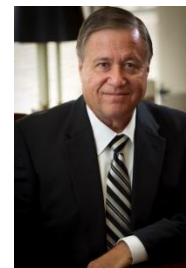


From the President

Richard Rogers

“The achievements of an organization are the results of the combined effort of each individual”

-Vince Lombardi



I am writing my article just as we have just concluded our final NCHHRA Executive Committee for 2011.

Wow....., here we go!

SAVE THE DATE.....IT’S OFFICIAL!! On behalf of the NCHHRA Executive Committee, I am pleased to announce that our **2012 NCHHRA Annual Conference** will be held on **May 2nd thru May 4th** in MYRTLE BEACH at the Marriott Resort & Spa at Grande Dunes.

I am also pleased to announce, the Executive Committee has approved the engagement of a meeting planner to coordinate our 2012 Conference. All members will soon be receiving Registration Materials from Jayne King of King Events located in Charlotte, NC. The addition of a formal meeting planner to our Conference Committee will assist our Committee Members as they focus on the development and content of our Annual Conference, as opposed to the logistic details and registration process of our members and vendors.

Now to an item to which I both regret and am pleased to announce. Vice President of Membership, Maria Stephens has accepted a new opportunity with Community Memorial Health Center in South Hill, Virginia. While Maria has expressed an interest to continue her membership with NCHHRA as an Associate member, consistent with our Association Bylaws, she may not hold a leadership position.

Continued

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From the President --continued

In light of Maria's resignation, Past President, Denise O'Hara who Chaired this year's Nominating Committee, recommended and the Executive Committee approved the following **Officer changes for 2012**:

- **Amy Crabbe** (President 2007), who was elected to serve as our 2012 District I Director, has agreed to serve as our **President-Elect**
- **Hope Reynolds**, who was elected to serve as our 2012 Audit Chair, has agreed to serve as **District I Director**
- **Lori Harrell**, has agreed to serve as our **Audit Chair**

The **2012 Conference Committee** will be **Chaired by Amy Crabbe** who has agreed to serve as President- Elect.

As this is my last article as President, I must say I have really enjoyed writing the "From the President" segment for our newsletter, *The Affirmative Fraction*. As I expressed in my previous articles, and of course you all have read them with great interest, serving in the various leadership roles of the Association and this year as President, has been a wonderful Journey.

As President, it has been a privilege to work with an exceptional team of leaders who comprised our 2011 Executive Committee. **Each member of our Executive Committee provided their individual commitment and talents to assure the Mission of our Association was achieved.** Because of our active Member participation, our Association ends the year with a strong membership and financial position that will support our successful Journey into 2012.

Sincerely,
Richard K. Rogers, FACHE
President, NCHHRA



District Meetings

District II

District 2, representing most of the Piedmont Triad area hospitals, gathered together in Winston-Salem at Novant Health on Friday, October 28th. There were representatives from Alamance Regional, Hugh Chatham, Morehead Hospital, Twin County Healthcare, High Point Regional, Randolph Hospital, Wake Forest Baptist Hospital, and Novant Health.

After an hour of networking and general information sharing, we were fortunate to have a wonderful and informative presentation by three senior members of the Aon consulting group. They were Madeline Cashdollar, Laurin Eastling, and Paul Goldbeck, all presented topics which were relevant and timely. The first topic was on Employee Engagement and changes in employee thinking and attitudes. Organizations with engagement levels over 65% consistently outperform their competition and realize larger profitability and revenue growth. Our second topic discussed the realities of health care reform, including leaner and meaner plan designs, greater acceptance of Consumer Driven healthcare plans, and the rapid growth of programs to improve the health and wellness of the employee population.

After Health care, the second part of the presentation was about Market volatility impact on retirement income adequacy. Studies have shown that only 20% of full career contributors are expected to have adequate retirement income and 50% of employees are projected to be short by two times pay or more.

Our third topic was related to compensation and performance expectation. The percentage of variable pay is increasing for the salaried, exempt population and there is a move toward emphasizing and communicating total compensation. There is a definite need to differentiate and reward the high performers for retention. The speaker offered numerous approaches including providing additional learning opportunities, reserving a position of the merit budget, retention bonuses, and the creation of a supplemental bonus pool.

