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# Alaska HOSA Handbook

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Introduction to  
HOSA

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2017-2018

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## What is HOSA-FUTURE HEALTH PROFESSIONALS?

HOSA is an international organization for secondary and postsecondary/collegiate career and technical education students enrolled in health science (and pre-technical health science) or biomedical science education programs, or for students who are planning to pursue a health career. The activities of HOSA are an integral part of the instructional program that provides occupational skills as well as leadership skills.

HOSA opportunities are also available to future health professionals through Area Health Education Centers, Medical Explorers, other health community sponsors, and in schools where Health Science or Biomedical Science Education programs do not yet exist. HOSA was officially formed in November of 1976, and comprises state associations organized under the auspices of the appropriate state education agency or other approved institution.

Local HOSA chapters provide programs and activities to help individuals develop their physical, mental and social well-being. Members strengthen their leadership and citizenship abilities through interaction with professional, business and other student organizations.

HOSA members have the opportunity to share experiences with other people involved in the health professions. Members build confidence in their own ability to develop skills that will lead to successful employment in the field of health.

### **HOSA Mission**

The mission of HOSA is to empower HOSA-Future Health Professionals to become leaders in the global health community through education, collaboration and experience.

**HOSA's mission is especially critical when considering the acute shortage of qualified workers for the health care industry.** It is essential that the HSE-HOSA Partnership maintain its momentum and encourage all HSE instructors to integrate HOSA into their curriculum and classrooms.

### **HOSA Purpose**

The purpose of the HOSA organization is to develop leadership and technical HOSA skill competencies through a program of motivation, awareness and recognition, which is an integral part of the Health Science or Biomedical Science Education instructional program.

## **HOSA GOALS:**

The goals that HOSA believes are vital to each member are:

- To promote physical, mental and social well-being.
- To develop effective leadership qualities and skills.
- To develop the ability to communicate more effectively with people.
- To develop character. • To develop responsible citizenship traits.
- To understand the importance of pleasing oneself as well as being of service to others.
- To build self-confidence and pride in one's work.
- To make realistic career choices and seek successful employment in the health care field.
- To develop an understanding of the importance in interacting and cooperating with other students and organizations.
- To encourage individual and group achievement.
- To develop an understanding of current health care issues, environmental concerns, and survival needs of the community, the nation and the world.
- To encourage involvement in local, state and national, and international health care and education projects.
- To support Health Science or Biomedical Science Education instructional objectives.
- To promote career opportunities in Health Care.

### **HOSA and Health Science or Biomedical Science Education:**

- Are well-positioned in educational institutions to draw positive attention to the health professions among elementary, middle school and high school students.
- Can recruit qualified students to the Health Science or Biomedical Science Education programs in secondary and postsecondary institutions.
- Are prepared to deliver high quality classroom instruction and dynamic chapter activities to enhance preparation for the health care professions.
- Can provide opportunities for students/members to interface with the health care community and network with those in their specialization of choice.
- Are committed to increasing the number of students that enroll in Health Science or Biomedical Science Education programs.
- Are committed to building a "pipeline" of qualified students interested in pursuit of a career in the health professions.
- Are willing to partner with health care providers to be a solution to recruiting and preparing health care workers for the future.

## HOSA History

### Overview

When one looks at the strong, healthy, ever-growing national organization that HOSA has become:

Goal-orientated with sights on future...

Serving middle school, secondary, postsecondary, collegiate students and alumni...  
and, in widely diversified health care delivery fields;

It is difficult to realize that the initial idea for this national group began as "a gleam in the eyes" of a few caring and far-sighted Health Occupations Education leaders in the 60's and early 70's and:

- was first conceived by six (6) charter states at the organizing meeting in Cherry Hill, New Jersey in November 1975
- was officially organized at a Constitutional Convention held in Arlington, Texas, in November 1976
- attendees at the Constitutional Convention included state supervisors/advisors, teachers and over three hundred (300) student leaders
- comprised only six (6) states with nearly 6000 student members
- focused on limited supportive nursing, dental, medical and related occupations programs, as well as organized pre-technical programs in health careers approved by a State Department of Education.

### Early History

In 1957 the then United States Office of Education realized that educational programs in health occupations were growing throughout the nation at such a pace that the first Health Occupations Program Specialist, Helen K. Powers, was appointed to supervise the field. As programs expanded, needs for a student organization for health occupations students began to emerge for students enrolled in these programs.

In 1960, early student organizational needs were met through Future Nurses Clubs and Vocational Industrial Clubs of America (VICA). The demand grew for a group that would provide the specialized programs of Health Occupations students. An organization called the Health Careers Clubs gained national strength, especially in states such as Texas, New Jersey, North Carolina, Alabama, New York, New Mexico and others. These clubs focused especially on health career-oriented programs operating in academic high schools.

Health programming continued to grow and diversify. Health occupations programs were established in vocational and technical schools in many states. Health occupations educators began to see a need for an organized and united effort to consider common and unique concerns of health occupations. The American Vocational Association (AVA) emerged as a logical locus for such a group.

