



Winter 2018 Newsletter

A Note From Your CHAHRM President

Your executive team worked hard this year to bring a variety of topics and experts your way to further your knowledge and education. Moving into 2019, we want to hear from you. What types of speakers, webinars and resources are you interested in? We will continue to offer professional development credits with CHHR, SHRM and HRCI for all our educational offerings.



Invest in your future by earning the Certified in Healthcare Human Resources (CHHR) professional designation. Nationally recognized, CHHR is the premier credential based on sound assessment that delivers both internal and external rewards.

ASHHRA is again offering a CHHR Exam Scholarship for its members. The application deadline is Friday, Dec. 21, 2018. ASHHRA members who apply for a CHHR Scholarship by Dec. 21, 2018, will be considered to receive a voucher for the full CHHR exam fee (a \$295 value). This is a limited-time, exclusive offer available only to active ASHHRA members who meet the exam eligibility requirements and register for the CHHR exam application by June 30, 2019. Click here to find out more: <http://www.ashhra.org/learning/certification.shtml>

I truly enjoyed being a part of CHAHRM in 2018. In my experience, our team had a different feel to it than in years past. CHAHRM has always offered great networking and fun; however, this last year was an awesome experience for me as President. Thank you, all, for taking the time to be a part of this fun group. If you have an interested in joining the executive team, please let me know. Refer your colleagues to CHAHRM. The more, the merrier!

Please have a safe and happy holiday season. I look forward to seeing you all in Manitou Springs for our Spring 2019 Conference.

CHAHRM 2018 Goals

ASHHRA/Region 8:

Accomplishments:

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| <ol style="list-style-type: none">1. Complete all elements to achieve 4-Star Chapter Management Award.2. Maintain presence at ASHHRA, ensure at least one member serves on an ASHHRA committee, and promote ASHHRA benefits to our membership.3. Assist the President and | <ol style="list-style-type: none">1. Success in achieving 3 Star Chapter status.2. CHAHRM represented by thirteen members at ASHHRA. Two members served on an ASHHRA committees and four members attended the chapter workshop.3. CHAHRM assisted with sending four |
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President-Elect to attend the ASHHRA Conference.

4. Collaborate chapter activities with other region chapters and invite representatives to attend conferences.

4. CHAHRM President connected with the Arizona chapter and invited members to attend CHAHRM conference and webinars.

Career Strategies:

1. Provide members information for open positions via CHAHRM's career site and constant contact.
2. Provide a resource for job seekers and employers to assist with job and candidate searches.

Accomplishments:

1. CHAHRM maintained career site within webpage for easy member accessibility and maintained communications and member contact information via constant contact.
2. CHAHRM provided Boxwood as a job resource for job seekers and employers to assist with job and candidate searches.

Business Partners:

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.
2. Enhance relationships with Business Partners and their experience with members during the conferences.

Accomplishments:

1. 15 total Business Partners in 2018 including 6 new business partners with a total of \$19,300.00 in 2018 sponsorships.
2. Created more recognition opportunities for business partners by being able to sponsor special events. Developed interactive games between attendees and Business Partners. Provided more networking opportunities by including business partners in more special events.

Financial:

1. Maintain solid treasury balance.
2. Complete IRS Form 990-N & applicable State of Colorado filings.
3. Complete financial audit.
4. Provide annual year-to-date profit & loss report.
 1. Balance monitored monthly with a solid balance remaining at end of year.

Accomplishments:

1. Balance monitored monthly with a solid balance remaining at end of year.
2. Form 990-N completed
3. Internal audit completed and reported to executive committee and members.
4. Annual year-to-date profit and loss reported and published for members in 2018 Winter Newsletter via email and found in webpage.

