

HISTORY  
OF  
KANSAS HOSPITAL HUMAN RESOURCES ASSOCIATION

The Kansas Hospital Human Resources Association was originally started in the Fall of 1976 because of a letter campaign by several Personnel Directors to the Kansas Hospital Association. The proposal to start the association was presented and approved by the KHA Board of Directors on November 10, 1976 at the Annual Convention in Wichita, KS.

Gerald Laymen, Personnel Director of St Francis Hospital, Wichita, who had chaired the KHA Special Committee on Personnel Management, also chaired the first organizational meeting held on December 16, 1976 at St Francis. Along with Larry Shaffer and Nelson Tilden from KHA, those in attendance were:

Donald B Ast	St Mary's (Emporia)
Wade Dexter	Lawrence
Larry Evans	St John's (Salina)
Loretta Fletchall	Hutchinson
Cathy Harmes	St Mary's (Manhattan)
Nancy Hedrick	Prairie View (Newton)
A Francis Horning	Wm Newton (Winfield)
Kenneth Jones	Labette Co (Parsons)
Gene Juno	St Joseph (Larned)
Sam Kellam	Wesley (Wichita)
Ron Larison	Stormont-Vail (Topeka)
Doyle McKimmy	Halstead
R James Mitchell	Wesley (Wichita)
Marsha Newell	Hadley (Hays)
Larry Patterson	Anderson County (Garnett)
Tom Peterson	St Anthony's (Hays)
Larry Reece	Central Ks Med Center (Great Bend)
Brenda Reed	Memorial (Manhattan)
Dale Richmond	Sisters of St Joseph (Wichita)
Pete Smith	KU Med Center
Clark Weiser	St Catherine's (Garden City)
Harriet White	Memorial (Topeka)
Lamar Young	Shawnee Mission

During this meeting, those present decided to name the new association: The Kansas Hospital Personnel Management Association. An Organizational Committee was formed and the purpose and objectives, organizational structure, and educational activities of the organization were discussed.

On January 13, 1977, the Organizational Committee met at St John's Hospital in Salina to discuss the by-laws. Those present were:

Larry Evans	St John's (Salina)
Doyle McKimmy	Halstead
Marsha Newell	Hadley (Hays)
Tom Peterson	St Anthony (Hays)
Dale Richmond	Sisters of St Joseph (Wichita), Chairman
Larry Shaffer	KHA (Topeka)
Pete Smith	KU Med Center
Nelson Tilden	KHA (Topeka)
Larry Wilson	St Francis (Wichita)

Meeting again on January 28, 1977, the Organizational Committee nominated and elected the following officers:

President: Dale Richmond  
Sisters of St Joseph (Wichita)

Vice-President: Larry Evans  
St John's (Salina)

Secretary: Marsha Newell  
Hadley (Hays)

Treasurer: Doyle McKimmy  
Halstead

Program Committee: Larry Evans, St John's (Salina), Chairman  
Pete Smith, KU Med Center  
Larry Wilson, St Francis (Wichita)  
Doyle McKimmy, Halstead  
Ron Larison, Stormont-Vail (Topeka)  
Tom Peterson, St Anthony's (Hays)

Membership Committee: Doyle McKimmy, Halstead, Chairman  
Pete Smith, KU Med Center  
Marsha Newell, Hadley (Hays)  
Gene Juno, St Joseph (Larned)  
Gary Pulliam, Mt Carmel (Pittsburg)  
Sister Mary Alice Girrens, Pratt

It was agreed at another meeting on March 4, 1977 that membership would be solicited from all institutional members of Kansas Hospital Association. All persons professionally engaged in personnel management at these hospitals would be invited to attend the association's first meeting.

On May 20, 1977, the first educational meeting of the Kansas Hospital Association was held at the Hilton Inn in Salina. At the meeting, the following speakers made presentations:

The Personnel Management Function	William J VanCleve American Hospital Association
The Role and Responsibility of State Hospital Personnel Management Association	Larry Torgler, President Iowa Personnel Management Association
Film on Labor Relations	Marilyn Gates, KHA

At the fall Annual Kansas Hospital Association meeting held November 10 & 11, 1977 at Glenwood Manor Hotel in Kansas City, the Association also sponsored a second educational program featuring William J VanCleve with the American Hospital Association.

