

From the President

continued

At our Fall Conference in Asheville, NC, you elected your 2011 NCHHRA Board members, who are currently planning to help the NCHHRA achieve new heights in our upcoming year.

2011 Board Members:

President: Rick Rogers, Vice President HR, Wayne Memorial Hospital
Past-President:..... Denise O'Hara, Vice President HR, Wilson Medical Center
President-Elect:..... Lesley Hunter, Director of HR, CarolinaEast Health System
Vice-President, Membership: . Karen Moorefield, HR Manager, Moses Cone Health System
Treasurer:.....Tonya Jones, Vice President HR, Maria Parham Medical Center
Secretary:..... Vince Watson, Manager, Compensation, University Health Systems

District Directors:

District 1 Amy Crabbe, Sr. Vice President HR, Appalachian Regional Healthcare
District 2 Andrea West, Manager Compensation, Novant Health
District 3Christine McKenzie, Director of HR, Lake Norman Regional Medical Center
District 4Maria Stephens, Director of HR, Granville Health System
District 5 Sondra Davis Vice President HR, Harnett Health System
District 6Beth Beswick, Vice President HR, Carteret General Hospital

Committee Chairpersons:

Audit Committee:..... Denise Laws, Senior HR Coordinator, Wayne Memorial Hospital
Communication/Newsletter: Grace Moffitt, Vice President, Moses Cone Health System
Compensation/Benefits: .. Bob Borbet, HR Manager, Southeastern Regional Medical Center
Internet/Website Committee:... Polly Weese, HR Manager, Cape Fear Valley Health System
Legislative Affairs/ByLaws:... Tom Stevens, Vice President HR, Morehead Memorial Hospital
Scholarships:..... Sherry Cox, Chief HR Officer, Ashe Memorial Hospital
Student Affiliations:..... Mandy Parham, Director of HR, Alamance Regional Medical Center

You have an excellent team prepared to serve you over the next year!

I would also like to thank the many members who have been an inspiration to me this year and who allowed me to serve as your President for 2010. I am honored and humbled to have been able to represent you. Thank you for all of your support and I look forward to the continued value the NC Healthcare HR Association brings to healthcare in NC.

SAVE THE DATE FOR OUR ANNUAL CONFERENCE!



MYRTLE BEACH
RESORT & SPA AT GRANDE DUNES

Marriott.

May 18, 2011 – May 20, 2011

2011 NCHHRA Annual Conference
Myrtle Beach Resort & Spa at Grande Dunes
8400 Costa Verde Drive
Myrtle Beach, SC 29572

May 18, 2011 – May 20, 2011

Scholarship Recipient Essay

From Shawn Huntley



Dear North Carolina Healthcare Human Resource Association,

I would like to first thank the executive team of NCHHRA for choosing me as a 2010 scholarship recipient for the Fall Conference and Membership Meeting. The conference was very informative and I certainly enjoyed networking with my colleagues from around the state.

The agenda for the conference was full of wonderful and insightful speakers ranging from topics on *Strategic Objectives for HR Executives* to *HR Technology Strategies that Work in Healthcare*. I certainly learned a lot and am happy to report on the topic assigned to me, *Social Media in the Healthcare Workplace: New Disease or Asset?* Bruce Clarke presented this topic and was an exceptional speaker. This is a topic that we all may grow weary of over the next few years; but Social Media is here to stay and as HR professionals we must stay current on the laws and risks. Social media provides opportunities for Healthcare that we must take advantage of as other industries have nationwide. Did you know that 83% of US companies use Facebook? Healthcare needs to learn how to use these tools as well and maximize our efforts. We can manage conversations, engage e-patients, be aware of convergence with personal records, use social media to provide dialogue between nurses and physicians, and explore other internal collaboration. Social media is another tool for information exchange and that type of collaboration in healthcare could be extremely beneficial. We as HR professionals need to be aware of general legal concerns as misuse in hiring, employees behaving badly while using employer's name, disparaging comments, disclosures of confidential information and union organizing. Be sure to have a social media policy in your hospital as the guiding principle for your employees. Also think of the following ways that you can use social media in your hospital: Attract paying patients, becoming more consumer-friendly, improve service lines, develop new niches, provide outpatient services, make processes more efficient, recruit/retain quality staff, invest in technology and avoid re-admissions. Social media is not just a trend; it is technology that is not going away so be sure you have armed yourselves with the knowledge and policy to move forward within your own organization.