Communications:

1. Develop and distribute 4 newsletters - Spring, Summer, Fall and Winter.
2. Facilitate surveys for members to gain feedback and best practice information.
3. Strengthen brand of chapter, update and maintain website,

Accomplishments:

1. CHAHRM published 4 newsletters in 2018.
2. The survey process was offered and utilized by members throughout the years. The executive committee continues to strategize ways to improve the survey process to provide the best information and resources to our

- Facebook, and LinkedIn providing survey results, program and membership details, committee directory, and other information as appropriate to highlight chapter.
4. Promote conferences and membership to current and prospective members.
 3. Website kept current with new info. Conference details published via CHAHRM website, LinkedIn and Facebook. Contact directory cleaned up to ensure most current contacts.
 4. Distributed information on educational opportunities offered by CHA, Woodruff Sawyer and USI to all CHAHRM contacts, DAHCRA members and AHHRA (Arizona Chapter) members.

Membership:

Accomplishments:

1. Maintain current status with preference to increase membership by 5%.
2. Enhance membership diversity with recruitment of non-hospital HR professionals.
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.

1. Membership slightly decreased in 2018 from 2019. From analysis, one large health system membership decreased by 14 members. We've created an action plan to boost membership from identified health systems who were once very active with CHAHRM.
2. Additional 3 new members from our diversity drive: Krissy Kaplan - Family Home Health, Scott Owens - Mountain Family Health Centers, and Dixie Waddington - Associates of Family Medicine.
3. Conducted a new member welcome/presentation at the 2018 Spring Conference and Fall Conferences.
4. Mailed a CHAHRM new member welcome letter to send to new members.

Programs:

Accomplishments:

1. Offer 2 conferences at different locations with high quality speakers/content.
2. Offer 1 educational webinar.
3. Apply for HRCI credits for each conference.
4. Coordinate and distribute information to members via email, newsletters, webinars, etc. that provide relevant information, value, and educational opportunities.

1. CHAHRM offered two conferences: one in Manitou Springs and one in the Denver area. High quality speakers and content were strategic and valued by attendees via feedback and evaluations collected.
2. CHAHRM offered 2 webinars: one in June and one in November.
3. CHAHRM increased the educational value for members to become a certified provider to offer professional development credits (PDCs) with CHHR, HRCI and SHRM.
4. CHAHRM created and shared four newsletters throughout the year. Information in newsletters focus on membership needs, current legal updates where applicable and articles to recap speakers and webinars.

Scholarships:

Accomplishments:

1. Offer 2 scholarships - one for clinical healthcare and one for

human resource certification.

1. Received interest from 10 applicants for the 2 scholarships.

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Sincerely,

Tanya Rippeth
CHAHRM President

[Click here for CHAHRM Finance Update](#)

Become a Member or Renew Your Membership with CHAHRM!

We would love to have you as a member! If you were a member in the past, we want you back! Become a member now and enjoy a full year of opportunities.

By becoming a member of CHAHRM you will have access to educational opportunities specifically for the healthcare industry, networking opportunities with other healthcare HR individuals, the ability to ask your peers questions through our survey process, and access to contact information for the 100+ CHAHRM members. A purchased CHAHRM membership is a professional membership awarded to the individual, rather than the organization.

Types of Membership and Annual Membership Dues:

- Regular HR Membership - for those who devote at least 50% of your time in the practice of HR responsibilities. Annual membership of \$125, \$90 annual membership for the second or more members of same organization.
- Associate HR Membership - for those who have non-HR dedicated duties but provide services to HR professionals (i.e. business partners). Annual membership of \$150 for each individual.
- Student Membership - for those actively enrolled in a college, university, or vocational school preferably, but not required, to be studying the field of Human Resources. Annual membership of \$25.

[Click here](#) to become a 2019 member.

Register as a member by January 15, 2019 and receive a \$25 discount using code CHAHRM2019.

Mark your Calendar for the 2019 Spring CHAHRM Conference in Manitou Springs to be held on March 7th-8th!



Save the date: Health Care HR Week, March 10-16, 2019

Celebrate health care HR with professionals across the country. Check out [these resources](#) to help you get started. Or, see how organizations celebrated in 2018 by searching the hashtag #HCHRWeek on Twitter.

Are You An ASHHRA Member?

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.



A personal membership group of the
American Hospital Association

Visit ASHHRA's website



**Don't miss out on any CHAHRM emails! Be sure to add
chahrm@chahrm.ccsend.com and chahrm@hotmail.com to your safe
senders list.**

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STAY CONNECTED:

