



Quarter 1, 2016

PRESIDENT'S REPORT

Katy Reeves, SPHR, CHHR, SHRM-SCP



I want to start this quarter's letter with a look back a few weeks. How many of you have taken the time to stop, pat yourself on the back and say thank you to yourself or a co-worker for a job well done? We often get so wrapped up in the myriad of details of our to-do lists that we fail to reflect on all we have done for others. The week of March 13-19 was designated as National Healthcare Human Resources Week. At our facility, our CEO came to our offices to kick off the week with a thank you and acknowledgement of all the services HR provides. We had games, chair massages by one of the therapists from our Wellness Center, and a lunch that gave us all some time together. Hopefully, you found a special way to celebrate the week as well but more importantly, to celebrate yourself!

I would like to welcome our new members and those of you who have recently renewed - in March that included seven returning members and three new members.

The coming months offer several opportunities to take care of yourself and nourish your professional side. The Tri-State conference is right around the corner and while the deadline for early registration has ended, it's not too late to sign up. The week will provide the opportunity to network with other professionals from several states and hear from dynamic speakers in a program you customize to meet your needs. The theme of this year's conference is "Charting the

Course to Strategic Leadership." Myrtle Beach is the place to be April 20-22! Look for more details elsewhere in this newsletter. Participation earns you 12 recertification credits!

Our education subcommittee has been hard at work and in January presented a report to the Executive Committee recommending ways VaSHHRA could meet our goal of providing educational opportunities to members and creating value for the membership dollars. Based on recommendations, Emily Endert, the committee chair, has been working diligently to organize speakers to present webinars. With webinars there is no travel time or registration fee but you earn recertification credits based on the topic. The first webinar was presented March 9. Kim Daniel, our Labor Relations and Legislative Committee Chair and an attorney with HDJN, presented a Legal Update. We are off to a great start and Emily and her committee will continue to organize webinars based on topics requested by members through a Survey Monkey earlier this year. Watch your email and the VaSHHRA website for more upcoming webinars.

Mark your calendars now and plan to attend the VaSHHRA fall conference. Jeanne Clark, our President-Elect, is busy planning the event which will be held in Staunton VA on Friday, August 19th. Please contact me or any members of the Executive Committee with questions, suggestions, or ideas.

Spring is a perfect time to commit to growing your professional side - and VaSHHRA is a great partner to help you achieve your goals!

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Send all VaSHHRA Voice
comments and suggestions to
Maria Stephens
at

maria.stephens@vcuhealth.org

What's New?



LIKE US ON FACEBOOK!

You'll receive reminders of upcoming events, news, and other real time information right on your news feed. Click on the Facebook logo to connect to our page.



Karen Ackerman, PHR, SHRM-CP is now VP of Human Resources at Centra! We're proud of you, Karen!

Dee Borgoyne attained her SHRM-SCP certification.

WELCOME TO OUR NEW MEMBERS!



Barbara Ramirez, SHRM-SCO
Human Resources Director
Masonic Home of Virginia

Maria Rosenbohm, PHR, SHRM-CP
Sr. HR Business Partner
Valley Health

Brett Willsie, SPHR, SHRM-SCP
Regional VP Human Resources
Sentara Healthcare
Northern VA **Medical Center**



Join us on Twitter the first Thursday of every month 12:30-1:30pm central time

#HRNotes Twitter Chat

Take a lunch break with us and join fellow human resources and organizational development professionals in this lively monthly chat about the hottest topics in the industry! Sponsored by the Learning & Education Committee of ASHHRA.

Use the hashtag #HRNotes to join the conversation!



LEGISLATIVE UPDATE



FSLA Overtime Regulations:

As of March 17, 2016, House and Senate Republicans stepped in and introduced legislation calling for the rule to be stopped. The proposed rule sets the salary threshold for exempt employees at \$50,440 annually with an increase from the current \$23,660 annually. Should the rule take place, employers may only have 30 to 60 days between the publishing of the final rule and the effective date of the changes.

Letter from VaSHHRA Scholarship Recipient

by Dee Borgoyne



I'd like to extend my sincere appreciation for the scholarship that I was awarded in the fall of 2015 from VASHHRA.

My involvement with the group began in April of 2004. My husband and I had relocated across the country to Virginia, and I had become the HR Director for Shenandoah Valley Westminster-Canterbury. I attended my first conference and joined VASHHRA mainly because my predecessor had been a member. As it turns out, getting involved was one of my best decisions. I formed connections and found the support and resources that I needed to get up to speed quickly in my new role. Since then I've served in many

capacities at the state and national level, and honestly have enjoyed every minute.

The scholarship offering gave me the impetus that I needed to prepare for and take the exam for SHRM-SCP. I'm happy and relieved to say that after all these years, I passed and am now again a certified professional. I would not have achieved this additional credential, and the confidence it brings, without the support of the generous VASHHRA members and Board of Directors.

Thank you, the world of health care would not be the same without you.

