

Healthcare Human Resources Association of Minnesota - An Affiliated Chapter of ASHHRA - American Society for Healthcare Human Resources Administration & American Hospital Association



Letter from the President

By Lois Slick, MBA

President's Report

Fall has arrived! The colors are simply beautiful and the weather couldn't be better for October. September was a very busy month for the HHRAM board. The annual ASHHRA conference was held in Seattle and 5 of our board members had the opportunity to attend. Nearly a week later, our HHRAM conference was held in beautiful Grand Rapids at Sugar Lake Lodge. What a great way to kick off the Fall season!

I would like to thank Chrissy Draper and Heidi Powell for helping me put together an amazing conference! The conference had many great speakers as well as a host of fun filled activities. Planning a conference such as this takes a lot of coordination and hard work, so the committee was exhausted by Friday. Also, a big thank you to Chad Engstrom, Business Partner Liaison. Without his relationships with our Business Partners, as well as his dedication and hard work, we would not be able to sponsor these amazing conferences for our members.

Elections for the 2018 HHRAM Board will be held in November. We have the Treasurer position as well as the President Elect position open next year. We are also looking for future conference planners. If you have any questions, or are interested in getting more involved with HHRAM, please contact me at lslick@lifecaremc.com.

As always, I want to thank you for your continued support in HHRAM!

Lois

2017 HHRAM Chapter Goal Update:

1. Restructure Board to involve business partners. **(Completed)**
2. Capitalize on the capabilities of the new Wild Apricot system by December 2017. **(Completed)**
3. Decide on conference direction – 1 conference or 2 for 2018. **(Completed)**
4. Salary Survey Participation – Maintain within 5% of 2016 participation. **(Completed)**
5. Membership Goal: Board members reach out to active members to attempt to solicit engagement. **(Completed)**
6. Independent audit of financials completed by July 2017. **(Completed)**

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2017 HHRAM YTD FINANCIALS

| Account # | Income | 2017 Actual YTD Thru Sep | 2017 Yearly Budget |
|------------------|--|-------------------------------------|---------------------------|
| 45030 | Investments – Interest Savings-CD'S | 7.72 | \$120.00 |
| 46435 | Other Income (ASHHRA Award) | \$1,000.00 | \$1,000.00 |
| 47245 | Program Income (Salary Survey) | 0.00 | \$7,000.00 |
| 47230 | Membership Dues Income | 7,550.00 | \$15,000.00 |
| 49000 | Conference Income | | |
| 49010 | Spring Conference Registrations | 15,250.00 | 12,000.00 |
| 49011 | Spring Conference Business Partners | 24,720.00 | 19,000.00 |
| 49015 | Fall Conference Registrations | 10,850.00 | 12,000.00 |
| 49016 | Fall Conference Business Partners | 18,500.00 | 20,000.00 |
| | Total 49000 – Conference Income | \$69,320.00 | \$63,000.00 |
| | Total Income | \$77,877.72 | \$86,120.00 |
| Account # | Expense | 2017 Actual YTD Thru Sep | 2017 Budget |
| 60100 | ASHHRA National Conference | \$5,685.91 | \$7,500.00 |
| 61000 | Conference Expense | | |
| 61002 | Spring Conference Expense | 33,194.61 | 27,000.00 |
| 61003 | Fall Conference Expense | 3,050.84 | 30,000.00 |
| | Total 61000 – Conference Expense | \$36,245.45 | \$57,000.00 |
| 62100 | Contract Services | | |
| 62110 | Accounting & Management Fees | 4,226.00 | 9,000.00 |
| 62150 | Outside Contract Services (tax return) | 0.00 | 1,200.00 |
| | Total 62100 – Contract Services | \$4,226.00 | \$10,200.00 |
| 62190 | Education | \$0.00 | \$300.00 |
| 64000 | Membership Expense | \$503.00 | \$600.00 |
| 65000 | Operations | | |
| 65015 | Monthly Headquarter Fees | 360.00 | 480.00 |
| 65020 | Postage Mailing Service | 1.46 | 300.00 |
| 65030 | Printing and Copying | 8.46 | 60.00 |
| 65040 | Supplies, Mileage, and Sales Tax | 1,504.88 | 2,700.00 |
| 65060 | Scholarships | 1000.00 | 3,500.00 |
| 65070 | Website Maintenance | 876.00 | 720.00 |
| | Total 65000 – Operations | \$3,750.80 | \$7,760.00 |
| 65100 | Other Expenses (inc D & O ins) | \$2376.04 | \$525.00 |
| 68300 | Travel and Meetings | | |
| 68310 | Board and Committee Meetings | 0.00 | 1,200.00 |
| 68320 | Regional Meetings | 0.00 | 900.00 |
| | Total 68300 – Travel and Meetings | \$0.00 | \$2,100.00 |
| | Total Expense | \$52,787.20 | \$85,985.00 |
| | NET INCOME | \$24,851.14 | \$135.00 |

