

Arkansas Healthcare Human Resources Association

an affiliate of



Fall Conference

**The Winthrop Rockefeller Institute
Petit Jean Mountain
1 Rockefeller Drive
Morrilton, Arkansas**

**All Educational Functions will be held in Show Barn Hall
All Dining will be held in Dining Room 4**

September 17 & 18, 2009

Arkansas Healthcare Human Resources Association 2009 Fall Conference

Agenda

Thursday, September 17:

- 1:45 p.m. Registration (SHOW BARN HALL)**
- 2:20 p.m. Welcome and Opening Remarks**
Sarah Colley, AHHRA President
Director of Human Resources, St. Vincent Health System, Little Rock
- 2:30 p.m. Panel Discussion: Cost Cutting Initiatives**
- 3:30 p.m. Break & Sponsor Talk**
- 3:45 p.m. Current Legislative Issues**
Russell Gunter, JD
Cross, Gunter, Witherspoon & Galchus, P.C., Little Rock
- 5:00 p.m. Evaluation and Wrap-Up**
- 6:00 p.m. Dinner (DINING ROOM 4)**

Friday, September 18

- 7:30 a.m. Full Breakfast Buffet (DINING ROOM 4) and Registration (SHOW BARN HALL)**
- 8:15 a.m. Welcome (SHOW BARN HALL)**
Sarah Colley, AHHRA President
Director of Human Resources, St. Vincent Health System, Little Rock
- 8:30 a.m. Employment Law Issues**
Abe Bogoslavsky, Owner/Founder
Bogoslavsky Law Firm, Little Rock
- 9:30 a.m. Succession Planning**
Kathleen McComber, Senior Director of HR
UAMS Medical Center, Little Rock
- 10:30 a.m. Break & Sponsor Talk**
- 10:45 a.m. Age Diversity - Bridging the Gap**
Cathy Johnson, Vice President Employment Compliance
Tyson
- 11:45 a.m. Lunch (DINING ROOM 4)**
- 12:30 p.m. Business Meeting & Sponsor Talk (SHOW BARN HALL)**
- 12:45 p.m. Hot HR Topics: On-boarding and the New Hire Process**
- 2:00 p.m. Evaluation and Wrap Up**

Speaker Introductions

Russell Gunter, JD is a partner with Cross, Gunter, Witherspoon & Galchus, P.C. in Little Rock, Arkansas. Mr. Gunter is a member in the Arkansas Bar Association's Labor Law Section; the Texas Bar Association's Labor Law Section; and the American Bar Association's Labor & Employment Law Section, Committee on Practice and Procedure Before the National Labor Relations Board. He is also a member of the Society for Human Resources Management (Arkansas State Council); certified as a Senior Professional in Human Resources; on the Board of Directors for the Arkansas State Chamber of Commerce; and a member of the Central Arkansas Human Resources Association.

His leadership positions include Chair of the SHRM's National Legislative Affairs Committee; Chair of the ARSHRM Labor Law and Legislative Affairs Conference; Chair of the ARSHRM State Conference; ARSHRM Government Affairs Director; President and Board Member of the Central Arkansas Human Resources Association; Chair of the Arkansas Bar Association

Labor Section; Chair of the Arkansas Bar Association Labor Section Labor Law Conference. He has testified before U.S. Congress on behalf of SHRM's legislative positions and appeared on the *Today Show* on behalf of SHRM's legislative positions.

Mr. Gunter received the ARSHRM Outstanding Human Resources Professional in 2001; the ARSHRM Legislative Advocacy Award in 2005; CAHRA Outstanding Member Award in 1989, 1993, and 2001; and the CAHRA Legislative Advocacy Award in 2006. He listed in *Corporate Counsel* magazine "Best Lawyers – Labor & Employment"; *Best Lawyers of America* (over 25 years); *Chambers USA, America's Leading Business Lawyers*; and *Who's Who in American Law*.

Abe Bogoslavsky

Abe Bogoslavsky is the owner/founder of Bogoslavsky Law Firm in Little Rock, Arkansas. Prior to returning to private practice, Abe was the General Counsel for Staffmark Investment, LLC, a nationwide temporary staffing company, and was Vice President, Associate General Counsel for Stephens Inc. Abe provided legal advice and assistance to the officers and managers of these companies on employment-related and benefits matters. He also represented the companies before administrative agencies, and coordinated with outside counsel on litigation matters.

Before he took those corporate roles in 2002, Abe was the managing partner of Cross, Gunter, Witherspoon & Galchus, P.C., and 18 attorney law firm in Little Rock, Arkansas. During this time, he continued to handle client's employment law and benefits issues, as well as commercial litigation and insurance defense matters.

Abe is a frequent speaker on employment law and benefits related issues at the local, state and national level. He graduated with honors from the University of Arkansas School of Law in 1988. Abe worked in the Human Resources departments of Beverly Enterprises and Donrey Media Group in Fort Smith, Arkansas before entering law school.

Kathleen McComber, MA, SPHR

Kathleen is currently the Senior Director of Human Resource for the University of Arkansas for Medical Sciences in Little Rock, Arkansas; she joined UAMS in June, 2002. Prior to that, she was Corporate Vice President of Human Resources for Edgewater in Fayetteville, AR. for five years, prior to this position she held various executive human resources positions in retail, information technology and human resource consulting.

In her current position, she is responsible for the human resource function in the UAMS Medical Center, which employs over 2,800, as well as campus responsibility for compensation, recruitment, education and organizational development, diversity, and performance management for 9500 employees. Ms. McComber has over 30 years experience in the human resource profession and has done extensive work in the areas of compensation, benefits, employee relations, performance leadership, diversity and organizational development twenty of those at the senior level in the organization.

