On behalf of the OSHHRA Board and OHA staff we are proud to welcome you to the 2017 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 brozell@Madison-health.com.
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
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 Board HR professionals
Membership (cont’d.)

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 fellowship.
Leadership
OSHHRA Leadership

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

- Members elected for 2-year terms
2017 – 18 President

Jim Offenberger
- Compensation Specialist
- Memorial Health System
- OSHHRA Member since 2002
- SE Region
2017 Executive Committee

Darwin Smith — President-elect; NE Region
  ● VP, Human Resources, Union Hospital

Becky Rozell — Secretary; Central Region
  ● VP, Human Resources, Madison Health

Past-President — Vacant

Dominic Prunte — 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

- Debra Palmer
  - Chief HR Officer
  - Fairfield Medical Center
  - Term expires 2018

- Vickie Crumley
  - Chief HR Officer
  - Mary Rutan Hospital
  - Term expires 2017
Northeast Region & Representatives

- Nicole Russ
  - Director, Colleague Relations
  - Alliance Community Hospital
  - Term expires 2018

- Vacant
  - Term Expires 2017
Northwest Region & Representatives

- Liz Foreman
  - VP, Human Resources
  - Wood County Hospital
  - Term expires 2018

- Jody Meisler-McKillips
  - Director, Human Resources
  - Firelands Regional Medical Center
  - Term expires 2017
Southeast Region & Representatives

- Lisa Halley
  - VP, Human Resources
  - Holzer Gallipolis
  - Term Expires 2018

- Steven Brooks
  - VP, Human Resources
  - Southeastern Ohio Regional Medical Center
  - Term expires 2017
Southwest Region & Representatives

- Sharon Hancock
  - HR Director
  - McCullough-Hyde Memorial Hospital
  - Term expires 2018
- Vacant
  - Term expires 2017
At-Large Representatives

- Jill Prendergast
  - Senior Director, HR
  - Cleveland Clinic
  - Term expires 2018

- Melanie Rittenour
  - Human Resources Manager
  - ProMedica Deffiance Regional Hospital
  - Term expires 2017

- Porfirio Esparra
  - Senior Director, HR
  - Mercy Health - Youngstown
  - Term expires 2018

- Beth Brill
  - Senior Director, HR
  - Barnesville Hospital
  - Term expires 2017
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 seven affiliated societies within OHA
  - OHA Staff include Cliff Lehman, Jackie Silvis and Amy Bangert, who can be reached at 614-221-7614.
Affiliations

- OSHHRA is an affiliated society of the American Society for Healthcare Human Resource Administrators (ASHHRA) and is a member of Region V. ASHHRA President is Gary L. Pastore, CHHR, MSL and can be reached at gary.pastore@honorhealth.com

- Karyn Batdorf is our Region V Representative. She is from Monroe Hospital in Bloomington, Indiana and can be reached at kbatdorf@primehealthcare.com
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
2016 Achievements
ASHHRA Awards

Each year, ASHHRA presents awards at its conference. In 2016, Ohio was represented with the following recognition:

- OSHHRA -- STAR III Chapter Management Recognition Award

The following nominations were submitted:

- Outstanding Chapter Officer Award
- Outstanding Chapter Achievement Award
- HR Visionary Leader Award
Other 2016 Successes

- Published four quarterly newsletters
- Maintained Membership at 160
- Held Annual Spring Conference at Courtyard Columbus West in Columbus in March and Annual Fall Conference at Embassy Suites in Dublin in September for a total of 12 hours of educational content.
- Offered SHRM pre-approved General recertification and CHHR credit hours.
2017 Initiatives
Budget Assumptions

- Maintain or increase total membership
- Education to include:
  - One 2-day conference during 2017
  - Panel discussion groups
- Two $250 scholarships granted in 2017
- Support for President to attend the ASHHRA Leadership & Annual Conference
# 2017 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 affiliate more fully with ASHHRA.</td>
<td>OSHHRA will continue to offer relevant and challenging educational opportunities for our members.</td>
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Strategic Direction 1
OSHHRA will be the first choice for healthcare HR knowledge. Act as a resource for the Healthcare Human Resources community.

Goals:
- Continue to increase the diversity of our membership to include organizations other than hospitals.
- Involve large health systems more effectively.
- Promote the importance of ASHHRA with our members; highlight and use the resources available to members to help “sell” the value of ASHHRA.
- Develop and initiate a member survey that will solicit feedback regarding how OSHHRA might deliver enhanced service.
Strategic Direction 2

OSHHRA will affiliate more fully with ASHHRA.

Goals

- Complete requirements for ASHHRA Chapter affiliation.
- Encourage achievement of CHHR certification among members.
Strategic Direction 3

OSHHRA will continue to offer relevant and challenging educational opportunities for our members.

Goals

- Enhance value of OSHHRA conferences.
- Provide webinars for members.
- Cultivate current and obtain new vendor partnerships.
- Place all Region 5 Chapter Conferences/Events on the OSHHRA calendar.
- Continue to obtain CHHR, PHR, SPHR, SHRM-CP and SHRM-SCP Credits/Strategic Credits for Conferences and webinars.
Education
Learning Offerings & Goals

- Plan Annual 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 and 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 OHA, OSHHRA offers its members an annual salary survey of key positions that is easy to complete online. Enhanced participation is at a discounted rate.
OSHHRA Services & Goals

- Coordinate and submit an application to attain the Star Three 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 with labor law updates at Annual Conference.
- 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.ohiohospitals.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 Becky Rozell at (740) 845-7403 or e-mail to brozell@madison-health.com

Thank you in advance for your participation.
## 2017 Member Packet Evaluation

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<tr>
<th>Question</th>
<th>Yes</th>
<th>No</th>
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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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