Shawn Huntley
Shawn Dillon Huntley
System Director of Human Resources
Appalachian Regional Healthcare System

LEGISLATIVE AND BY-LAWS COMMITTEE REPORT

NCHHRA FALL CONFERENCE

September 8-10, 2010

Legislative Update

A) The Paycheck Fairness Act

Senate Bill 182 introduced 01/09/09 by Senator Hillary Clinton would amend the Fair Labor Standards Act to provide more effective remedies to victims of discrimination in the payment of wages on the basis of sex, and for other purposes. Makes employers who violate sex discrimination prohibitions liable in a civil action for compensatory and punitive damages, and authorizes the Secretary of Labor to seek additional compensatory or punitive damages in a sex discrimination class action suit. This includes a class action in which individuals may be joined as party plaintiffs without their written consent. Amends the Civil Rights Act of 1964 to require the EEOC to collect from employers pay information data regarding the sex, race, and national origin of employees for use in the enforcement of federal laws prohibiting pay discrimination.

While SHRM has a strong record of supporting the Equal Pay Act and Title VII of the Civil Rights Act, it opposes the Paycheck Fairness Act because the bill would 1) make employers liable for unlimited punitive damages under the FLSA, even for unintentional pay disparities, 2) facilitate class action suits against employers by repealing the requirement that employees must give their written consent to become a party in an Equal Pay Act class action, and 3) restrict an employer's flexibility to compensate its employees based on current legal criteria, such as cost-of-living differences among geographic areas, different work responsibilities within similar job categories, and prior salary history.

Update 06/2010

Hearings were held on this bill on March 11, 2010 in the Committee on Health, Education, Labor and Pensions.

Update 12/2010

Senator Harry Reid (D-Nev) introduced a new version of the Paycheck Fairness Act (**S. 3772**) on September 14, 2010. The initial bill had stalled in the Committee on Health, Education, Labor and Pensions. The House of Representatives passed their own version of the bill on January 9, 2009 before Senator Clinton introduced the Senate companion bill on the same date before she was confirmed as Secretary of State. In addition to making compensatory and punitive damages available as remedies in Equal Pay Act cases and authorizing class action suits, the Act would mandate training and other outreach efforts by the EEOC and the DOL on wage discrimination issues. Senator Reid, who was re-elected in November and is now listed as the chief sponsor of the bill, has vowed to do everything he can to get the bill passed into law. The current class action suit against Wal Mart stores alleging gender-based pay and promotion discrimination, potentially the largest suit of its type in the country's history, could provide additional support for the bill. If the Supreme Court, which has recently agreed to hear the case to rule on whether the class action suit can be certified, finds in favor of certification, the suit will represent every female who has been employed by Wal Mart in the last decade.

B) Affirmative Action and Hospitals

The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) has expanded its jurisdiction over hospitals. In mid-2009, an Administrative Law Judge ruled that an insurance program that provided medical services for a federal government agency would create federal contractor or subcontractor status, mandating compliance with Affirmative Action requirements. Based on this and other rulings, some of which are under appeal, hospitals are subject to these guidelines if they participate in a managed care network that has contracted with the government to provide care to federal employees or servicemen (TRICARE). If audited, employers will need to provide application and workforce data to demonstrate compliance with federal affirmative action guidelines, including workforce diversity to equal pay guidelines. If found to be out of compliance, penalties can be as varying as having to provide the necessary statistics on a regular basis to being required to pay employees of injured classes or even applicants who weren't hired but applied for positions over a period of time. The actions are brought by the Federal government and not by individuals.

NCHHRA BY-LAWS UPDATE

No by-law updates indicated.



**Respectfully Submitted,
Tom Stevens. Chairperson
Legislative Affairs/Bylaws**

Compensation & Benefits Survey Executive Committee Report

Meeting was held Friday, December 10, 2010

Smooth survey – 54 participants not 64. Eight new positions added to survey. Vendor agreed to keep same costs for 2011 survey. Vendor will be attending conference. Vince made motion for the board to continue the relationship with the vendor. Motion seconded by Karen Moorefield and Rick Rogers. Concerned about the budget for 2011; he has 55 checks, thinks we should have more money. Job positions will be listed alphabetically and by department category. An invitation will be sent out in September to ask members for any feedback regarding survey. Stated if several members suggest including a job position it will be added, but don't want the survey to large for members to complete.