The 40 Charter members of the Association in 1977 were:

Gerald Alkire	Hiawatha
Floy Bowers	Memorial (Abilene)
Rogers Brazier	Wamego
Wade Dexter	Lawrence
Joyce Dickerson	Asbury (Salina)
Larry Dillon	Mt Carmel (Pittsburg)
Shirley Doyle	Memorial (Manhattan)
Larry Evans	St John's (Salina)
Loretta Fletchall	Hutchinson
Cathy Harmes	St Mary's (Manhattan)
Nancy Hedrick	Prairie View (Newton)
A Francis Horning	Wm Newton (Winfield)
Kenneth Jones	Labette Co (Parsons)
Sam Kellam	Wesley (Wichita)
Ron Larison	Stormont-Vail (Topeka)
James McFadden	Attica
Doyle McKimmy	Halstead
Vernon Minnis	Pratt
R James Mitchell	Wesley (Wichita)
Marsha Newell	Hadley (Hays)
W Keith Parker	Osteopathic (Wichita)
Thomas Peterson	St Anthony (Hays)
Maxine Phillips	Mercy (Ft Scott)
Herbert Reck	St Joseph (Wichita)
Brenda Reed	Memorial (Manhattan)
Sarah Reed	Geary Community (Junction City)
Dale Richmond	Sisters of St Joseph (Wichita)
Larry Shaffer	KHA (Topeka)
Pete Smith	KU Med Center
Norma Stegman	St John's (Salina)
Stormont-Vail	
Personnel Dept	Stormont-Vail (Topeka)
Bill Tusten	KU Med Center
Flora Umbarger	Anderson Co (Garnett)
Jay Underwood	Northwest Kansas (Goodland)
Clark Weiser	St Catherine's (Garden City)
John Whearty	Sisters of St Joseph (Wichita)
Larry Wilson	St Francis (Wichita)
Rubye Winter	Maude Norton (Columbus)
Lamar Young	Shawnee Mission
Sr Jeanne Zeugin	St John (Leavenworth)

1978

By June 12, 1978 membership in the Kansas Hospital Personnel Management Association had increased to 56 members.

The Officers for that year were as follows:

President: Larry Evans  
St John's (Salina)

Vice-President: Larry Wilson  
St Francis (Wichita)

Secretary: Flora Umbarger  
Anderson County (Garnett)

Treasurer: Doyle McKimmy  
Halstead

District Director #1 & 3: Pete Smith  
KU Med Center

District Director #2: Larry Dillon  
Mt Carmel (Pittsburg)

District Director #4: Floy Bowers  
Memorial (Abilene)

District Director #5: John Whearty  
Sisters of St Joseph (Wichita)

District Director #6: Vernon Minnis  
Pratt

District Director #7: Marsha Newell  
Hadley (Hays)

District Director #8: Clark Weiser  
St Catherine's (Garden City)

Program Goals for 1978:

Building A Foundation

- 1) Sharing common problems
- 2) Keeping membership informed on legislative problems
- 3) Upgrading professionalism in the area of personnel management

Potential speakers and programming:

Time Management                      Performance Appraisal  
Stress                                      Team Building

Spring Meeting (May 18, 1978)

Fall meeting (November 2, 1978)

1979

The Officers for 1979 were as follows:

- President: Larry Wilson  
St Francis (Wichita)
- Vice-President: Loretta Fletchall  
Hutchinson
- Secretary: Ron Larison  
Stormont-Vail (Topeka)
- Treasurer: Vernon Minnis  
Pratt
  
- District Director #1: Howard McCracken  
Atchinson
- District Director #2: Rubye Winter  
Maude Norton (Columbus)
- District Director #3: Floy Bowers  
Memorial (Abilene)
- District Director #4: Paul Van Dine  
St Joseph (Wichita)
- District Director #5: Opal Spillman  
Sheridan Co (Hoxie)
- District Director #6: Vernon Minnis  
Pratt

Theme for 1979: Professionalism - a Transition to the '80's.