The need for a leadership organization to serve students enrolled in vocational Health Occupations Education programs was recognized at the time of the first meeting of the Health Occupations Education Division of the American Vocational Association (AVA-HOE) in December 1971. This group heard reports from several states of activities leading to the organization of health occupations student associations. The AVA-HOE Division addressed this need when the newly elected Vice President, Dale Peterson, appointed a Task Force to: (1) study student clubs; (2) determine how they might better serve HOE students; and (3) examine whether a new organization was needed.

State associations were established in Texas (Texas Association of Health Occupations Students) in April, 1972; in New Jersey (Health Careers Clubs of New Jersey) in October 1972; Health Careers Clubs of North Carolina was organized in 1973; OHOSO (Oklahoma Health Occupations Student Organization) in 1974.

The Seventh Report (published in 1972) of the National Advisory Council for Vocational Education was devoted to a description of the expanding visibility and support of vocational student organizations. This report stated that a new organization, designed to serve students in health occupations, "has been organized at the state level and will shortly seek a national charter. And there will be others."

Further action was taken by the HOE Division during the AVA Convention in Chicago in December 1972. Joan Stoddard submitted the Task Force report presented by James L. Navara, Oregon Board of Education, "A Feasibility Study for a Vocational Youth Organization for the Health Occupations Curriculum." During the HOE Division business meeting, the members adopted a "Position Paper on Student Organizations in the Field of Health Occupations Education." This paper stated that the HOE Division of AVA should "serve a facilitating role in assisting the various states and/or local groups to develop the type of organization each deems most appropriate to their settings."

Members of the HOE Division took further action during the 1973 AVA Convention in Atlanta, Georgia. The HOE Vice President was directed to "inform by letter the AVA Board of Directors and the National Advisory Council on Vocational Education of action taken by the HOE Division at this meeting -- namely, to endorse the creation of a leadership organization for health occupations students and work with the staff of AVA to develop procedures for implementing the above action."

Vice President Wilma Gillespie presented a report, "A Statement of Need," to the AVA Board of Directors during the July Board Meeting, 1974.

### **HOSA Was Born....**

Appointed by the AVA Vice President of the HOE Division, a Core Planning Group was convened at the Brown County State Park, Nashville, Indiana, on July 23-25, 1974. This meeting was hosted and organized by the Indiana State Department of Education, Department of Vocational Education, under the Co-Chairmanship of V. Divine Bauer (HOE Supervisor, Alabama) and Mary Holstein (HOE Supervisor, Indiana). Resource persons included a USOE representative. In addition to Alabama and Indiana, the HOE supervisors for New Jersey and New York were present. Teachers and student representatives from some of these states were present and speakers from other national organizations addressed the group.

The report of the Core Planning Group was presented to the Policy Committee of the HOE Division at a meeting in St. Louis, Missouri, on March 6-7, 1975. The Policy Committee endorsed the recommendation of the Core Planning Group "to encourage those states with a viable statewide student organization to cooperate in forming a charter organization." The meeting established a student organization planning committee "to facilitate the efforts by states who now have viable HOE student organizations to (1) expedite seeking a national charter, and (2) devise ways to assist other states in their organizing efforts." Members of this committee were the HOE State Supervisor and/or his/her designee from the states of Alabama, New Jersey, Oklahoma and Texas.

At the third annual conference of the Texas Association of Health Occupations Students (TAHAS) in San Antonio, Texas, on March 14, 1975, AVA Vice President Wilma Gillespie presented the keynote address entitled "And There Will Be Others." This message was a challenge to set in motion the activities necessary to seek a national charter.

On November 4 -7, 1975, through the leadership of the State Department of Education and Division of Vocational Education in New Jersey, eighteen representatives from all six states having statewide health occupations education student organizations met to plan a national leadership organization. Representatives (state officers and state HOE supervisors from the six states which included Alabama, New Jersey, New Mexico, North Carolina, Oklahoma, and Texas) voted to form the American Health Occupations Education Student Organization-AHOESO (later changed to HOSA).

The Inn of the Six Flags in Arlington, Texas, was the site of the **exciting Constitutional Convention** held November 10-13, 1976 and attended by 384 persons including delegates and advisors from the six states having organized state associations and interested persons from twelve other states. The Convention provided a formal structure for the new student organization. Joan M. Birchenall (NJ) presided as the crucial elements of the organization were formalized.

- The name was shortened to "Health Occupations Students of America (HOSA)" and bylaws were adopted.
- The first set of national officers was elected. Lynne McGee of North Carolina was the first National HOSA President.
- National HOSA colors were selected: maroon, medical white and navy blue, which prevail today.
- A contest was designed to select a National HOSA motto and a HOSA emblem.
- Oklahoma was selected as the site and Spring 1978 as the date for the first National HOSA Conference. The Spring date in 1978 was selected to provide time for dissemination of information, for state and local organizing efforts and as a culmination of the first full year of HOSA.