Overall, the presentations offered the group many specific suggestions for implementation to leverage health care, retirement plans, and compensation programs to increase employee engagement, decrease turnover and improve the bottom-line.

Submitted by,
Andrea West
District 2 Director

District IV

December 9, 2011

We have scheduled our annual District IV Member Meeting for Monday, December 12th at Johnston Health. Guest speaker for the meeting will be attorney Gretchen Ewalt with the law firm of Ogletree, Deakins, Nash, Smoak & Stewart, P.C. In addition to Ms. Ewalt's presentation, the agenda includes introductions, update on NCHHRA activities and a round table discussion. No other activities took place in District IV during the past quarter.

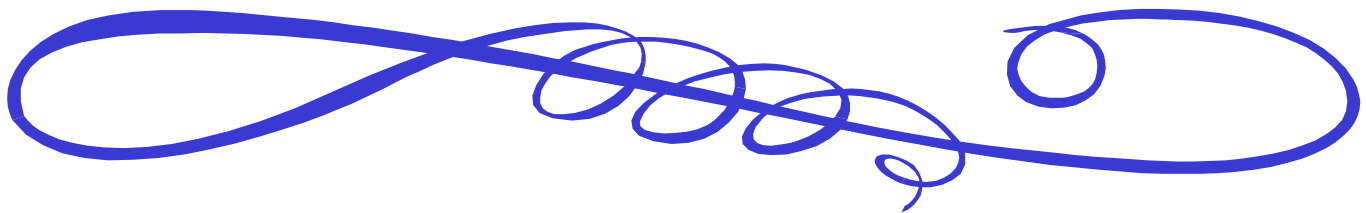


Submitted by
Timothy A. Hays
VP of Human Resources
Johnson Health

District VI

District 6 has not met since the spring meeting. A conference call meeting is planned for December.

Submitted by
Beth Beswick
VP, Human Resources/Public Relations
Carteret County General Hospital



Compensation & Benefits Survey

2011 COMMITTEE CHAIR REPORT

December 9, 2011

- Year to date revenue totals \$38,885
- The timeline for the 2012 NCHHRA Compensation & Benefits Survey will be the same as 2011. Communications for the survey will begin in mid-January
- Have a conference call scheduled for Monday December 12 with Integrated Healthcare Strategies to discuss and finalize the cost of the survey for 2012.



Submitted by,
Bob Borbet
HR Manager
Southeastern Regional Medical Center

**North Carolina Healthcare Human Resources Association
Executive Committee Meeting
December 9, 2011**

Conference Committee Report

After discussion with the members of the board it was determined that NCHHRA needed to enlist a conference planner for assistance planning our conferences. An RFP was sent to 8 conference planners to work with the conference planning committee. The Executive Committee has selected Jayne King Meetings & Events from Charlotte.



Respectfully Submitted,
Leslie Hunter
Human Resources Director
CarolinaEast Health System

Student Affiliation

UNC's MHA program continues to be interested in partnering with the NCHHRA members during the fall course, (September-November), Human Resources Management in Healthcare Organizations.

Given the curriculum/syllabus changes, we were unable to meet deadlines this year, but look forward to further partnership with this program in 2012.



Respectfully Submitted,
Mandy Eaton, MHA, SPHR
Dir. of HR, Training and Development
Alamance Regional Medical Center

2011 Audit Report Update

Request emailed to Executive Committee members, District Directors and Committee Chairpersons asking that they submit their 2011 Annual Goal Report/Accomplishments by December 16th.

Extension requested by the Chair, Communications/Newsletter Committee to submit the 2011 Annual Goal Report/Accomplishments after the last edition of the newsletter. Extension approved.

A final audit of the 2011 Goals/Accomplishments and the 2011 Financial records will be completed and submitted to the President by the first Executive Committee Meeting of 2012.