Possible programming topics:

- |   |  |
|---|--|
| Equal Employment Opportunity                          | Affirmative Action Program                             |
| Discipline and Grievance Procedures                   | Wage/Price Guidelines                                  |
| Planning for Personnel Managers                       | Troubled Employee Programs                             |
| Personnel Responsibilities for<br>Employee Activities | Selling the personnel function<br>Absenteeism/Turnover |

August 29,30,1979 Program:

- Cracker Barrel "Stretching your Benefit Dollars"  
John Whearty, St Joseph (Wichita)
  
- KHA Personnel Policy Planning Guide  
(included new concept of Paid-Time-Off- PTO)
  
- Old, New and Pending Laws and Regulations Affecting  
Employees - Marilyn Gates, KHA

November 8,9,1979 Program:

- What's Different about Employees in Today's  
Job Market ? - Gordon Funk

AMENDMENT TO BY-LAWS:

- 1) Change from seven (7) districts and directors to six (6)
- 2) Delete Article 12 - thereby abolishing the said "temporary Board of Directors".
- 3) Make the Vice-President position an automatic progression to the position of President the following year.

1980

During 1980, the membership grew to 67 members. The Officers for 1980 were as follows:

President:	Loretta Fletchall Hutchinson
Vice-President:	Ron Larison Stormont Vail (Topeka)
Secretary:	Cathy Harmes St Mary's (Manhattan)
Treasurer:	Tom Peterson St Anthony's (Hays)
District Director #1:	Harriet White Memorial (Topeka)
District Director #2:	Anita Breen Mercy (Independence)
District Director #3:	Sarah Reed Geary CO (Junction City)
District Director #4:	Nancy Hedrick Prairie View (Newton)
District Director #5:	Mark LeCluyse St Joseph (Concordia)
District Director #6:	Marcella Diller St Catherine (Garden City)

1980 Goals - "New Decade-New Challenges":

- 1) Promote membership & communication among District's members to achieve more participation.
- 2) Completion of the Supervisory Training Manual currently being developed by KHA representatives and members.
- 3) Promote membership and involvement of KHPMA members.
- 4) Initiate a newsletter to be compiled from news items submitted by District Directors.
- 5) Jointly work with KHA to develop guidelines for standardizing statistical information which could be used to compare labor statistics and also a statewide manpower study.
- 6) Joint programs with KAHEC and HFMA.

Spring Meeting: Developing Hospital Job Performance Standards -Jim Velghe  
Employee Benefits - Gardner & White

Fall Meeting:  
Discussion re: affiliation with American Society of Hospital  
Personnel Administrators (ASPA)

1981

The membership maintained its size with 64 members. The officers for that year were:

President: Ron Larison  
Stormont Vail (Topeka)  
Vice-President: Cathy Harmes  
St Mary's (Manhattan)  
Secretary: Doyle McKimmy  
St Joseph (Wichita)  
Treasurer: Harriet White  
Memorial (Topeka)

District Director #1: Dan W Pope  
Menniger (Topeka)  
District Director #2: Anita Breen  
Mercy (Independence)  
District Director #3: Brenda Reed  
Memorial (Manhattan)  
District Director #4: Nancy Hedrick  
Prairie View (Newton)  
District Director #5: Rex Snavely  
Asbury (Salina)  
District Director #6: Marcella Diller  
St Catherine (Garden City)

Spring, 1981 Meeting: Wichita, KS

"Labor Relations"  
Norman Metzger, Vice President for Personnel,  
Mt Sinai Medical Center, New York  
"Complying with Section 504 of the Rehabilitation Act"  
Robert Young, Kemp & Young Human Resources Consultants

Fall, 1981 Meeting: Topeka, KS

"Discriminatory Employment Practices & How to Respond to Claims"  
Joe Doherty, EEOC Regional Office  
"Computerized Time and Attendance Systems"  
Loretta Fletchall, Hutchinson Hospital  
"Stress Management & Professional Burnout"  
Ted Warren, PhD., Stormont-Vail Hospital  
"Mock Employment Interview"  
Rex Snavely, Asbury Hospital  
Anita Breen, Mercy Hospital  
Bob Jenkins, Axtell-Christian Hospital

1982

In 1982 the membership increased slightly to 71 members. The Officers were:

- President: Cathy Harmes  
St Mary's (Manhattan)
- Vice-President: Harriet White  
Memorial (Topeka)
- Secretary: Rex Snavelly  
Asbury (Salina)
- Treasurer: Marcella Diller  
St Catherine's (Garden City)
  
- District Director #1: Mike Groves  
St Francis (Topeka)
- District Director #2: Maxine Phillips  
Mercy (Independence)
- District Director #3: Floy Bowers  
Memorial (Abilene)
- District Director #4: Sherry Goodrum  
St Lukes (Wellington)
- District Director #5: Fred Meis  
St Anthony's (Hays)
- District Director #6: William Wheller  
Dodge City

Goals for 1982:

1. To continually strengthen the organization by promoting new membership, to encourage active involvement by members in organizational activities and programs.
2. To plan educational programs as determined by the identified needs of the membership.
3. To establish rapport with other allied organizations of KHA where appropriate, and to consider joint programs or special projects where mutual concerns exist.
4. To promote and recognize high standards of personal achievement and professional development of the membership.
5. To actively involve as many members as possible in KHPMA programs, serving on various committees or special projects, and in planning programs where individuals may have special interests or expertise.
6. To promote a closer relationship on the district level through organizational meetings.
7. To increase the involvement of the District Representatives in recruitment of new members from each of their districts, and to share information on news, etc. from their districts for the KHPMA newsletter.

Spring, 1982

Fall, 1982

- "A Manpower Scheduling and Control System"  
Bob Fullman, Humana Hospital Copr
- "New Manager Orientation"  
Gerald Layman, Wesley Medical Center
- "Delegating" (Film)
- "Self-Funded Insurance"  
Norma Mc Cord & William Griffith, Southwest Medical Center

1983

Officers:

President:	Harriet White Memorial (Topeka)
Vice-President:	Rex Snavely Asbury (Salina)
Secretary:	Sherry Goodrum St Lukes (Wellington)
Treasurer:	Bill Wheeler Dodge City
District Director #1:	Bernard Becker Stormont-Vail (Topeka)
District Director #2:	Maxine Phillips Mercy (Independence)
District Director #3:	Sarah Reed Geary Community (Junction City)
District Director #4:	Nancy Hedrick Prairie View (Newton)
District Director #5:	Marsha Newell Hadley (Hays)
District Director #6:	Suanne Moore Bob Wilson Mem (Ulysses)

Goals

1. To promote high standards of professional ethics, education and effectiveness in the area of human resources management.
2. To conduct and participate in educational programs and activities identified by the membership.
3. To increase membership in KHPMA.
4. To maintain a cooperative relationship with other allied health groups and promote joint educational meetings.
5. To share KHPMA information with members through the newsletter, personal contact, district meetings and regular meetings.

1984

Officers:

President: Rex Snavely  
Asbury (Salina)  
Vice-President: John Whearty  
Sisters of St Joseph (Wichita)  
Secretary: Gerald Laymen  
Wesley (Wichita)  
Treasurer: Sherry Goodrum  
St Lukes (Wellington)  
District Director #1: Joyce Beardsley  
St Mary's (Emporia)  
District Director #2: Robert Owen  
Mercy (Independence)  
District Director #3: Larry Koll  
Community Mem (Marysville)  
District Director #4: Doyle McKimney  
St Joseph (Wichita)  
District Director #5: Larry Gales  
St Joseph (Concordia)  
District Director #6: Kevin White  
Kearny Co (Lakin)

Goals:

1. Provide a communication network within membership to keep informed of current issues and changes.
2. Solicit input from membership to provide KHA staff with information and questions concerning common issues.
3. Provide on-going education programs to membership at least twice annually.
4. Increase communication and activity at district level.
5. Promote membership and awareness of Association.
6. Consider feasibility of affiliating with ASPA.
7. Provide assistance, when feasible, to other allied organization of KHA.