### **The First Three Years....**

In June of 1977, the first HOSA newsletter was published and in September of 1977 a new policy statement was issued from the U.S. Office of Education and approved by Ernest L. Boyer, the U.S. Commissioner of Education, that endorsed all National Vocational Student Organizations. The American Industrial Arts Student Association (AIASA) and Health Occupations Students of American (HOSA) were included in the policy statement.



In December of 1977 at the 71st Annual Convention of the American Vocational Association, the House of Delegates passed a resolution that the AVA Board of Directors, (1) "Recognize - Health Occupations Students of America as the national student organization for Health Occupations Education -"; (2) "Promote the inclusion of - Health Occupations Students of America in the list of vocational student organizations recognized by the U.S. Office of Education"; and (3) "Support the inclusion of - Health Occupations Students of America in state planning for vocational education."

The first National Leadership Conference for HOSA was held in Oklahoma City, Oklahoma, on April 27-30, 1978. Since the Constitutional Convention (1976) charter states have increased over fifty percent (50%) and charters have been presented to Florida, Illinois, Indiana, Kentucky, Maryland, Tennessee, Minnesota and Oregon. The emblem submitted by students of McNairy Central High in Tennessee was selected by the national voting delegates as the official emblem. Competitive events were held for both secondary and postsecondary members in Informative and Extemporaneous Speaking; Job Interviews; Medical Terminology; Poster; Emblem; and Motto. The National HOSA Uniform was selected and adopted at this meeting.

The second National Health Occupations Students of America (HOSA) conference was held June 26-July 1, 1979, in Cherry Hill, New Jersey. Five state charters were presented: Delaware, Pennsylvania, South Carolina, Wisconsin, and New York. In October of 1979, the HOSA Board selected KENORA Enterprises of Wilmington, Delaware, as the management firm to staff HOSA's National Office.

During the Third National Conference in Asheville, North Carolina, July 8-12, 1980, a major reorganization plan was adopted. HOSA, Inc. was formed to be the legally responsible agent for the student organization. The HOSA Bylaws were changed to HOSA Constitution and Bylaws to reflect the changes in the incorporation status. Under this new organization, the HOSA, Inc. Board of Directors was reorganized; HOSA received exempt status from the U.S. Internal Revenue; the logo was registered with the U.S. Copyright Office; and the Congressional Advisory Board was formed. As a result of a competitive event, the HOSA Creed was selected as submitted by South Carolina HOSA. Parliamentary Procedure and Community Awareness Events were conducted as pilot events. Four new states were chartered: District of Columbia, Virginia, Louisiana and New Hampshire.

## **HOSA Moves Forward in the 80's**

At the Fourth Annual National HOSA Conference in Albuquerque, New Mexico, the American Diabetes Association was selected as the National Charity Project. HOSA's 501(c)(3) tax exempt status was received in June 1981, and eight new competitive events were added to the National Competitive Event Program. Four new states were chartered: Michigan, Colorado, Maine and Kansas. A new position was added to the Board of Directors - Student Delegate-at-large.

On September 28, 1981, at the U.S. Department of Education, representatives of the nine vocational student organizations met in the office of Secretary of Education, Terrell H. Bell. The occasion was very special as Secretary Bell and Assistant Secretary for Vocational and Adult Education, Robert M. Worthington, signed the first official Policy Statement issued by the new U.S. Department of Education. Most importantly, this Policy Statement officially recognized and reaffirmed a cooperative and mutually beneficial relationship between the Department of Education and the Vocational Student Organizations. Don Cork, National HOSA President, was selected by the National Coordinating Council for Vocational Student Organizations to make special remarks in accepting the Policy Statement from Secretary Bell on behalf of all the student organizations. Also, in September of 1981, the HOSA Long Range Planning Committee met in conjunction with the National Conference Planning Committee in Chicago and developed the first five-year long range plan for HOSA.

On February 10, 1982, the Vice President of the United States, George Bush, met with the National HOSA President, Don Cork; the National HOSA President-Elect, Kelly McCloud; and two representatives from each of our sister vocational student organizations. Don Cork and Kelly McCloud talked about HOSA and Health Occupations Education and presented Mr. Bush with an Honorary Life Membership in HOSA -- the highest award presented to an individual by the organization.

On June 8, 1982, Don Cork also represented HOSA in presenting testimony in support of federal funding for vocational education before the House Education and Labor Subcommittee.

The Fifth Annual National Conference was held in Chicago, Illinois, June 24-26, 1982. Eight new HOE skill events were piloted and the national voting delegates

approved to expand the postsecondary category of HOSA membership. These changes provided for elected postsecondary national officers and a postsecondary student delegate-at-large position on the Board of Directors. The delegates also voted to increase the membership assessment fee. The official HOSA uniform policy was revised.

The development of HOSA has been methodical and the result of considerable involvement by those who believe in the instructional worth of the student organization. Given this foundation, the future of HOSA appears bright as new ways are sought to serve our membership.