Welcome to our New Members!

Rachael Perlinger
Northland Plastic Surgery
Clinic Administrator

Christina Lysen
Regional Diagnostic Radiology
Operations Manager

Jane Koliass
University of MN Physicians
Sr. Compensation Consultant

Sara Greff-Dannen
Sanford Health
Director, Compensation &
Executive Rewards

Karla Haugan
Sanford Health
Director, Human Resources
Strategic Partner

Pamela Spies Salo
HR Consultant

Benjamin Plocher
Hiawatha Homecare



An iPad for Beaver Dam

Successful Salary Survey in 2017

The 2017 HHRAM Healthcare Wage & Salary Survey earlier this year was a great success. Participation was high, participants received valuable data and we generated important funding for HHRAM. As part of our renewed marketing efforts this year, we introduced a new referral incentive. Participants who referred new organizations to the survey were entered into a drawing to win a new Apple iPad. This year's winner was Mel Bruins, Chief Talent Officer at Beaver Dam Community Hospitals, Inc., in Beaver Dam, Wisconsin. Upon learning of her prize, Mel elected to donate the iPad to her organization's foundation, where it will be used "to raise important funds for the betterment of our community."

Win in 2018

The HHRAM survey is a valuable tool for our member organizations and for HHRAM as a whole. Your participation in the survey will make the data richer and more beneficial to other members. The data you receive is uniquely relevant due to its focus and depth. Finally, the survey generates funds for HHRAM, allowing us to continue to provide important resources to our membership. So please participate in 2018, and encourage your industry peers to do the same! For each *new* participating organization you refer, you will receive one entry into a drawing to win a FREE iPad! Be on the lookout for more information in the coming months!

ASHHRA Update –Region 6 ASHHRA Consultant – Karen Gillespie

This year's ASHHRA Conference in Seattle was a great time! I enjoyed seeing some familiar HHRAM faces. Congratulations to the following Award Winners from Minnesota: Chad Engstrom, Outstanding Chapter Achievement Award, Shannon Demgen, Outstanding Chapter Officer, and Teresa Johnson, New to the Profession Grant. We also can't forget HHRAM's four star Chapter Management Award. What an accomplishment!!!! Mark your calendar for next year's ASHHRA Conference September 15-18 in Pittsburgh, Pennsylvania.

As we start to wind down 2018 don't forget to check out ASHHRA Exchange. Go to https://linkprotect.cudasvc.com/url?a=https://ASHHRA.org&c=E,1,6UBIGX5I_xQnl0v_C43cuXzNdHS308GMELvgWHHyw7ZclNFGFzpzWRtz2mJZAB4Wvia9rPlj-Ac_QVhoQdjPW42pRkriR50gLpJ9IAOlopaZwx48UUI,&typo=1 and connect with your healthcare HR colleagues, ask questions, and build your network. Consider stepping up and taking the CHHR Exam to achieve your Certified Healthcare Human Resources (CHHR) professional designation. Lastly plan ahead and renew your ASHHRA Membership. Please let me know if you have any questions or if there is anything at all I can do to help you connect with ASHHRA. I hope you all had a great time at your HHRAM Fall Conference!!