- Reminder at the Annual Conference, Executive Committee approved to continue using IHS Strategies for the 2011 year.
- Update on survey for next year. Conference call with Craig Strom.
- Will be sending out invitations/reminders of the survey by 3rd week in December.
- Recommending the survey cost to members/participants/non-participants remain the same as 2010.
- Discussion regarding survey revenues and payment collection process.



Submitted By
Vince J. Watson, SPHR
Manager, UHS Compensation
University Health Systems of Eastern Carolina

2010 ASHHRA UPDATE

From Grace Moffitt

Tidings from your ASHHRA Board Member At Large!

It is a pleasure to represent you on the ASHHRA Board. As a Board Member, I welcome your feedback and ideas to make your benefits as member the best they can be. Feel free to email me questions, suggestions or ideas at: grace.moffitt@mosescorp.com.

I continue to be proud of NCHHRA. Our Chapter is well respected as a best practice organization. Kudos to Bob Borbet for his submission of the Chapter Management Recognition Award. NCHHRA earned the Four Star Award, the highest recognition a Chapter can receive, at the Annual Conference in September.



Grace Moffitt and Bob Borbet were proud to accept the following awards at the ASHHRA Conference in Tampa on behalf of the NCHHRA Chapter:

1. Outstanding Chapter Achievement
2. Four Star Chapter Management Recognition Program
3. Chapter Officer Award for Outstanding Leadership

Please be sure to review the recommended changes to the ASHHRA By-laws and vote by December 22, 2010.

ASHHRA Proposed Bylaws Amendments: Vote Needed

It is the role of the bylaws committee to review the bylaws at the end of each year to ensure that the members benefit from the bylaws and they enhance the work of the association. On November 18, 2010, the ASHHRA Board approved these revisions for ratification by members eligible to vote.



To participate in the voting process, click <https://eballot3.votenet.com/ashhra/login.cfm> or cut and paste the Web site address into your browser window. Your **Username is your 10-digit membership number**. Your **Password is your last name**.

Plans are underway for the 2011 ASHHRA Annual Conference in Phoenix, September 10-13, 2011. Take advantage of the Early Bird discount for registration by December 31, 2010.

*Early Bird
EXTRA-Special
rates are only good until Dec. 31!*

*Register now
to maximize on your registration savings!*

The ASHHRA 47th annual conference will be on
Sept. 10-13, 2011
in Phoenix, Arizona:
*An Era of Change -
An Evolution in
Health Care HR*



NCHHRA members continue to be very active in ASHHRA. Paul Murdock, VP at Stanly Regional Medical Center in Albemarle, will be joining me on the ASHHRA Board in January as an At Large Member. Join me in congratulating Paul!

I feel very an honored to serve and represent you at ASHHRA. Look forward to hearing from you!

NCHHRA 2010 CONFERENCE EVALUATION RESULTS

E=Excellent, VG=Very Good, G=Good, F=Fair and P=Poor

	E	VG	G	F	P
<i>New Member Orientation</i>					
Participants will be able to:					
Identify resources available to them through their state chapter.	5	2	1		
Identify professional growth opportunities available through becoming actively involved in professional organizations and societies.	5	2	1		
Identify networking opportunities available to them through becoming actively involved in their chosen professions.	4	3	1		
<i>RX for Sanity – Resuscitating a Passion for Healthcare</i>					
Participants will be able to:					
Learn to orchestrate the perfect day	14	4	3	2	
Produce total control with seven objectives	11	6	4	1	1
Boost your employees vitality by choosing to apply the science of personal wellness	12	5	6		
Make your employees' dream employment a reality, right where they are!	11	7	4		1
<i>Physician Fair Market Value and Commercial Reasonableness-Lessons Learned from Tuomey Healthcare Investigation</i>					
Participants will be able to:					
Learn why Physician Fair Market Value (FMV) and Commercial Reasonableness matters	8	11	3		
Learn differences between FMV and Commercial Reasonableness	7	12	3		
Learn how outside auditors assess physician compensation	6	11	4		
Learn 5 key strategies to help ensure FMV/Commercial Reasonableness	8	10	3		
<i>Developing Your Personal Brand</i>					
Participants will be able to:					
Understand the connection between products and services as brands and people as brands	12	6	3		
Develop your brand platform	11	5	4	1	
Develop your brand package	11	5	3	2	
<i>Strategic Objectives for HR Executives</i>					
Participants will be able to:					
Review potential changes in the law under NLRA	12	8	4		1
Learn of new developments regarding wage and hour/FLSA requirements	11	8	4	1	1
Learn of new initiatives by the Department of Labor/Office of Federal Contract Compliance	12	7	5		1
Learn of new developments regarding regulatory oversight of independent contractor misclassifications	11	7	5	1	1
<i>Social Media in the Healthcare Workplace: New Disease or Asset?</i>					
Participants will be able to:					
Identify risks and opportunities of social media at work	8	11	7		