Fall, 1984 Meeting:

Voted to affiliate with the American Society of Hospital Personnel Administrators.

1985

Officers:

President: John Whearty  
 Sisters of St Joseph (Wichita)

Vice-President: Gerald Laymen  
 Wesley (Wichita)

Secretary: Marsha Newell  
 Hadley (Hays)

Treasurer: Floy Bowers  
 Memorial (Abilene)

District Director #1: Robert Fieger  
 Stormont-Vail (Topeka)

District Director #2: Kenneth Jones  
 Labette CO (Parsons)

District Director #3: Lynette Woodbury  
 Memorial (Manhattan)

District Director #4: Donald Grossardt  
 Halstead

District Director #5: Sue McKemy-Mitchell  
 Asbury (Salina)

District Director #6: Vern Minnis

Goals:

1. To provide a communications network to maintain an informed membership of current issues and changes. This will be achieved through contact with institutions in the association with newsletters, meetings, telephone calls as well as on-site visits.
2. To solicit input from the association membership to assist the Kansas Hospital Association staff with information and issues relating to the mutual benefit of the KHA and its affiliated organizations.
3. To offer on-going education programs to the Kansas Hospital Personnel Management Association membership at least twice annually, generally a Spring meeting along with the annual convention.
4. To increase communication and activity at the district level through personal contacts by way of visits, telephone calls, district meetings.
5. To promote membership and awareness of the association.
6. To participate in the national American Society for Hospital Personnel Administration, as an affiliated chapter.
7. To provide assistance when feasible to other allied organizations of the Kansas Hospital Association.

Spring, 1985 Meeting: CSJ Health Systems (formerly Sisters of St Joseph)

"New Trends and/or Challenges in Human Resources Management"

Dr John Belt - Creative Training Consultants

Fall, 1985 Meeting: Wichita, KS

1986

Officers:

- President: Gerald Laymen  
Wesley (Wichita)
- Vice-President: Marsha Newell  
Hadley (Hays)
- Secretary: Floy Bowers  
Memorial (Abilene)
- Treasurer: Sue McKemy-Mitchell  
Asbury (Salina)
- District Director #1: Richard Haas  
Shawnee Mission
- District Director #2: Robert Owens  
Mercy (Independence)
- District Director #3: Jim Reagan  
Memorial (Manhattan)
- District Director #4: Lee Hansen  
St Francis (Wichita)
- District Director #5: Bonnie Byers  
St Johns (Salina)
- District Director #6: Jeff Fagot  
St Catherine's (Garden City)

Goals:

1. To provide a communications network to maintain an informed membership of current issues and changes. This will be achieved through contact with institutions in the association with newsletters, meetings, telephone calls as well as on-site visits.
2. To solicit input from the association membership to assist the Kansas Hospital Association staff with information and issues relating to the mutual benefit of the KHA and its affiliated organizations.
3. To offer on-going education programs to the Kansas Hospital Personnel Management Association membership at least twice annually, generally a Spring meeting along with the annual convention.
4. To increase communication and activity at the district level through personal contacts by way of visits, telephone calls, district meetings.
5. To promote membership and awareness of the association.
6. To participate in the national American Society for Hospital Personnel Administration, as an affiliated chapter.
7. To provide assistance when feasible to other allied organizations of the Kansas Hospital Association.

Spring, 1986 Meeting: Tallgrass Country Club Wichita, KS

"Entrepreneurship - The Management Style for the '80's"  
Verne Harnish Center for Entrepreneurship (Wichita State University)

"Incentive Pay - A New Antique"  
Marvin Martin Martin, Churchill, Overman, Hill and Cole

Panel Discussion: Pros & Cons of developing and implementing performance appraisal standards.

