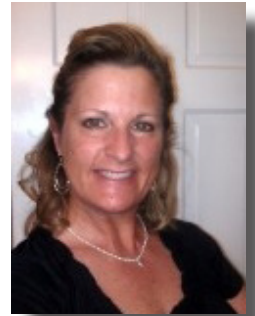


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## President's Perspective

Terri E. Stevens, MBA, PHR



**H**ello VaSHHRA Members, I hope everyone had a wonderful summer! Things have really heated up over the past few months.... both outside and within VaSHHRA.

Our co-sponsor committee, led by Lee Byrd, is feverishly working to get things prepared for the upcoming ASHHRA 49th Annual Conference & Exposition being held in Washington DC from September 28th through October 1. This year's conference has been approved for 18.5 general recertification credit hours toward PHR, SPHR, and GPHR recertification through the HR Certification Institute. Visit the ASHHRA website ([www.ashhra.org](http://www.ashhra.org)) for additional information. As a reminder, VaSHHRA will not be having a Fall Conference this year due to the ASHHRA National Conference being held in Washington, D.C. I'd like to take this opportunity to encourage all VaSHHRA members to try to attend this year.

Our VaSHHRA chapter hit record-high temperature levels and was awarded Four Stars from ASHHRA. Special thanks to Kathy Kagarise and Lee Byrd for their help pulling together our submission award materials. This was a huge undertaking and involved a lot of time and effort.

Our own Lee Byrd was heating things up by being elected to the 2014 ASHHRA Board as Non-Hospital Director. Lee has been a VaSHHRA member for over 24 years – almost a quarter of a century! His dedication to VaSHHRA and his vast knowledge of human resources have

enabled VaSHHRA to continue to grow. Lee is a catalyst for our affiliation with ASHHRA and his wit and humor are appreciated by all. Congratulations Lee, you are very deserving of this seat on the ASHHRA Board. VaSHHRA is very proud of you and your efforts!

Membership is sizzling and continues to grow with our current membership rate being 145 members. While we may be falling short of our overall goal of 200 members, we are still one of the strongest ASHHRA state chapters in the nation. Given the current economy and budget cuts many organizations are being forced to make, our chapter and ASHHRA continue to remain the healthcare HR association of choice. That being said, we will continue to seek ways to grow our membership and further enhance our chapter affiliation with ASHHRA.

As summer comes to a close, I hope you all have taken some time to rest, relax and enjoy the sunshine outside. As we move into the fall, nature's beauty will continue to amaze us with the leaves changing color, temperatures cooling down and shorter days of sunshine. Change is inevitable and working in human resources is proof of that. VaSHHRA will continue to evolve and change to what you, our members, need us to be. Be sure to stay in touch with your VaSHHRA Executive Team and let us know what we can do to help you.

## Now That's Diversity

*Did you know...*

There are nearly 100 health care organizations across Virginia represented in VaSHHRA. That's 100 organizations to learn from, borrow "best practices" from and network with. And those 100 organizations represent diversity as varied as our individual members.

Our member organizations include hospitals, long term care and rehab facilities, continuing care retirement communities, women's centers, cancer institutes, hospice organizations, organ donor centers, blood services, urology centers and complex health systems. Our diversity is one of our greatest strengths.

Diversity in the workplace is usually associated with differences or variety of individuals.

Lenora Billings-Harris, author of, The Diversity Advantage: A Guide to Making Diversity Work, defines diversity as "having the willingness and the ability to recognize, understand, respect, and utilize the contributions of all individuals."

Next time you are faced with a program development need, process improvement project, or just trying to figure out "what do I do now?" remember the wealth of knowledge and experience you can draw from by simply reaching out to a fellow member. A complete list of member organizations can be found on our website, [www.vashhra.org](http://www.vashhra.org).

### OUTSTANDING CHAPTER ACHIEVEMENT AWARD



Two of our regional representatives, **Susan Edwards** and **Debbie Baker**, received the Outstanding Chapter Achievement award from ASHHRA. Both Susan and Debbie have been members of VaSHHRA for over 12 years. Their efforts in co-chairing our Blue Ridge/Northern VA region have helped maintain consistent membership and successful bi-annual meetings for that region.

**Congratulations Susan & Debbie for a job well-done!**

## GROW PROFESSIONALLY - SCHOLARSHIPS AVAILABLE

This year VaSHHRA will provide up to two individuals with a \$500 scholarship to be used in the pursuit of an undergraduate or graduate degree from an accredited institution, an HRCI certified program (PHR, SPHR, GPHR) or the new Certified in Healthcare Human Resources (CHHR) certification being offered by AHA/ASHHRA.

To qualify, applicants must be a paid member of VaSHHRA. VaSHHRA executive team members and previous VaSHHRA scholarship recipients are not eligible to apply. **All applications must be postmarked by September 5, 2013.**

Attached is the application form – please read all the information carefully as incomplete applications will not be accepted – you must complete the form, include an essay and two letters of reference when sending in your application. Award winner(s) will be announced in October.



Katy Reeves can provide additional information – [kerev@aol.com](mailto:kerev@aol.com) or [reevesk@fauquierhealth.org](mailto:reevesk@fauquierhealth.org)  
540.316.2902

## Looking Ahead

■ **Online administration and registration** capabilities are coming. At the end of this year members will be able to go online to renew their membership, register for conferences, order surveys, make changes to their personal profiles and download membership lists.