All the best,
Dee Borgoyne

Coming Up...

SAVE THE DATE: 2016 Tri-State Healthcare and HR Spring Conference
April 20-22, 2016
Marriott, Myrtle Beach Resort and Spa

Mark your calendar!
Fall Conference
Friday, August 19, 2016
Stonewall Jackson Hotel & Conference Center,
Staunton, VA

Regional Meetings
Roanoke/SW VA
May 6, 2016 10A-2P
Connecting as a Leader
RSVP: Jeanne.Clark@centrahealth.com

Tri-State Healthcare HR Spring Conference



Join over 200 HR Professionals and Business Partners in a beautiful beach front setting for the Southeast's premier healthcare human resources conference!

We hope to see you in Myrtle Beach!

Happenings at the Tri-State Conference:

- 12 credit hours from HCRI
- Band of Oz will once again be performing
- Informative sessions from top notch speakers
- Expand your professional network by attending sessions and socializing with colleagues in similar jobs from a 3-state area.

You can access conference information, online registration and registration downloadable materials on the VaSHHRA website at www.VaSHHRA.org

VaSHHRA Salary Survey

by Terri Stevens, MBA, PHR, CHHR - 2016 VaSHHRA Past-President & Salary Survey Chair



Just a reminder that the 2016 VaSHHRA salary survey process has launched! To be sure you get the results as soon as they are ready, you'll want to pay online at www.vashhra.org The survey costs increases April 15th!!

Early Bird (Payment Received by April 15):

- VaSHHRA Member / Participant: \$540
- VaSHHRA Member / Non-Participant: \$815
- Participant / Non-VaSHHRA Member: \$815
- Non-Participant/Non-VaSHHRA Member: \$1,040

Regular (Payment Received After April 15):

- VaSHHRA Member / Participant: \$590
- VaSHHRA Member / Non-Participant: \$865
- Participant / Non-VaSHHRA Member: \$865
- Non-Participant/Non-VaSHHRA Member: \$1,090

Sponsor Spotlight



VALIC cares for the futures of those who care for us all

In the crowded field of retirement plan providers, VALIC stands out as one of the most experienced and largest defined contribution plan providers in the healthcare industry.

For more than 50 years, VALIC has proudly serviced healthcare providers and today serves more than 3,500 healthcare organizations nationwide. We have helped hospitals deal with both evolutionary and sometimes tumultuous changes affecting the healthcare industry throughout the decades, and we are ready to help you.

At VALIC, we commit ourselves to upholding the “four Ps” — Partnership, People, Process and Promise. It is this commitment to our clients and our industry that has helped us become a leading retirement plan provider*, serving nearly 24,000 plan sponsors and more than 2 million participants.



When you're ready to partner with a company dedicated to supporting the healthcare market, call us to learn more.

Y. Raymond Reeves
Vice President, Business Development
862-505-8312
raymond.reeves@valic.com

CALL 1-800-972-6978 **CLICK VALIC.com**

* Source: LIMRA SRI Not-for-Profit Retirement Market Survey 09/30/2015.
Securities and investment advisory services offered through VALIC Financial Advisors, Inc., member FINRA, SIPC and an SEC-registered investment advisor.
Annuities issued by The Variable Annuity Life Insurance Company. Variable annuities distributed by its affiliate, AIG Capital Services, Inc., member FINRA.

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VALIC

2016 ASHHRA BOARD OF DIRECTORS

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Scottsdale Healthcare, Scottsdale, AZ

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New-to-the Profession Director

Deana Thomas, Director of Organizational Development
Grand Strand Regional Health, Myrtle Beach, SC

Health Care Facility CEO

TBD

2016 VaSHHRA Executive Committee

Officers:

President:	Katy Reeves	reevesk@fauquierhealth.org
Past President:	Terri Stevens	TEStevens@carilionclinic.org
President Elect:	Jeanne Clark	Jeanne.Clark@centrahealth.com
Vice President:	Karen Ackerman	Karen.Ackerman@centrahealth.com
Treasurer:	Meredith Sawyer	VaSHHRA.Treasurer@gmail.com
Secretary:	Maria Stephens	maria.stephens@vcuhealth.org

Committee Chairs:

Advocacy:	Lee Byrd	lbyrd@mahova.com
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Chapter Awards:	Terri Stevens	TEStevens@carilionclinic.org
Community Outreach:	Cyndi Derricott	cyndi_derricott@bshsi.org
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Newsletter:	Maria Stephens Jennifer Moore	maria.stephens@vcuhealth.org jennifer.moore@centrahealth.com
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Regional Representatives:

Blue Ridge/NOVA:	Meredith Sawyer Debbie Baker Susan Edwards	VaSHHRA.Treasurer@gmail.com dbaker@culpeperhospital.com sedwards@culpeperhospital.com
Central VA/Tidewater:	Vacant/Recruiting	Vacant/Recruiting
Roanoke/SW:	Jeanne Clark	Jeanne.Clark@centrahealth.com