Fall, 1986 Meeting:

1987

Officers:

President: Marsha Newell  
Hadley (Hays)  
Vice-President: Floy Bowers  
Memorial (Abilene)  
Secretary: Jeff Fagot  
St Catherine's (Garden City)  
Treasurer: Willa Stafford

District Director #1: Bob Fieger  
District Director #2: Brad Buckner  
District Director #3: Rita Dockter  
District Director #4: Joy Riech  
District Director #5: Marilyn Stockdale  
District Director #6: Fred Meis  
St Anthony's (Hays)

Goals:

1. To continue working towards the ASHHRA Chapter Achievement Award for submission in May, 1988.
2. To continue assisting KHA member hospitals in improving employee productivity and communication through education programs and the newsletter.
3. Nurse Recruitment and Retention - Possible affiliation with KHA to research this issue.
4. To develop a member recognition program.
5. To improve networking between KHPMA members.

Spring, 1987 meeting: Holiday Inn Salina, KS

Health Care Industry in Transition  
V. Brandon Milton

"Current Legal Issues in Human Resources Management"  
Stan Churchill Martin, Churchill, Overman, Hill and Cole

Fall, 1987 meeting: Kirby House Abilene, KS

Professional Resources

Kay Hale, Kansas Hospital Association

1988

Officers:

President: Floy Bowers  
 Memorial (Abilene)

Vice-President: Jeff Fagot  
 St Catherine's (Garden City)

Secretary: Wilma Boehmer  
 Bethany (Kansas City)

Treasurer: Fred Meis  
 St Anthony's (Hays)

District Director #1: Bob Fieger  
 Stormont-Vail (Topeka)

District Director #2: Krista Heinberger  
 Independence

District Director #3: Jim Reagan  
 Memorial (Manhattan)

District Director #4: Joy Garrett  
 Ark City Memorial

District Director #5: Marilyn Stockdale  
 Graham Co (Hill City)

District Director #6: Larry Reece  
 Central Kansas Medical Ctr (Great Bend)

Goals:

1. To promote chapter membership to those people that are eligible but who have not joined KHPMA.
2. To continue research in healthcare human resource issues.
3. To become more active in legislative issues and to obtain representation of KHPMA on the KHA Legislative Council.
4. To continue with the member recognition program.

Spring, 1988 meeting: Tallgrass, Wichita

Flexible benefits - Harvey Lightbody. Methodist Med Center of Illinois  
 Keith Swenson, Touche Ross

Employment Law update - Stan Churchill Martin, Churchill, Overman,  
 and Hill

Coping with change, conflict and stress

July 14, 1988 meeting:

KONE & KHPMA Workshop/Seminar on Nursing Shortage, Retention & Recruitment

ASHHRA ANNUAL CONVENTION

July 17-21, 1988 Kansas City

Recipient of a Certificate of Merit for Chapter Achievement (\$400.00)

Fall, 1988 meeting: Wichita

Member Recognition Awards to: Fred Meis, Doyle McKimmy, James Reagan, and Dale Shields.

1989

Officers:	<u>January - March</u>	<u>March - December</u>
President:	Jeff Fagot St Catherine's (Garden City)	Ron Larison Newman Memorial
Vice-President:	Ron Larison Newman Memorial (Emporia)	Brigid Hall Asbury-Salina RMC
Secretary:	Brigid Hall Asbury-Salina RMC (Salina)	Janet Hamous Wesley
Treasurer:	Janet Hamous Wesley (Wichita)	Maxine Hinton Mercy (Ft Scott)
District Director #1:	Nancy Meadors Stormont-Vail (Topeka)	
District Director #2:	Allen Keller Allen Co (Iola)	
District Director #3:	Jim Reagan Memorial (Manhattan) Cathy Harmes St Mary's (Manhattan)	
District Director #4:	Loretta Fletchall Hutchinson	
District Director #5:	Karen Baessler Comanche CO (Coldwater)	
District Director #6:		

Goals:

- 1) Strengthen Affiliation with KHA
- 2) Deal with Legislative issues
- 3) Strategic Human Resource planning
- 4) Deal with Membership issues with KHPMA

Spring, 1989

Wichita Marriot

Union Avoidance - Management Science Associates  
Stress Management - Dr Michael Weinberg, Charter Hospital  
Current Issues in Kansas Legislature - Tom Bell, KHA Vice-Pres, Legis.

