sponsors, WageWatch and Employers Council; and to our silver sponsors, PageUp and Liberty Mutual Insurance. This year, we had the honor of Altra Healthcare Staffing sponsor our murder mystery dinner. Thank you to our business partners! Please consider these vendors when you are looking for like services.

To continue to provide the best value to our CHAHRM members the executive committee has created the following 2018 goals:

<b>2018 CHAHRM Goals</b>
<ol style="list-style-type: none"> <li>1. Complete all elements to achieve 4-Star Chapter Management Award.</li> <li>2. Maintain presence at ASHHRA, ensure at least one member serves on an ASHHRA committee, and promote ASHHRA benefits to our membership.</li> <li>3. Assist the President and President-Elect to attend the ASHHRA Conference.</li> <li>4. Collaborate chapter activities with other region chapters and invite representatives to attend conferences.</li> </ol>
<b>Career Strategies:</b>
<ol style="list-style-type: none"> <li>1. Provide members information for open positions via CHAHRM's career site and constant contact.</li> <li>2. Provide a resource for job seekers and employers to assist with job and candidate searches.</li> </ol>
<b>Business Partners:</b>
<ol style="list-style-type: none"> <li>1. Maintain and establish Business Partners, as well as develop new relationships to ensure ongoing presence and sponsorships of conferences, with a goal of \$10,000 per year.</li> <li>2. Enhance relationships with Business Partners and their experience with members during the conferences.</li> </ol>
<b>Financial:</b>
<ol style="list-style-type: none"> <li>1. Maintain solid treasury balance.</li> <li>2. Complete IRS Form 990-N &amp; applicable State of Colorado filings.</li> <li>3. Complete financial review with auditor.</li> <li>4. Provide annual year-to-date profit &amp; loss report.</li> </ol>
<b>Communications:</b>
<ol style="list-style-type: none"> <li>1. Develop and distribute 4 newsletters – Spring, Summer, Fall and Winter.</li> <li>2. Facilitate surveys for members to gain feedback and best practice information.</li> <li>3. Strengthen brand of chapter, update and maintain website, Facebook, and LinkedIn providing survey results, program and membership details, committee directory, and other information as appropriate to highlight chapter.</li> <li>4. Promote conferences and membership to current and prospective members.</li> </ol>
<b>Membership:</b>
<ol style="list-style-type: none"> <li>1. Increase membership by 5%.</li> <li>2. Enhance membership diversity with recruitment of non-hospital HR professionals.</li> <li>3. Conduct new member welcome and orientation with communication and links to the CHAHRM website, review of membership benefits, and one-on-one interaction at conferences.</li> </ol>
<b>Programs:</b>
<ol style="list-style-type: none"> <li>1. Offer 2 conferences at different locations with high quality speakers/content.</li> <li>2. Offer 1 educational webinar.</li> <li>3. Apply for HRCI credits for each conference.</li> <li>4. Coordinate and distribute information to members via email, newsletters, webinars, etc. that provide relevant information, value, and educational opportunities.</li> </ol>
<b>Scholarships:</b>
<ol style="list-style-type: none"> <li>1. Offer 2 scholarships – one for clinical healthcare and one for human resource certification.</li> </ol>

The HR landscape is ever changing. In today's workplace we experience challenges such as four generations working together, a quickly evolving recruitment and retention landscape, creative ways to add value through work-life balance and how to best leverage digital technologies. This is where I believe CHAHRM and ASHHRA are two excellent resources for you to utilize. Please reach out to me if there is anything we provide to you as a CHAHRM member.

Looking forward to our next two years together,

**Tanya Rippeth, SHRM-SCP, CEBS**

2018-2019 CHAHRM President

Director, Human Resources, Vail Health

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970 479-5080

[Click here for our upcoming events](#)

## General Session Meeting

The CHAHRM Executive Committee held the General Session Meeting on Friday morning at the Spring Conference. If you were unable to attend the General Session, the meeting minutes have been made available for your review.