Better manage the use of social media in your workplace	8	11	7		
Know how other employers are responding	9	9	7	1	
HR Technology Strategies that Work in Healthcare					
	E	VG	G	F	P
Participants will be able to:					
Understand HR technology landscape and latest trends	8	15	4		
Build, update and deliver an HR technology strategy	8	14	5		
Learn HR technology strategies that have worked in a healthcare organization and lessons learned	10	11	6		
Ten Demandments for Exceptional Teamwork					
	E	VG	G	F	P
Participants will be able to:					
Learn the ten requirements that leaders need to demand of themselves	10	10	4	1	
Determine the best team structure for the best outcome	11	9	4	1	
Understand how to reward teams first and stars second	13	8	4		
Disruptive Demographics: The Changing Face of the Patient of the Future					
	E	VG	G	F	P
Participants will be able to:					
Explore two demographic processes that define the patient of the future	25	1			
Understand how do caregivers prepare for the rapid increase of racial and ethnic diversity and the aging of our population.	23	3			
Create competitive and sustainable business enterprises and communities in the current era of economic uncertainty and global insecurity.	23	2	1		
NCHHRA Compensation Survey – Where We Have Been; Where We Are Now					
	E	VG	G	F	P
Participants will be able to:					
Identify “hot jobs” – past, present and future	5	6	10	4	
Learn of new benefit trends	3	9	12	1	
Learn how employers are coping; what’s staying – what’s going away	3	8	11	1	
Understand “transparency” regarding compensation	5	8	8	2	
Impact of Healthcare Reform					
	E	VG	G	F	P
Participants will be able to:					
Have a better understanding of Health Care reform	4	9	8	2	
Understand how reform may affect North Carolina Hospitals	3	10	9	1	
Identify the elements that the NCHA believes are necessary for hospitals to implement in order to reduce costs and improve healthcare in North Carolina	3	8	11	1	
I am a member of:					
	YES	NO			
NCHHRA	25				
What is your overall evaluation of the program?					
	E	VG	G	F	P
	10	10	2		

Treasurer's Report – NCHHRA Budget Draft 2011

	2008 Budget	2008 YTD	2009 Budget	2009 YTD	2010 Budget	2010 YTD	2011 BUDGET
REVENUES							
Survey Revenue	\$ 51,000	\$ 48,365	\$ 51,000	\$ 43,245	\$ 51,000	\$ 39,005	\$41,000
Membership Dues	\$ 10,500	\$ 12,350	\$ 10,500	\$ 7,088	\$ 10,500	\$ 10,437	\$10,500
Conference Revenues	\$ 5,000	\$ 6,208	\$ 5,000	\$ 68,525	\$ 5,000	\$ 39,890	\$48,300
Advertising	\$ 50						
Miscellaneous							
Chapter Achievement Award	\$ 200		\$ 1,000		\$ 1,000	\$ -	\$700
Interest Income Earned	\$ 2,300						
Interest: Time Deposit - 11 Mon		\$ 655	\$ 350	\$ 84	\$ 350	\$ 99	\$225
Interest: Time Deposit - 24 Mon		\$ 332	\$ 150	\$ 288	\$ 150	\$ 106	\$150
Adjustment							
Golf Tournament	\$ 3,000				\$ -	\$ 200	\$0
ASHHRA Leadership Refund							
TOTAL REVENUE	\$ 72,050	\$ 67,911	\$ 68,000	\$ 119,230	\$ 68,000	\$ 89,737	\$100,875