### **National HOSA Management Headquarters**

In the early years, the Board Chairman's State Department of Education served as the national headquarters for HOSA. Thus, the first national HOSA Headquarters was located in Raleigh, North Carolina (November 1976 through spring 1978); the second, in Trenton, New Jersey (1978-79). By the third year it became evident that the management of this rapidly growing organization required more attention than could be provided through any one state's already busy supervisors in the education department. The HOSA Board of Directors advertised for management proposals. Four (4) proposals were submitted and their representatives invited to make a presentation during the Board's meeting at the New Jersey Conference (June 1979). The Board selected KENORA Enterprises, with Ken and Nora Smith as owner/managers for HOSA's first management.

Legal contracts were developed and records transferred, and the first National HOSA office was established in Wilmington, Delaware, in October 1979. HOSA's first national management team was Ken and Nora Smith. In the summer of 1982, KENORA moved its location and National HOSA's Headquarters to Washington, D.C., giving HOSA "presence" in the nation's capital.

As membership grew, the HOSA Board required KENORA to assume increasing responsibilities. During these early years, the organization thrived, growing from a membership of 19,013 in 18 states in 1979 to 31,238 members in 29 states in 1982. Because of the additional demands, Ken and Nora Smith found it necessary to resign as HOSA's managers.

A National HOSA search committee, appointed in 1982 by Board Chairman Barbara

James of South Carolina, worked with KENORA to refine the description and functions of a management firm for National HOSA with Ruth Ellen Ostler (NY) as committee chairman. Bid proposals were solicited; twelve (12) were received from individuals and firms all over the country. Representatives from four (4) firms were invited to present their proposals during the Board's meeting at the Sixth National HOSA Leadership Conference in San Antonio, Texas.

It was at that time that National HOSA's second management firm was selected: The Leadership Development Institute, Inc. (LDI, Inc.) in Oklahoma City, Oklahoma, with Dr. Jim Koeninger, President, and Karen Elias, Vice President. The appointment was effective the summer of 1983.

Creative, experienced in leadership development activities, public relations approaches and in use of diversified media, this management team has built on the firm foundation established by KENORA Enterprises. It has assisted HOSA in reaching recognized strength and respected status in service to HOE students. Since 1985, when the HOSA Board decided to continue management firm coordination in preference to establishing a separate headquarters, with building and staff concerns, Dr. Koeninger and Ms. Elias-Koeninger have been officially designated as HOSA's Executive Director and Associate Director, respectively.

In August 1986, the location of LDI, Inc. and HOSA Headquarters was changed to Fort Worth, Texas. LDI moved to Irving, Texas in 1989. In 1996, the scope of LDI, Inc. was enlarged and the company was renamed Corporate Education Resources, Inc. (CERI) and relocated to Flower Mound, Texas. HOSA, through the Management office, offers a toll-free number to maintain contact with local chapters while delivering a variety of services to its members, advisors and state associations. (800321HOSA)

### **National HOSA Motto/Emblem/Creed/Uniform Policy**

The Annual Leadership Conference in April 1978 resulted in policy decisions basic to the operation of a student organization. A uniform policy consisting of navy slacks/skirt, vest and jacket; white blouse/shirt; and a maroon scarf/tie was established.

The Delegate Assembly in Oklahoma adopted the original motto, which was submitted by the Florida State Association of HOSA, and reads "The Hands of Youth Mold the

Health of Tomorrow." Even before the 1979 Annual Conference in Cherry Hill, New Jersey, it was recognized that HOSA serves adults as well as youth, and the 1979 Delegate Assembly carried a motion to substitute "HOSA" for "Youth," so the current National HOSA motto reads, "The Hands of HOSA Mold the Health of Tomorrow."

In 1978, the official emblem was adopted by the Delegate Assembly action. The design is used today and is described as follows: "The circle represents the continuity of health care; the triangle represents the three aspects of humankind's wellbeing, social, physical and mental; and the hands signify the caring of each HOSA member." Colors, of course, are maroon, medical white and navy blue. This design was submitted by the Tennessee Association of HOSA. The HOSA emblem/logo was registered with the U.S. Copyright Office in 1980 and continues to be protected by federal law. (see update, page 16)

It was not until the Third National HOSA Leadership Conference, held in Asheville, North Carolina in 1980, that HOSA's official creed was adopted, as submitted by South Carolina HOSA.

### **National HOSA Board of Directors**

From its first set of Bylaws, HOSA, the national HOE student organization -- has provided for an adult sponsoring group. As specified in the present Board Bylaws, the "Object" of this group "...shall be to sponsor the student organization Health Occupations Students of America (HOSA) and to promote and sponsor the HOE-HOSA Partnership."