Karen Gillespie

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ASHHRA 2017 Scholarship Winner

This year HHRAM awarded an ASHHRA annual conference scholarship to Chad Engstrom. Chad is the Human Resources Director at Apple Tree Dental. In September, Chad attended the ASHHRA Annual Conference in Seattle, Washington. Congratulations Chad! Below Chad shares his ASHHRA Conference experience with us:

“Thank you to HHRAM for the scholarship to the 2017 ASHHRA conference. I have been a long term member of HHRAM, for approximately 12 years, and have learned a great deal from our local conferences and have greatly enjoyed the networking opportunities. I have not had the opportunity to attend the ASHHRA conference in the past due to a very limited budget. The scholarship gave me this opportunity that wouldn’t have been possible.

The conference was filled with great speakers such as Maysoon Zayid, Cy Wakeman Ricardo Palomares and others. Cy Wakeman’s presentation on “Ditching the Drama” in the workplace was my favorite. I learned that the average employee and leader spends approximately 2-2.5 hours of emotional waste in the workplace per day (17 hours per week). That was eye opening for me and I learned some tactics to help with real life situations. I also learned that “engagement without accountability creates entitlement”. I enhanced my knowledge by understanding the latest best practices and current trends in Human Resources. Developing employees and strong leaders in my organization is key to a successful and strong future and I feel more confident to address challenges as they arise.

I took advantage of the opportunity to network with other professionals during breaks and other free time to learn as much as possible. As Business Partner Liaison for HHRAM, I met some possible new sponsors for our HHRAM conferences in the future. I was also nominated and received the 2017 ASHHRA outstanding Chapter Achievement Award. It was very fulfilling and enjoyable to be able to receive this award at the conference.

Lastly, the conference gave me another opportunity to strengthen my relationships with the other board members of HHRAM engaging in learning opportunities, networking, building connections with other partners, laughing, and having fun. Thank you again HHRAM for the on-going opportunities you have provided for me and specifically for the scholarship to attend the 2017 ASHHRA conference. I would strongly encourage other HHRAM members to take advantage of the generous scholarship opportunities that HHRAM provides its members.”

ASHHRA Awards

HHRAM received the **4 Star Chapter Management Award**, ASHHRA’s highest award, at the annual conference in September. ASHHRA Chapter Management Awards recognize ASHHRA affiliated chapters for their significant achievements throughout the course of the year in promoting effective chapter management, encouraging the advancement of HR leadership in all of our healthcare organizations, and supporting current HR professionals within chapters as they enhance their skills and reach new competencies. Thank you to **Nathan Hamilton** for pulling together HHRAM’s 2016 accomplishments for the Chapter Management Award!

Shannon Demgen was awarded the Outstanding Chapter Officer Award for the significant contribution she made as the 2016 HHRAM President. Thank you Shannon for your leadership and dedication to HHRAM!

Chad Engstrom was awarded the Outstanding Chapter Achievement Award. This award recognizes an HR professional whose significant contributions advance the healthcare human resources profession. As the HHRAM Business Partner Liaison, Chad has continually grown Business Partner involvement and engagement with HHRAM. Great work Chad!





HHRAM 2017 Fall Conference

HHRAM Fall Conference: HealthCare Changes – From Surviving to Thriving!

The 2017 HHRAM Fall Conference was held September 27-29th at Sugar Lake Lodge in beautiful Grand Rapids, MN. The lineup included some amazing speakers and the ability to offer credit hours toward HRCI certification, as well as some great networking opportunities/activities. Thank you to our conference planners, Lois Slick, Chrissy Draper, and Heidi Olson for all your hard work putting together a great conference!



HHRAM Conference Scholarship Winner – Angela Kleffman

Congratulations to Angela Kleffman, Director of Ancillary Services, Bigfork Valley for being the recipient of the HHRAM fall conference scholarship! Angela is the Director of Ancillary Services for Bigfork Valley. Below Angela shares her HHRAM Fall Conference experience with us:

“The HHRAM conferences always offer something that I've never found in another event; and the 2017 Fall Conference did not disappoint. When you get a room full of Human Resources Professionals out of the office and in one place, you create pure magic!

The HHRAM Board and planning committee scheduled a lineup of amazing motivational, informational and entertaining speakers, and the Business Partners became part of the conference this year; giving us the opportunity to learn more about the people we work with every day.