EXPENSES							
Survey Expenses	\$ 28,000	\$ 13,880	\$ 10,000	\$ 22,029	\$ 10,000	\$ 21,900	\$21,900
Conference Expenses	\$ 16,000	\$ 9,048	\$ 31,065	\$ 43,196	\$ 31,065	\$ 64,436	\$48,075
Speakers Fee\Travel							\$12,000
Lodging							
Food							
AV Equip							
Conv Makers							
Membership Directory	\$ 3,000		\$ 4,000	\$ 2,679	\$ 4,000	\$ 2,619	\$2,700
Scholarships (HOSA & NCHHRA)	\$ 6,000		\$ 6,000	\$ 2,000	\$ 6,000	\$ 5,000	\$6,000
Affirmative Faction (newsletters)	\$ 250		\$ 250		\$ 250	\$ -	\$0
Awards/Gifts	\$ 1,100		\$ 1,100		\$ 1,100		\$1,000
ASHHRA Registration/Lodging	\$ 5,500		\$ 6,500		\$ 6,500	\$ 1,764	\$5,500
ASHHRA Leadership Conference	\$ 1,200	\$ 3,216	\$ 1,500	\$ 1,284	\$ 1,500	\$ 686	\$500
ASHHRA Dues	\$ 375		\$ 375		\$ 375		\$0
SCHHRA (President to SC)							
SHRM Dues	\$ 160		\$ 160		\$ 160		
Tax Filing Fee (Accountant)	\$ 750	\$ 691	\$ 750	\$ 600	\$ 750	\$ 625	\$650
Bank Service Charge	\$ 50	\$ 97	\$ 50	\$ 26	\$ 50	\$ 33	\$50
District Meeting Expenses	\$ 2,250		\$ 2,250		\$ 2,250	\$ 327	\$2,250
Workforce Development	\$ 2,915		\$ 3,000		\$ 3,000		
NCHHRA Website	\$ 150	\$ 124	\$ 150		\$ 150	\$ 124	\$150
IT Equipment							
IT software/miscellaneous	\$ 100		\$ 100		\$ 100		
Other Expenses	\$ 1,000		\$ 500		\$ 500		\$100
D&B - Envelopes & Letterhead							
Envelopes & Postage	\$ 50		\$ 50		\$ 50		
Frames	\$ 50		\$ 50		\$ 50		
Misc.	\$ 100	\$ 75	\$ 100	\$ 242	\$ 100		
Postage	\$ 50		\$ 50		\$ 50		
Golf Tournament	\$ 3,000						
Relief Fund							
TOTAL EXPENSES	\$ 72,050	\$ 27,132	\$ 68,000	\$ 72,057	\$ 68,000	\$ 97,513	\$100,875

BOTTOM LINE: Revenue - Expenses \$ 47,174 \$ (7,777) \$ -



Respectfully Submitted, Karen Moorefield

**North Carolina Healthcare
Human Resources Association
Membership Report
December 3, 2010**

2010 Memberships

Membership Renewals Received – 2010.....	119
New Members.....	19
Honorary Members	13
Total Memberships	151

New Member Applications

The following member applications were received and approved for membership.

Name	Title	Facility	District
Patricia Bigelow	HR Manager	Alamance Regional	2
Vanya Vestal	HR Director	Wilkes Regional Medical Center	2

Membership books are being printed and will be distributed this month.

Respectfully Submitted,



Lesley H Hunter
Lesley H Hunter
NCHHRA Vice President of Membership

OUR CREED



To provide assistance and guidance to other association members upon request and to honor all confidences; to keep the Association free from partisan influence; to be willing to serve the Association in any capacity when called upon; and to maintain the high moral and ethical standards required of our profession.

Affirmative Faction
is published quarterly
by the
N.C. Healthcare
Human Resources Association



Grace Moffitt, Editor
Vice President - HR
Moses Cone Health System
Janice Jeffries, Assistant Editor

Denise O'Hara, President

To contribute articles, please contact Grace
by phone at 336-832-4386 or via email at
grace.moffitt@mosescone.com

NCHHRA is an affiliate of ASHHRA



NCHHRA
Grace Moffitt, Editor
Moses Cone Health System
200 E. Northwood Street
Greensboro, NC 27401

Our Mission:

To promote the profession and practice of Human Resources management in healthcare through development and collaboration.