In 1980, incorporation of HOSA was transferred from New Jersey to Delaware and the Board of Directors was reorganized as HOSA, Inc. This body and its Board of Directors was formed to be the legally responsible agent for the student organization of HOSA. At the Third Conference in North Carolina (1980), HOSA Bylaws were changed to reflect the organization's incorporation status. The HOSA Constitution and Bylaws and HOSA, Inc. Bylaws were revised. Tax exempt status for the organization was also achieved. Initially comprising a relatively limited membership of HOE state supervisors, advisors and student officers with selected affiliate nonvoting representatives, the HOSA, Inc. Board of Directors now includes Board membership composed of state and local advisors, national student officers, health care industry representatives, teacher educators and state supervisors. A list of HOSA Board Chairmen and National Student Presidents is located in this section of the HOSA Handbook.

## **National HOSA Competitive Events**

Initially, the founders believed that HOSA should sponsor leadership development programs and activities, not "contests." Thus, no competitive events were included in the Bylaws. As new states became interested and were chartered, however, numerous requests for some competitive experiences were received and the first Competitive Events Committee was appointed prior to the 1978 leadership conference. Four (4) events were implemented during the First Annual Leadership Conference in Oklahoma (1978). Each event focused on general health issues and/or across-the-board leadership development aspects of HOE programming: HOSA Poster (Health Issue), Extemporaneous Speaking, Informative Speaking (currently called Prepared Speaking), and Job Interview (currently called Job Seeking Skills).

Responses were so favorable that during the Second National Leadership Conference in New Jersey, demonstrations and exhibits of three more events were presented: HOSA Bowl, Best HOSA Chapter and Outstanding Chapter the latter required members to prepare scrapbooks. None of these three events were adopted. However, another demonstration event of HOSA Bowl was held at the 1983 National Leadership Conference in Texas, then piloted at the 1984 National Leadership Conference in Florida and was made a regular event in 1985 at the Eighth National Leadership Conference in Tennessee.

The Outstanding HOSA Chapter event also followed the now-in-place plan for new events and was a regular event in 1987 in Texas at the Tenth National Annual Leadership Conference.

It was not until the Fourth National Leadership Conference in New Mexico in 1981 and in Illinois in 1982 that competitive events demonstration and pilot events began in earnest in more specialized health related areas and in very specific health skills areas. This resulted from the increased program diversity of HOSA members.

Therefore, by the Sixth National Leadership Conference in Texas in 1983, four (4) categories of events, each with several events, were well established and had become an expected part of the Annual National Leadership Conference.

Currently there are six categories, which include the following:

- Health Science Events
- Health Professions Events
- Emergency Preparedness Events
- Leadership Events
- Teamwork Events
- Recognition Events

New events continue to be suggested by states. Sponsoring states assume responsibility for the demonstration each proposed event. All events are coordinated by the Competitive Events Program of Work and Headquarters Staff, with a Lieutenant in charge of each event. The first Competitive Events Handbook Section B was published in 1983.

### **Health Science Programs: Moving Forward**

HOSA is the only national/international student organization that exclusively serves secondary and post-secondary/collegiate students in pursuit of a career in the health professions. In June 2004, HOSA had a unique opportunity to expand its mission and membership in response to the critical shortages facing the health care industry. Motions were presented to the Delegate Assembly at the HOSA National Leadership Conference to expand the national organization to include all students who are interested, planning to pursue or pursuing a career in the health professions.

In June 2004, members of the delegate assembly at the HOSA National Leadership Conference formalized HOSA's commitment to assuming a more aggressive leadership role by implementing solutions to resolve the challenges and issues facing the health care industry by making the following changes:

- References to Health Occupations Education were changed to Health Science.
- The term "vocational" was changed to: "career and technical education".
- **HOSA: Future Health Professionals** became the official name of the organization.

## HOSA Emblem

The official HOSA emblem was adopted by the Delegate Assembly at the first HOSA National Leadership Conference in Oklahoma City, Oklahoma, April 27-30, 1978, from a design submitted by Tennessee HOSA. (see 2016 update below)

- The circle represents the continuity of health care;
- The triangle represents the three aspects of humankind: -- wellbeing, social, physical and mental; and



- The hands signify the caring of each HOSA member.

### Colors of the Emblem

- Background of outer circle: maroon
- Letters in circle: medical white
- Triangle: navy blue
- Hands, figure, HOSA in triangle: medical white
- Area around triangle: medical white
- Founded in 1976: navy blue

### OFFICIAL HOSA EMBLEM

The official HOSA emblem was approved by the HOSA, Inc. Board of Director at the 2016 HOSA, Inc. Board of Directors meeting.

- The circle represents the continuity of health care;
- The triangle represents the three aspects of humankind: -- well-being, social, physical and mental; and
- The hands signify the caring of each HOSA member.



## HOSA Colors

Navy blue represents loyalty to the health care profession.

Medical white represents purity of purpose.

Maroon represents compassion of HOSA members.



## **HOSA Brand**

HOSA-Future Health Professionals brand was adopted by the HOSA, Inc. Board of Directors in 2012 to serve as the marketing face of HOSA. It will be used exclusively on the HOSA website, marketing material and publications.



## **HOSA Motto**

The HOSA Motto was also adopted by the delegate assembly at the first HOSA National Leadership Conference in April in Oklahoma City, Oklahoma.