Respectfully Submitted,
Denise Laws
Sr. HR Coordinator
Wayne Memorial Hospital

Web/Internet Chair Report

Website: Updated latest edition of the Affirmative Faction
List Server: Monitor emails for appropriateness



Respectively submitted
Polly Weese
HR Manager
Cape Fear Valley Health System

How to Deal with Change

(Without Losing Your Mind, Becoming Violent, or Going to Prison)

Change is a word that brings about many emotions and one that frightens many of us, whether it is in our personal lives or in our professional career. Often when we hear the word “change”, we automatically become suspicious, frustrated, confused, hesitant, irritable, and insecure. On the other hand, change can bring about hopefulness, excitement, enthusiasm, and optimism.

At the 2011 Conference of the North Carolina Healthcare Human Resources Association held in Myrtle Beach, SC, Denise Ryan gave an engaging presentation on Dealing with Change. How to deal with change (without losing your mind, becoming violent, or going to prison) is a topic that we can all relate to, since we all have change to deal with at some point in our professional and personal lives. The question is how we will handle that change? Whether professional or personal, our attitude regarding change is the key in determining if we make it through the process with our sanity still intact.

This presentation allowed me to evaluate the major life events that I have encountered in the past year, along with the changes in my professional career. One of the most taxing life events this past year had to be my daughters getting their driver's permits. As Denise brought out in her presentation, I had to decide whether to accept or reject this change. Although I would have preferred the later of these two, instead I decided to accept it. It has not been easy to give up control and accept that my girls are growing up. Denise brought out some great points that I have reflected on during this transition. For example, what did I stand to gain/lose from the change and what was I afraid of? Obviously, I'm afraid of my kids' driving! Not because they are bad drivers, but because there are bad drivers on the road. Also, maybe I'm afraid of them not needing me because a driver's permit is one step closer to a driver's license. However, on the positive side, when they get their license, then I regain my freedom from being the taxi mom. (Although, I really like the perks that come with taking my kids and their friends everywhere.)

Other key points that Denise made were that we need not only recognize change, but understand change, and recognize why it is important. When we decide whether to accept or reject change, we also choose our attitude, action, and style for handling the change. With each change we should review, evaluate, and adjust. Last, but definitely not least, we should always remember that we are in control of the effects that the change will have on our lives. In her presentation, she referred to a quote by William Ernest Henley, “I am the master of my fate; I am the captain of my soul.” Through every change or major life crisis that we go through in our personal and professional life, we can choose to grow or become stagnant through acceptance or resistance to the change. She also brought out the different personality types that emerge when change takes place. Each of us has the potential to be any of these depending on the situation and how we choose to handle the change that is taking place in our lives.

The presentation on How to deal with change has been very beneficial to me in the past few months. I learned that no matter what change comes along, I can go through it without losing my mind, becoming violent, or going to prison! I feel that Denise did an outstanding job with a topic that we can all relate to in our daily lives.



Annette H. Casey
Compensation & Benefits /
HRIS Specialist
Wayne Memorial Hospital

The Road to High Reliability:

Lessons from Naval Aviation and their Application in Healthcare:

Steve Kreiser, CDR, USN Ret., MBA, MSM

One of the highlights of the 2011 NCHHRA Conference for me was hearing Steve Kreiser discuss his experience as a naval pilot and the importance of teamwork in maintaining a safe environment.

High risk industries such as naval aviation have achieved exemplary safety records over the years, but not without a great deal of teamwork. Steve demonstrated this graphically by showing videos of planes landing on aircraft carriers in the middle of the ocean. In all of these situations, accuracy was paramount to whether a landing was considered safe or whether it became disastrous, causing great damage to the ship, the plane, and to the naval pilot and their peers.

The lessons learned from naval aviation invite us to take advantage of the skills of our team, just as naval personnel do on the flight deck each day, in which rank has no privilege, junior sailors can shut down the flight deck, and everyone “owns” the mission.

Cross-checking improves reliability and reduces errors in naval aviation as well as in healthcare. Individually, our reliability may be limited to one defect per 1000 opportunities. However, when we all work together and cross-check each other’s actions, our combined reliability adds up and reduces the probability of errors to one per one million opportunities.

Steve made it easy for us to see that the attitudes formed in naval aviation can easily be translated into safety initiatives in healthcare to continue to prevent patient harm.