Keynote speaker, Mike McKinley said, "The people in this room is the number one benefit.", and he couldn't be more right. The networking that happens at this event is rare. When you attend this conference and become part of the HHRAM family, you don't just make amazing HR contacts, you make amazing friends.

The networking opportunities started shortly after arrival and continued into the evenings with fun-filled entertainment and events. Let me just ask you; at what conference can you say that you wanted to attend the evening events? The Murder Mystery Dinner created an opportunity to get to know your peers in order to solve the crime, and the pontoon ride and campfire offered the chance to relax and have a casual evening with new friends.

The continued connections developed from attending this conference year after year keeps me coming back and looking forward to the next.

A huge thank you to the Board and planning committee for planning another amazing conference!”

HHRAM Education Scholarship

Are you or your child considering going to school for a graduate degree? Are you planning on completing the PHRE/SPHR, SHRM-CP/SHRM-SCP, or CHHR certifications? HHRAM offers two scholarships each calendar year to encourage undergraduate and graduate level academic pursuits for a career in healthcare and/or human resources. Scholarship awards are \$1000 per individual per year, and may be used to pay tuition, books, certification tests, and fees associated with healthcare/HR academic pursuits. The deadline for the scholarship application is November 1, 2017. Visit the HHRAM website for more information on the application process.



Member Spotlight: Jennie Buettner



What's your current job? Compensation & Benefits Manager

How long have you been a member of the HHRAM? Since April 2017

What's your favorite moment of your career so far? Being thanked multiple times for making benefits and the leave of absence process as easy as possible when an employee was going through a stressful health crisis.

What was your childhood dream job? Animal Rights Activist (Life has evolved, and I now enjoy both fishing and going to the circus with my son. 😊)

If Hollywood made a movie of your life, who would you like to see play the lead role as you? Amy Schumer. I would want it to be a comedy!

What is the best professional advice you've received? When receiving 360 feedback, a mentor stated "Focus on the opportunities and not the amazing stuff because the amazing stuff is who you are and that isn't going to change. You are amazing and that's in your DNA. The other stuff is about how to make incremental improvements to what is already remarkable.

Business Partner Spotlight: Hays Companies



Over the past 10 years of supporting HHRAM, I've had the opportunity to build so many valuable connections (both professionally and personally). We've also appreciated your support of our fun annual hospitality suite!

There are many familiar members, but as a growing organization I wanted to use this "partner spotlight" to connect with new members and share a little about myself and Hays Companies:

- Hays Companies is a full service employee benefits, property casualty and retirement services consultancy.
- I've worked at Hays for 10+ years. The entrepreneurial, creative, "do what's best for your client" spirit is what fuels us.
- Clients often call us an "extension of their HR and Finance team." Our main service goal is to add value to your company. Whether it's access to:
 - Human Resource Consultants
 - In-house ERISA and Labor Attorneys
 - Wellness Consultants
 - Human Resource Consultants
 - Fully staffed and local compliance department with attorneys on staff
 - Local Underwriting team
 - Prescription Drug Consultants
 - COBRA and Flex Administration
 - Custom digital and print communications, WE CAN HELP!

Data, data, and more data.

We recognize the impact of rising medical costs and that's why we are passionate about the fact that we have been able to keep our client's renewals consistently below medical trend by 4-6%. Our proprietary health plan data analytics engine and risk pool management strategy helps look at costs in a whole different way. If you ever want to discuss, we offer some intriguing conversations on these topics.

Look forward to continuing to meet more HHRAM members and learning how we can help make your HR life a little easier, and perhaps fun.

- Blake Martin (bmartin@hayscompanies.com)



»» Save the Date!

May 3-4, 2018

DoubleTree by Hilton – St. Paul East
(formerly Hotel Metro 3M Area)



Featuring keynote speaker Jennifer McClure on:

“The Future of HR: 4 Keys for Creating Competitive Advantage Through Innovative People Strategies”

AND

“Re-Inventing Human Resources: A Roadmap To Meet The Challenges Of The Future And Achieve Success”