"THE HANDS OF HOSA MOLD THE HEALTH OF TOMORROW"

The original motto, as adopted by the delegate assembly in 1978, was "The Hands of Youth Mold the Health of Tomorrow." The Florida HOSA State Association presented the motto to the delegate assembly. In recognition of postsecondary student members, the word "youth" was changed to "HOSA" in 1979 at the second HOSA National Leadership Conference in Cherry Hill, New Jersey.

## **HOSA Slogan**

"Health Science and HOSA: A Healthy Partnership"

Former HOSA Regions were:

I	II	II
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Alaska and nearly all the chartered associations stayed in the same column.

**GEOGRAPHICAL HOSA AREAS**

Chartered affiliated associations are assigned to Western, Central and Eastern Regions. Representation for each region is attained through both the election of the Board of Directors and executive council.

<b>Western Region</b>	<b>Central Region</b>	<b>Eastern Region</b>
Alaska	Alabama	Canada
American Samoa	Arkansas	Connecticut
Arizona	Illinois	Delaware
California	Indiana	District of Columbia
Colorado	Iowa	Florida
Hawaii	Kansas	Georgia
Idaho	Kentucky	Maine
Montana	Louisiana	Maryland
Nevada	Michigan	Massachusetts
New Mexico	Minnesota	New Hampshire
Oregon	Mississippi	New Jersey
Texas	Missouri	New York
Utah	Nebraska	North Carolina
Washington	North Dakota	Ohio
	Oklahoma	Pennsylvania
	Puerto Rico	Rhode Island
	South Dakota	South Carolina
	Tennessee	Vermont
	Wisconsin	Virginia
		West Virginia

- *Three geographic regions are established and specified in policies and procedures. Assignment to a geographic region is determined by the HOSA, Inc. Board of Directors.*

## HOSA Creed

The HOSA creed was revised at the 2017 HOSA Inc. Board of Directors' meeting as submitted by Committee for Distinctive Symbols and Terminology. It reads as follows:

**I recognize** the universal need for quality, compassionate healthcare.

**I understand** the importance of academic excellence, skills training, and leadership development in my career pathway.

**I believe** through service to my community and to the world, I will make the best use of my knowledge and talents.

**I accept** the responsibility of a health professional and seek to find my place on a team equally committed to the well-being of others.

**Therefore, I will** dedicate myself to promoting health and advancing healthcare as a student, a leader, an educator, and a member of *HOSA-Future Health Professionals*.

## HOSA's Core Values – Learn. Lead. Serve. Innovate.

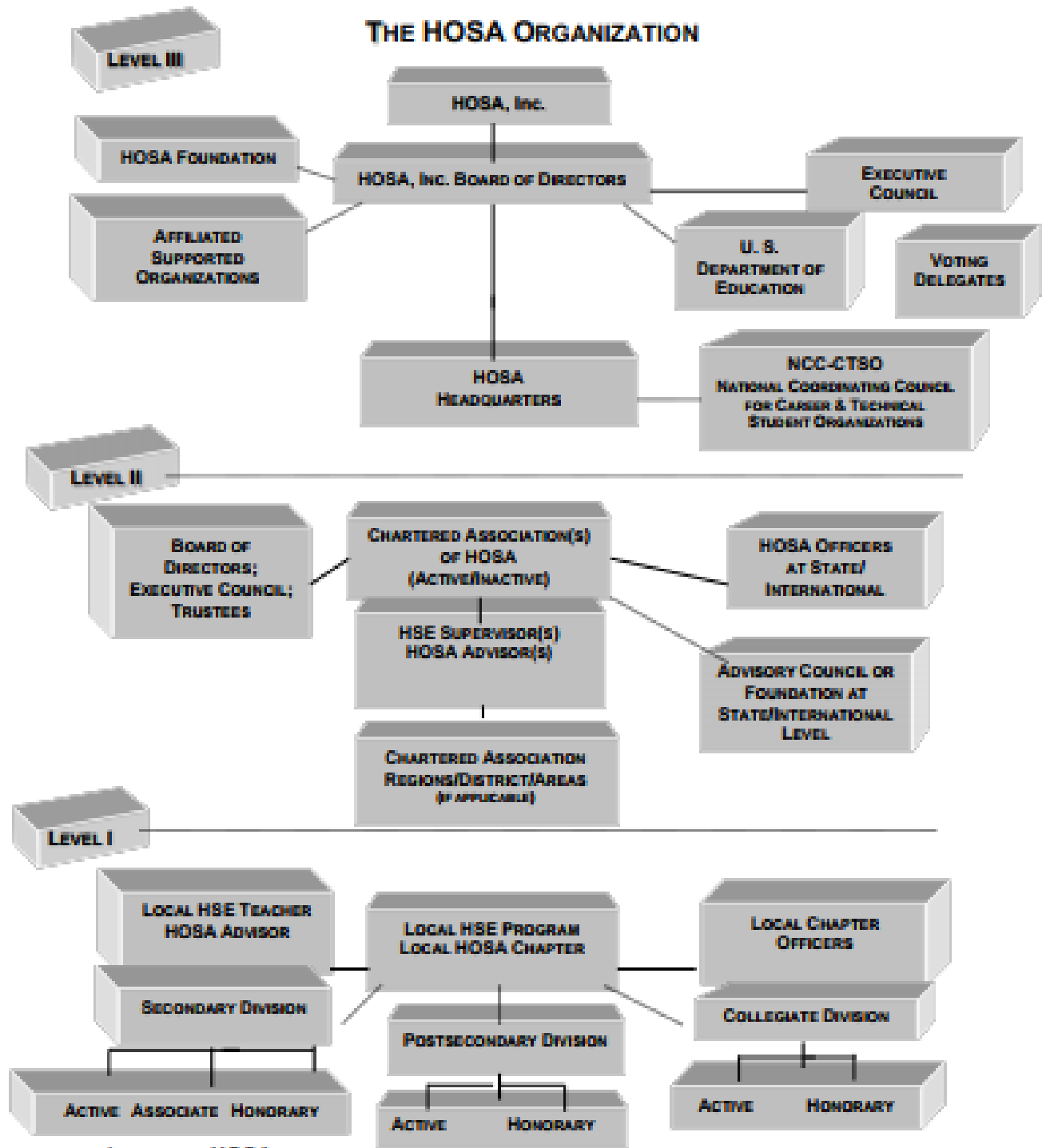
We value **learning**. We are committed to learning and becoming respected, knowledgeable and skilled health professionals. We will respect the experiences and contributions of our teachers, peers and patients and seek to learn from them.