■ **HR 101 Series.** Be on the lookout for PowerPoint presentations posted on the website in the members only section. These presentations will provide general information about HR rules, regulations and policies for those members that may be new to HR or those that need a refresher.

■ **Fall Business Meeting.** In lieu of our Fall Conference, there is a business meeting scheduled in conjunction with the Blue Ridge/Northern VA Regional meeting on November 1 in Warrenton. For those that cannot attend, minutes will be provided for review.

## Executive Committee

### Officers:

President: Terri Stevens

Past President: Lee Byrd

President-Elect:: Katy Reeves

Vice President: Kathy Kagarise

Treasurer: Amy Spalek

Secretary: Jeanne Clark

### Committee Chairs:

Advocacy: Lee Byrd

Bi-Laws: Kim Daniel

Business Partner Liaisons: Rena Wray, Michael Cooley

Chapter Awards: Kathy Kagarise

Community Outreach: Cyndi Derricott

Labor /Relations: Kim Daniel, Lisa Friday

Legislative: Kim Daniel, Lisa Friday

Membership: Kathy Kagarise

Newsletter: Jeanne Clark

Program: Katy Reeves, Kathy Kagarise

Scholarship: Katy Reeves

Social Media: Heidi Salway

Salary Survey: Terri Stevens

Website: Terri Stevens

### Regional Representatives:

Blue Ridge/NOVA: Debbie Baker, Susan Edwards, & Meredith Sawyer

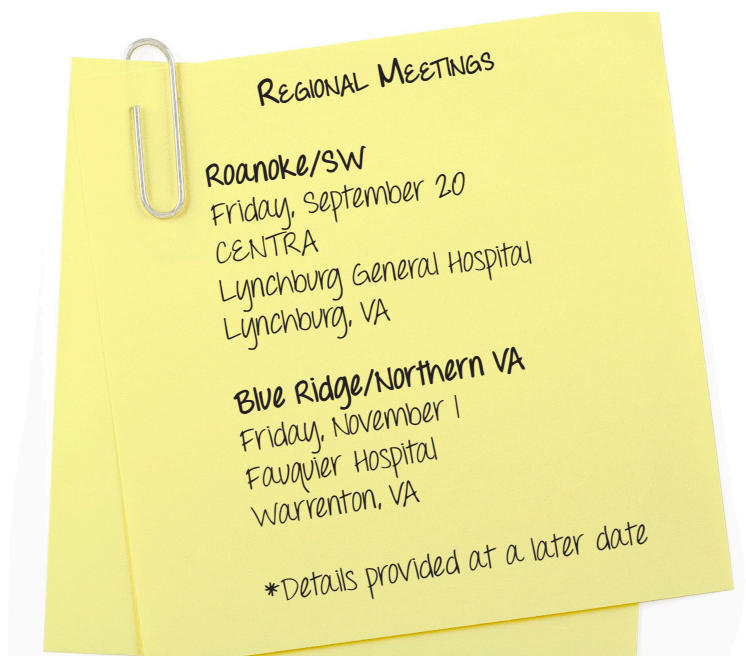
Central Virginia: Emily Endert

Roanoke/SW: Jeanne Clark



**RiShawnda Henderson**  
was PHR certified in June.

## Save The Dates



## Sponsor Spotlight

Scott Insurance is a regional, employee-owned, independent insurance agency serving the risk management needs of its mid-market clients for 149 years.

Based in Lynchburg, Virginia, and operating eight offices throughout Virginia, North Carolina and Tennessee, Scott is ranked the second largest privately owned insurance agency in the southeast by Reagan Consulting.

Since 1864, our clients have benefited from the Scott philosophy of embracing risk and rewarding performance. Scott's expertise and services include Property & Casualty Insurance, Surety, Risk Prevention and Claims Management Services, Employee Benefits, Financial Health Risk Management, Wellness and Financial Management.

Scott prides itself on being a solutions based company rather than a product based firm. In addition to careful analysis of its clients' insurance needs, we've developed innovative programs to help organizations look beyond traditional insurance to satisfy their risk management needs. Some of our leading-edge programs include:

- Creating a proprietary workers' compensation claims system
- Mitigating workers' comp losses with physical capability assessment machines
- Pioneering novel insurance captive solutions, including one of the country's first group health captives
- Partnering in a venture to open an occupational medical center to meet the comprehensive needs of the Lynchburg workforce

By listening to the client, Scott solutions are discovered. This visionary, client-centric approach has resulted in a 95% client retention rate.

## Employee Owned



**Est. 1864**

Scott offers one-of-kind resources in the form of proprietary risk management programs and experienced risk managers who serve as trusted advisors to their clients. The Risk Performance Group has over 25 specialists including in house claim adjusters and loss prevention engineers working with clients to improve risk management practices and minimize loss costs. Actuarial professionals, health risk management specialists and legislative compliance experts on the Benefits Service team leverage their knowledge and experience to help companies navigate the changing landscape of health care.

As a natural extension of Scott's commitment to professional service, seminars and other educational programs are offered to clients and friends throughout the year. These offerings are free of charge and provide Continuing Education credits for HR professionals and CPAs.

Scott is 100% owned by its employees with more than 250 employee-owners. This ownership fosters a sense of pride and commitment and as a result our employee-owners exhibit an extraordinary level of client focus and dedication. Scott has been named Best Places to Work in Virginia and North Carolina for several years.