Hope Reynolds
Director of HR and Support
Pardee Hospital

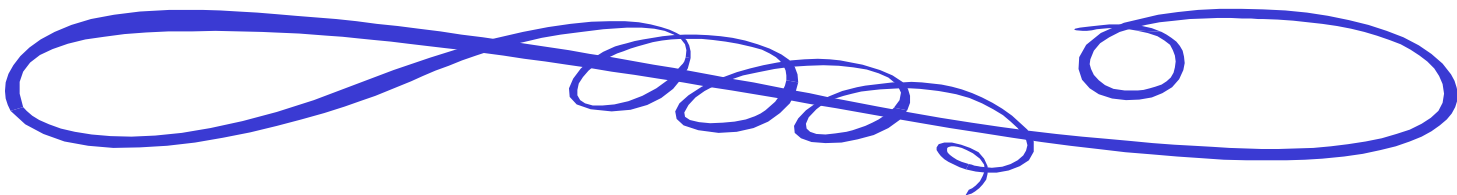


2012 Slate of Officers

- President:** Lesley Hunter, CarolinaEast Health System
Director of Human Resources
lhunter@carolinaeasthealth.com
- President-Elect:** Amy Crabbe, Appalachian Regional Healthcare System
Senior Vice President of Human Resources
acrabbe@apprhs.org
- Immed. Past President:** Rick Rogers, Wayne Memorial Hospital
Vice President, Human Resources
richard.rogers@waynehealth.org
- Vice Pres./Membership:** Tonya Jones, Maria Parham Medical Center
Vice President, Human Resources
jonesto@mphosp.org
- Secretary:** Sondra Davis, Harnett Health System
Vice President, Human Resources
sadavis@bjrh.org
- Treasurer:** Mandy Eaton, Alamance Regional Medical Center
Director of HR, Training and Development
meaton@armc.com
- District I Director:** Hope Reynolds, Pardee Hospital
Executive Director, HR & Support Services
hope.reynolds@pardeehospital.org
- District II Director:** Jeff Seaford, Hugh Chatham Memorial Hospital
Director of Human Resources
jseaford@hughchatham.org
- District III Director:** Christine McKenzie, Lake Norman Regional Medical Center
Director of Human Resources
christine.mckenzie@hma.com
- District IV Director:** Lisa Hodges, Rex Healthcare
Employee Relations & Diversity Manager
lisa.hodges@rexhealth.com
- District V Director:** Derrick Boone, Sampson Regional Medical Center
Director of Human Resources
dboone@sampsonrmc.org
- District VI Director:** Beth Beswick, Carteret General Hospital
Vice President, Human Resources
bbeswick@ccgh.org

2012 Committee Chairpersons

Audit Committee	Lori Harrell, Nash Healthcare Systems Director, Human Resources <i>lharrell@nhcs.org</i>
Communication/Newsletter	Denise O'Hara, Wilson Medical Center Vice-President, HR/OD/Wellness & Food & Nutrition <i>denise.ohara@wilmed.org</i>
Compensation/Benefits Survey	Bob Borbet, Southeastern Regional Medical Center Compensation/Benefits Manager <i>borbet01@srmc.org</i>
Internet/Website	Polly Weese, Cape Fear Valley Health System Manager of Personnel <i>vpweese@capefearvalley.com</i>
Legislative Affairs/Bylaws	Tom Stevens, Morehead Memorial Hospital Vice President, Human Resources <i>tstevens@morehead.org</i>
Scholarships	Sherry Cox, Ashe Memorial Hospital Chief Human Resource Officer <i>hr@ashememorial.org</i>
Student Affiliations	Andrea West, Novant Health Corporate Manager, Compensation <i>amwest@novanthealth.org</i>





From Grace Moffitt

Welcome to the ASHHRA Update!

ASHHRA continues to develop products and services to meet the needs of our membership. We are excited to share the new ASHHRA HR Concierge Services. The service is designed to offer members the opportunity to "Ask the Expert" as well as have access to a "Resource Library".

ASHHRA HR Concierge

ASHHRA HR Concierge is a service that offers personal attention to the health care HR profession by providing custom tools and resources that are essential to the field.

Ask the Expert

A member benefit that provides you with custom resources to meet your individual health care HR needs.