We value **leadership**. We will serve as role models in our academic program, profession and community. We will be ethical, accountable and trustworthy. We will use our influence to empower others to strive for excellence.

We value **service**. We are dedicated to serving others with compassion. We believe that individuals are important and we will treat everyone with respect and care.

We value **innovation**. We are dedicated to enriching the lives of others. We will continuously seek the knowledge and skills to address challenges and improve the health professions.

# THE HOSA ORGANIZATION



LEVELS OF HOSA

## Levels of HOSA

### **Level III – National Organization**

- National HOSA is supported by the United States Department of Education.
- State associations affiliate with National HOSA and are classified as inactive or active state associations.
- State members must affiliate with National HOSA.  
A representative from each state association is a member of HOSA, Inc., the corporate body.
- The HOSA, Inc. corporate body elects non-student members to the Board of Directors.
- The HOSA, Inc. Board of Directors is the governing body for HOSA.
- National Headquarters staff receives direction from the Board of Directors.
- The National Officer Advisor is a member of the HOSA Management Team.
- The Executive Council (composed of the national officers) presides and conducts the business of the organization through the annual meeting of the Delegate Assembly.
- State association voting delegates in the Delegate Assembly consider business of National HOSA, elect national officers at the National Conference, amend bylaws, make crucial decisions, and approve action.
- HOSA, Inc. Standing and Ad-hoc Committees plan and conduct programs/activities.

### **Level II – State Associations**

- State Associations should be supported by the appropriate state education agency or a HOSA, Inc. Board approved sponsoring agency/institution.
- Local chapters must affiliate with the state association as well as National HOSA.
- State and district/regional/area officers are elected by local chapter voting delegates.
- One or more person(s) serves as HOSA State Advisor from the Department of Education and/or sponsoring agency/institution.
- A state association Board of Directors/Trustees and/or Executive Committee provides/advises/governs the state association.
- Outstanding local chapter members represent their chapter at district, regional and state activities and chapter voting delegates conduct business of the state association.
- State associations elect/select national voting delegates.

### **Level I – Local Chapters**

- The local HOSA chapter is composed of secondary, and/or postsecondary/collegiate students pursuing a health career.
- The health science instructor serves as the HOSA chapter advisor. When the chapter is not part of health science education, a faculty member or health care community professional may serve as chapter advisor.
- Chapter HOSA members elect local officers.
- Chapter members participate in community/school, district/regional/area, and state association activities, and National HOSA programs as eligibility and schedules permit.

## **Membership Categories**

### **Active Membership:**

#### **SECONDARY**

These shall be secondary students who are or have been enrolled in a health science or an organized health career awareness program or are interested in, planning to pursue, or pursuing a career in the health professions. They shall pay affiliation fees as established by the local, state, and national organizations, and shall be eligible to hold national office, participate in national activities, and, if chosen, serve as voting delegates, and represent their chapter and state in national affairs.

#### **POSTSECONDARY**

These shall be students enrolled in a postsecondary health science education program at less than the baccalaureate level. The official definition for postsecondary members of HOSA for the purposes of Competitive Events is: A postsecondary student is one who (a) is enrolled in a state-approved postsecondary program or college level program; (b) has received a high-school diploma (or its equivalent) and/or has been out of the continuous, sequential educational system prior to the current Health Science Education enrollment for two or more years prior to the current year's HOSA National Leadership Conference. Even though adult students may be enrolled in a secondary program, they may not compete in secondary competition at the HOSA National Leadership Conference. When students satisfy one or more of the criteria of being postsecondary/collegiate students, they are to be classified as members of the postsecondary/collegiate division of HOSA. They shall pay affiliation fees as established by the local, state, and national organization, and shall be eligible to hold national office, participate in national activities, and, if chosen, serve as voting delegates, and represent their chapter and state in national affairs.