Fall, 1989

Topeka, KS

Coaching for Improved Performance - Mike Overton, Jack Paar Associates

1990

Officers:

President: Ron Larison  
Newman Memorial (Emporia)

Vice-President: Brigid Hall  
Asbury-Salina RMC (Salina)

Secretary: Janet Hamous  
Wesley (Wichita)

Treasurer: Maxine Hinton (January only) Jill Beckman  
Mercy (Ft Scott) CSJ Corp (Wichita)

District Director #1: Nancy Meadors  
Stormont-Vail (Topeka)

District Director #2: Allen Keller  
Allen Co (Iola)

District Director #3: Jim Reagan  
Memorial (Manhattan)  
Cathy Harmes  
St Mary's (Manhattan)

District Director #4: Loretta Fletchall  
Hutchinson

District Director #5: Marsha Newell  
Hadley (Hays)

District Director #6: Jim Lippert  
St Catherine's (Garden City)

Goals

1. Strengthen membership through an active membership drive and revise new member orientation.
2. Offer CEU's to Association members attending educational programs
3. Serve as a resource group to members on legislative issues
4. Continue to support and strengthen relationship with KHA
5. Concentrate on meeting Chapter Achievement guidelines.

Spring, 1990      Human Resources: Issues for the 90's      Salina Holiday Inn

Coping with Chaos or How to Get to Retirement Age Remaining Employed as  
Human Resources Director - Clair Law, Gardner & White  
Current Issues in Kansas Legislature - Tom Bell, KHA  
Human Resources in the 1990's - John Belt, PhD, Wichita State University  
Healthcare Delivery for the 1990's: The Expanding role for Hospitals - Brad  
Stephans, HCA Wesley  
**Changed name of association to Kansas Hospital Human Resources Association**

ASHHRA, 1990 National Convention  
Received Chapter Achievement Merit Award (\$325)

Summer, 1990      Hutchinson Hospital

Humor Option  
Labor Relations  
Panel Discussion

Fall, 1990

Compensation Issues for the 90's - Jeffrey Dunlap, Management Science Assoc.

## 1991

### Officers:

President: Brigid Hall  
Asbury-Salina RMC (Salina)

Vice-President: Janet Hamous  
Wesley (Wichita)

Secretary: Wendell Short  
Salem (Hillsboro)

Treasurer: Jill Beckman  
CSJ (Wichita)

District Director #1: Nancy Meadors  
Stormont-Vail (Topeka)

District Director #2: Allen Keller  
Allen Co (Iola)

District Director #3: Jim Reagan  
Memorial (Manhattan)  
Cathy Harmes  
St Mary's (Manhattan)

District Director #4: Loretta Fletchall  
Hutchinson

District Director #5: Marsha Newell  
Hadley (Hays)

District Director #6: Max Beebe  
Central Ks Med Ctr (Great Bend)

### Goals:

- 1) Increase participation of membership in KHHRA activities.
- 2) Strengthen the membership
- 3) Serve as a resource to members on legislative and education issues.
- 4) Continue to support Chapter achievement.
- 5) Conduct KHHRA business with fiscally sound management.

### Spring, 1991                      Workplace Transition

#### "Workforce 2000"

Joan Ruff & Julie Davis, Mercer-Meidinger

#### "Surviving a Union Organizing Attempt"

Loretta Fletchall, Hutchinson Hospital

#### "Literacy in the Workplace"

Colleen Atherton-Pritchard, Literacy Volunteers of America

#### Legal Update

Tom Bell, KHA

Changed Bylaws to allow "Associate" membership

### ASHHRA, 1991 National Convention

Awarded Chapter Achievement Merit Award (\$400)

### Fall, 1991

"Americans with Disabilities Act - What's an Employer to do?"  
Stanley Churchill - Martin, Churchill, Overman & Cole

"Empowerment - The Key to High Performance"

Henrietta Komras, M.Ed. - Komras Associates, Inc.

## **KHHRA 15TH ANNIVERSARY CELEBRATION**