- Provides project consulting to our members on a personal scale
- HR practitioner on-staff to address custom requests for research, resources, and other HR needs (Requested resources can be obtained within 48-72 hours)
- Focuses on providing custom HR research information in the areas of Benefits, Training and Development, Talent Management, and many other topics that reflect the ever-changing scope of health care HR.

Resource Library

An alignment of tools and resources that reflect the ever-changing landscape of health care HR

- White Papers -Talent Management, Benefits, etc.
- Toolkits - HR Leadership, Mentoring, and Health Care Reform
- Surveys - Compensation, HR Metrics, and Labor Relations
- Case Studies - Workplace Intimidation, Employee Engagement, and Culture of Health
- Custom Research Project Consultation (initial 2 hours free) - HR Practices, Performance Management, etc.

For more information, contact Jamie Macander at jmacander@aha.org or at 312-422-3729.

Please mark your calendars and join us for the ASHHRA 48th Annual Conference "Leading People Through Change" in Denver, Colorado, September 22-25, 2012.

As always please share any feedback or ideas for ASHHRA with me through email at grace.moffitt@conehealth.com or by phone 336-832-3575.

LEGISLATIVE AND BY-LAWS COMMITTEE REPORT

September 23, 2011

Legislative Update

A) National Labor Relations Poster Scheduled To Go Up January 31, 2012

The NLRB has issued a notice requiring employers to put up a new poster effective January 31, 2012 advising employees of their right to organize, bargain collectively with their employer regarding wages, hours, and benefits, and to picket and strike. The controversial poster has resulted in a bill, H.R. 2833, being introduced in the House that would repeal the rule requiring the poster. In addition, the U.S. Chamber of Commerce and the National Association of Manufacturers have filed lawsuits to block the NLRB from implementing the rule.

B) Proposed Legislation Would Prevent Discrimination Against Unemployed Applicants

Two bills have been introduced in Congress that would prohibit employers from considering the unemployed status of applicants when making hiring decisions. House Bill 2501 and Senate Bill 1471 were both introduced this past summer. If passed into law, the legislation would make it illegal for employers to refuse to consider individuals for employment because of their status as unemployed. It would also be illegal for employers to advertise or otherwise announce a position vacancy indicating that an individual's status as unemployed disqualifies the individual for consideration ("must be currently employed"). Employment attorneys are cautioning employers that even off-hand remarks regarding an individual's unemployed status could result in a law suit if the legislation passes. Both bills are in their respective Committees on Health, Education, Labor and Pensions.

Status Update: Both the Senate and House bills are still in their respective committees.

C) E-Verify Program Signed Into Law in NC

Governor Perdue signed the E-Verify bill into law this past June. The law will require most employers in the state to begin using E-Verify to confirm the eligibility of newly hired individuals to work in the U.S. While state agencies are already required to use the system, the requirement will be phased in for different employers from October 1, 2011 through July 1, 2013 on the following schedule: 10/01/11—municipalities and counties; 10/01/12—employers with 500 or more employees; 01/01/13—employers with 100—499 employees; 07/01/13—employers with 25-99 employees.

May want to consider having a presentation on E-Verify at next conference

D) NC House Bill 63: Firearm in Locked Vehicle

A bill has been introduced in the NC House that would make it illegal for an employer to prohibit the storage of a firearm and ammunition on its premises when out of sight and locked in a motor vehicle. In addition, the employer would be liable to anyone injured as a result of an unlawful prohibition, and that a person may bring a civil action against an employer to enforce their right to store a firearm on the employer's property. An employer would not, however, be held liable for damages resulting from another person's actions involving a firearm stored in a locked vehicle in a manner that complies with state law. If passed, the bill would become law on December 1, 2011.

Current Status: Referred to Judiciary Subcommittee on February 10, 2011. No action on bill since that time.



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

NCHHRA 2011 BUDGET

Beginning Balance 1/1/11 **\$89,953.39**

REVENUES

	2011 BUDGET	2011 ACTUAL
Survey Revenue	41,000.00	38,885.00
Membership Dues	10,500.00	8,825.00
Conference Revenues	48,300.00	59,725.00
Advertising		
Miscellaneous		
Chapter Achievement Award	0.00	1,100.00
Interest Income Earned		
Interest: Time Deposit - 11 Mon/Bus Enhanced Rate Sv	225.00	88.31
Interest: Time Deposit - 24 Mon	150.00	4.26
Adjustment		
Golf Tournament	0.00	75.00
ASHHRA Leadership Refund		
TOTAL REVENUE	\$100,175.00	\$108,702.57

EXPENSES

Survey Expenses	\$22,400.00	\$21,700.00
Conference Expenses	\$46,150.00	\$47,559.57
Speakers Fee\Travel	\$12,000.00	\$6,059.42
Lodging		
Food		
AV Equip		
Conv Makers		
Membership Directory	\$2,700.00	\$2,618.54
Scholarships (HOSA & NCHHRA)	\$6,000.00	\$3,000.00
Affirmative Faction (newsletters)	\$0.00	
Awards/Gifts	\$1,000.00	\$917.15
ASHHRA Registration/Lodging	\$5,500.00	\$4,357.10
ASHHRA Leadership Conference	\$1,200.00	\$1,002.95
ASHHRA Dues	\$375.00	
SHRM Dues		
Tax Filing Fee (Accountant)	\$650.00	\$500.00
Bank Service Charge	\$50.00	\$48.78
District Meeting Expenses		\$97.97
Workforce Development	\$2,000.00	
NCHHRA Website	\$150.00	\$123.99
IT Equipment		
IT software/miscellaneous		
Other Expenses		
D&B - Envelopes & Letterhead		
Envelopes & Postage		
Frames		
Misc.		\$28.65
Postage		
Golf Tournament		
Relief Fund		
TOTAL EXPENSES	\$100,175.00	\$88,014.12

Ending Balance 9/22/11 **\$110,641.84**



Submitted by,
Tonya Jones
 Maria Parham Medical Center



North Carolina Healthcare Human Resources Association

Membership Report – Executive Committee Approval Request December 9, 2011

2011 Memberships

Membership Renewals Received 0 (91 total)

New Members2 (20 total)

Honorary Members0 (13 total)

Total Memberships..... 124 total

New Member Applications

Two new member applications were received and requesting approval for membership:

Name	Title	Facility	District
Jeff Chambers	CHRO	University Health Systems of Eastern Carolina	5
Janet Donithan	HR Generalist	Twin County Regional Healthcare, Inc.	2

Respectfully Submitted,



Maria Stephens
Granville Health System
Vice President of Membership

For New and Renewal Membership Applications Press Ctrl + click here:

[Application](#)

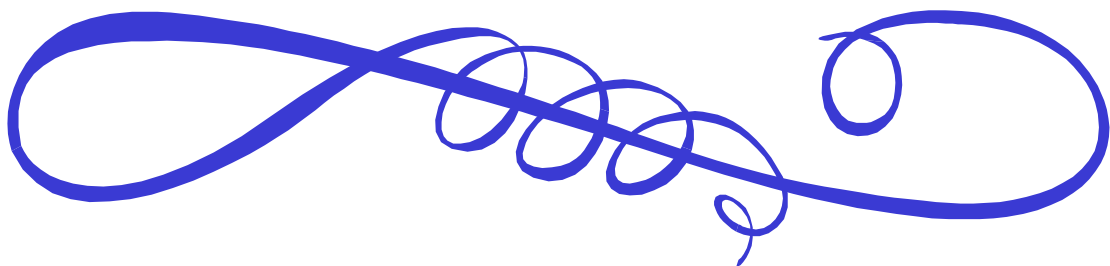


Editor's Message:

Everyone, this edition of the "Affirmative Faction" will be my last edition as your Editor. It has been an honor and pleasure to serve you over the last six years. A special thank you to Janice Jeffries for all of her support and creativity to ensure that we had a high quality Newsletter each quarter. We leave you in excellent hands as Denise O'Hara takes the reins as Editor for 2012. Again, many thanks for six fabulous years!!



Janice and Grace



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
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by the
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Human Resources Association



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

To contribute articles, please contact Grace
by phone at 336-832-4386 or via email at

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.