## **COLLEGIATE**

These shall be students enrolled in a health career program in pursuit of a baccalaureate degree. Active collegiate members shall be members of chapters in good standing as established by the local, state and national organization. Collegiate members shall be eligible to hold national office, participate in national activities, and, if chosen, serve as voting delegates and represent their chapter and state in national affairs. The official definition for collegiate member of HOSA for the purposes of Competitive Events is: A collegiate student is one who is seeking a baccalaureate degree.

## **PROFESSIONAL - ADVISOR**

The person(s) responsible for advising students on health science activities that relate to HOSA. They shall pay affiliation fees, but may not vote, hold office or compete for HOSA member awards.

## **PROFESSIONAL (Other than HOSA Chapter Advisor)**

These shall be health professionals and other adult members of the community who wish to assist and support the HOSA program of activities. They shall pay affiliation fees, but may not vote, hold office or compete for HOSA member awards.

## **ALUMNI**

These shall be former active members who have legitimately separated from a Health Science Education program, in good standing with their chapter, and who have paid their local, state, and national fees. They have the rights and privileges of active members except the rights to vote, to hold elective office, or enter competitive events.

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## **HONORARY**

These shall be persons who have made significant contributions to the development of Health Science Education and/or have rendered outstanding service to HOSA. The names of individuals to be considered for membership shall be submitted to the HOSA, Inc. Board of Directors for its approval by a three-fourths vote. They are lifetime members of the national organization and they do not pay affiliation fees. Some state associations have established a State Honorary Membership category. Unless also accepted for National Honorary Membership, such individuals are subject to national affiliation fees, paid by the state association or the individual.

## **New-Middle School Division**

The Middle School Division shall be composed of middle school students who are in grades 6-8 and are interested in or planning to pursue a career in the health professions.

The official definition for middle school members of HOSA for the purposes of Competitive Events is:

A middle school student is one who: a) is enrolled in a state-approved health science program or is planning to pursue a career in the health professions; and b) has not been promoted to a secondary institution (grades 9-12) prior to the state's annual conference.

## **Affiliation Requirements**

### **Active State Affiliation Guidelines**

A state or territorial association may apply for HOSA affiliation when the following conditions are met:

1. A minimum of five active local chapters in the state -- or an appropriate number in the territory -- have affiliated.
2. A state constitution and/or bylaws consistent with the national bylaws have been adopted.
3. There are provisions for revising the state constitution and/or bylaws which do not conflict with the HOSA Constitution or Bylaws.
4. All members of the state association are nationally affiliated members.
5. Planned activities are in harmony with the ideals and purposes of HOSA.
6. Application for a national HOSA charter is submitted.

A state charter shall be issued to HOSA state or territorial associations by the Board of Directors upon receipt of:

- A properly executed application or request which establishes the eligibility of the group as indicated in the above requirements.
- Agreements for annual payment of HOSA affiliation fees for all state or territorial members, both initial and supplementary as necessary.
- A copy of the state or territorial constitution and bylaws which does not conflict with HOSA Constitution and Bylaws.

It should be noted that each chartered association of HOSA shall be responsible for all operational activities within the state, territory, or equivalent geographic unit.



## **National Staff**

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Jim Koeninger, Ph.D

### **Deputy Executive Director**

Karen Koeninger

### **Chief of Staff**

Laura Sheppard

### **Associate Director**

Nancy Allen

### **Assistant Director**

Jeff Koeninger

### **Director of Finance**

Dennis Van Peeren

### **Director of Technology**

Bobby Crandall

### **Director of Publications**

Amy Gallimore

### **Director of Competitive Events**

Bergen Morehouse

### **Assistant Director of Competitive Events**

Jan Mould

### **Assistant Director of Competitive Events**

Carie Staub

### **Director, HOSA Washington, DC Office**

George Sifakis

### **Software Architect**

Jason Koeninger

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**Chair-Elect**

Peg Enslin

**Immediate Past Chairman**

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**Secretary**

Janet Villarreal

**Western Region State Advisor**

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**Postsecondary/Collegiate Vice President**  
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**Postsecondary/Collegiate Board Representative**  
LeAna Truong

**Secondary Board Representative**  
Arjun Keshava

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**Vice President – Josey Shaw**

**Secretary – Sarah Montalbano**

**Treasurer – Aurko Battacharyya**

**Parliamentarian - Natalia Martynowicz**

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**Reporter-Alina Shen**

**Alaska HOSA Co-State Advisors**

**State Officer Manager – Shawnie Glenn**

**State Conference Manager – Andrea Gelvin**

**Statewide Technical Advisor – Mari Selle**