She is a member of the Central Arkansas Human Resource Association and the Society for Human Resource Management (SHRM), where she was on the national board for seven years, having served as Chair in 1998. Kathleen holds a lifetime certification from the Human Resource Certification Institute as a Senior Professional in Human Resources and has served a four-year term on their national board. She served six years on the SHRM Foundation Board where she served as Chair in 2003. She holds a B.S. in Education from the University of Arkansas and an M.A. in Management from Webster University. She is on the faculty of John Brown University and Webster University teaching leadership and human resource courses.

Cathy Johnson

Cathy was born in Honolulu, Hawaii to Navy military parents. She traveled extensively during her parent's military career. Cathy is a graduate of Niagara University, Niagara Falls, NY. where she received a BS degree in Political Science, as well as an ROTC commission as a second lieutenant in the United States Army Military Police Corps. Cathy completed a successful career as a United States Army Major specializing in law enforcement and personnel management. She served in numerous duty assignments throughout the United States and Korea.

Cathy started her career with Tyson Foods in 1994 as Shift Personnel Manager at the Ashland, Alabama facility. She was promoted to Plant Personnel Manager at the Heflin, Alabama facility later that year. In 1996, Cathy was promoted to Complex Personnel Manager at the Forest, Mississippi complex. The following year she was promoted to Corporate Director EEO/AA in Springdale, AR. In July 2000, she was promoted to Vice President of Diversity. Cathy assumed her current duties as Vice President Employment Compliance in February 2003. Based at the Tyson World Headquarters in Springdale, AR, she provides company-wide oversight for Tyson's 104,000 team members in the areas of Equal Employment Opportunity, Affirmative Action, Immigration, and Performance Evaluations for all Management and Management Support team members. Cathy is featured in the US Equal Employment Opportunity Commission's video "Top 10 Reasons to Mediate" www.eeoc.gov/mediate/10reasons/index.html. Cathy is a sought after speaker for her expertise in employment compliance and immigration best practices. She is a member of the University of Arkansas at Pine Bluff Foundation Board and is an active member of numerous organizations to include the Society for Human Resource Management (SHRM) and Alpha Kappa Alpha Sorority, Inc.

Continuing Education

Thursday attendance verification certificates for 2.25 hours of education will be awarded.

Friday attendance verification certificates for 4.25 hours of education will be awarded.

Cancellation and Refund Policy

If cancellations are received **after September 10**, 50% of the registration fee is refundable. Registrants who cancel the day of the program, or fail to attend, must pay the entire fee. Registrants unable to attend may send an alternate. If the alternate is not a member, the non-member registration fee will be required. Registrations that are faxed or sent via e-mail are subject to the same cancellation policy.

Hotel Information

The 2009 Fall Conference will be held at The Winthrop Rockefeller Institute at Petit Jean Mountain., 1 Rockefeller Drive, Morrilton, Arkansas.

A block of sleeping rooms has been set aside for the night of **Thursday, September 17, 2009** with a room rate of \$79.00. Reservations may be made by calling (501) 727-5435 or (866) 972-7778. **When reserving a room, please mention that you are attending a meeting of the Arkansas Healthcare Human Resources Association.**

Directions to the Meeting Facility and Hotel

- From Interstate 40 take exit 108 at Morrilton.
- Take a left at the light onto Highway 9 Bypass and continue south toward Oppelo.
- Turn right onto Highway 154 and travel 7.3 miles to the top of Petit Jean Mountain.
- At the top, turn right at Winrock Drive and continue four miles.
- When you come to a closed gate, turn left onto Montgomery Trace and go one mile.
- Take a right onto Rockefeller Drive at the rock sign and continue one mile until you reach another rock sign.
- Yield to the right and travel straight until you arrive at the Winthrop Rockefeller Institute. The main lobby/check-in is located between the historic grain silos.

** Maps have also been included with this program, if needed.*

If you would like more information on this meeting location, please visit the Winthrop Rockefeller Web site at <http://www.uawri.org/index.asp>.

Conference Sponsors

Please see the Sponsor Brochure at the Conference

REGISTRATION FORM

WHAT: Arkansas Healthcare Human Resources Association (AHHRA) Fall Conference

WHERE: The Winthrop Rockefeller Institute at Petit Jean Mountain, 1 Rockefeller Drive, Morrilton, Arkansas

WHEN: Thursday, September 17 & Friday, September 18, 2009

REGISTRATION FEE: 2 Day Registration Includes: All Breaks, Thursday Appetizers and Dinner, Friday Continental Breakfast and Lunch, Handouts and Continuing Education

\$135 Two Day Registration: Thursday and Friday

\$ 80 One Day Registration Member

Thursday Friday

\$170 Two Day Registration Non-AHHRA Member

\$110 One Day Non-AHHRA Member

Thursday Friday

(Non Member Registration fee includes Membership)

PERSON ATTENDING:

Name

Title

Hospital/Institution

Mailing Address

City, State, Zip

Phone Number

Fax Number

E-Mail Address

MAKE CHECK PAYABLE TO:

Arkansas Healthcare Human Resources Association (AHHRA)

PLEASE REGISTER (either by mail, fax or e-mail) **ON OR BEFORE SEPTEMBER 10 TO:**

Romeeka Taylor, Registrar
Arkansas Hospital Association
419 Natural Resources Drive
Little Rock, AR 72205
Telephone #501-224-7878
Fax #501-224-0519
E-Mail rtaylor@arkhospitals.org

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