## Honorary CHAHRM Members

A very special "thank you" to Roma Griffin of Complete Home Health Care and Greg Thress, former CHAHRM Executive Committee member. Over the years, Roma and Greg have been tremendous contributors and supporters of CHAHRM.

Please help us in wishing Roma and Greg all the best as they begin their next journeys!

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## Conference Presentations

This year's Spring Conference was complete with dynamic, energetic presenters who delivered knowledgeable information on engaging topics. If you missed the conference, don't worry! Members who attended the conference submitted articles reviewing the content of each speaker. Handouts and presentations from the conference can be found on our website.



### From our attendees:

*"Loved Corey's presentation! We take on so much in HR and it was great to have a little motivation and reassurance that work doesn't have to be first."*

*"Legal trends and Corey was awesome!"*

*"The keynote speaker was very insightful and thought provoking! Meredith was also great! Evan was AMAZING!"*

*"I love that things started with someone so inspirational. I also always appreciate Michael Santo. He always makes laws so much more engaging that it really is."*

[Click here for a full review of presentations](#)  
[Click here to access materials from the Spring Conference](#)

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## Nominate members in your CHAHRM association for National Recognition!

ASHHRA has created the "human resources showcase" to recognize significant achievement in the human resources field by members of ASHHRA.

Be on the lookout for additional information to come from CHAHRM of how you can nominate your fellow CHAHRM Executive Team members.



A personal membership group of the  
American Hospital Association

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**At the Spring Conference, CHAHRM members donated toiletry items that were given to the Gathering Place in Denver. Thank you for donating!**



If you missed the opportunity to donate to The Gathering Place.  
[Click here](#) to learn how you can give now.

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All pictures from the conference are available on our [Facebook page](#)




Many thanks to our Business Partners for Sponsoring our Spring Event!

Platinum



Gold



Formerly  MSEC



Silver



Dinner



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## Surveys & Scholarship Information

An attractive benefit of CHAHRM membership is utilization and access of surveys. Through this process, members can make inquiries to their HR colleagues about day-to-day issues, policies and procedures, and management challenges to solicit feedback and information on a particular topic. Send an email to [chahrmsurveys@hotmail.com](mailto:chahrmsurveys@hotmail.com).

The CHAHRM association is a strong advocate for continued education and growth in both Human Resources and the Medical field. To support further education in both, CHAHRM awards \$1,000.00 in scholarship monies to be applied to an HR certification and an Allied Health program. Applications will be accepted between May 14th and September 28th, 2018. For more information, please contact Nicole Schell at 719-365-6565 or email [Nicole.Schell@uhealth.org](mailto:Nicole.Schell@uhealth.org).



[Click here for more information on scholarships](#)

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## Career Strategies

Brenda Greicar, CHAHRM Career Strategies Director, assists individuals with job searches in the HR field, within and outside of healthcare on a confidential basis. She networks with a number of recruiters for locally and nationally.

If you have a need, or are aware of available positions, please contact Brenda at [bgreicar@ebms.com](mailto:bgreicar@ebms.com). All inquiries are kept in the strictest confidence.

Did you know you can post your resume, search and post open



positions through our website?

[For a limited time through May 30th, CHAHRM members receive a 25% discount for posting positions through our job board!](#)

[Click here to search or post open positions](#)

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### **Are You An ASHHRA Member?**

Place article copy here. Be sure to make the articles short and concise as people tend not to read much more than a couple of paragraphs.  
Are You an ASHHRA Member?



A personal membership group of the  
**American Hospital Association**

The American Society for Healthcare Human Resources Administration (ASHHRA) of the American Hospital Association (AHA) is the nation's only membership organization exclusively dedicated to meeting the professional needs of human resources leaders in health care. Founded in 1964, ASHHRA represents more than 3,500 human resources professionals across the nation. ASHHRA is governed by a 13-member board of directors, four standing committees, and more than 45 affiliated chapters who are all committed to enhancing the profession and moving forward toward one common goal - excellence in healthcare human resources.

[Visit ASHHRA's website](#)

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CHAHRM Newsletter Produced by Lindsay Meredith, Communications Director

STAY CONNECTED:

