

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 Shannon Demgen, SHRM-SCP

In the true spirit of the season, wishing you peace and joy! It is the perfect time of year to reflect on what we are thankful for and one of those things for me is a career that I'm passionate about. I'm also thankful to have HHRAM to meet other healthcare human resources professionals and network with all of you each year!

As 2018 comes to a close, I want reflect on what a great year it has been for HHRAM. I have included a summary of the goals we have accomplished this year.

2018 Goals:

1. Research partnering with MHA, MMGMA, WiSHHRA or other state ASHHRA chapters. Research will be completed by March and implemented by November 2018. **Goal Complete:**
 - MMGMA and HHRAM will be offering our member conference rate to each other's membership.
 - HHRAM and WiSHHRA plan to partner on a joint webinar each year.
 - Discussions with MHA have begun on how we can partner to benefit our memberships.

2. HHRAM Succession Plan: Have a membership table at the Spring and Fall conference to share HHRAM membership benefits, Board positions and collect interest in joining the HHRAM board. **Goal Complete:**
 - The HHRAM board had a membership table in the Business Partner room at the Spring conference and will have one at the Fall conference.
 - We will welcome 3 new board members in 2019:
 - Lisa Smude, Human Resources Director at Catholic Health Initiatives – St. Gabriel's Hospital in Little Falls, MN will be the HHRAM Membership Director
 - Jen Bahe, HR Director at Minneapolis Radiology in Plymouth, MN will be the HHRAM Education Director
 - Rachel Ask, Human Resources Advisor at Sanford Health in Sioux Falls, SD will be a HHRAM Member at Large.

3. The Business Partner Liaison and HHRAM board will bring in three new business partners. This will be implemented by the fall 2018 conference. **Goal Complete:**
 - We had 7 new Business Partners attend the Spring or Fall Conference: IS Loan Solutions, iSolved HCM, Page Up, Skill Survey, Purdue University Global, Graystone Advertising and Medical Solutions.

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4. Review and update bylaws by October 1, 2018. **Goal Complete:**
 - The HHRAM Board has reviewed the bylaws and had them reviewed by an attorney. The changes were communicated during the HHRAM Business Meeting at the Fall Conference and submitted to the membership for approval in November 2018. If you have not voted to approve, please do so using this link: <https://www.surveymonkey.com/r/2019HHRAMBallot>
5. Ensure HHRAM members are receiving all email communication delivered from the Wild Apricot system by April 1, 2018. **Goal Complete:**
 - Members that weren't receiving emails have confirmed they are now receiving them. Please reach out to a HHRAM board member if you are not receiving any email communication from HHRAM.
6. Leverage the two new Business Partners at Large to determine how we can build relationships and value to our business partners as well as increase conference attendees and/or increase HHRAM membership. **Goal Complete:**
 - Gold and Platinum Sponsors will be offered to opportunity for one of their healthcare clients that isn't currently a HHRAM member the opportunity to attend the Fall Conference at no cost. They would also receive a free HHRAM membership for 2019.

Season's greetings with all the best for the New Year. I look forward to seeing you at HHRAM events in 2019!

Shannon Demgen
HHRAM President
sdemgen@mngastro.com

HHRAM Board of Director Meeting Dates

Board meetings alternate between being held by conference call, being held in person in St. Cloud at CentraCare St. Benedict's Senior Community (1810 Minnesota Blvd, St. Cloud) or being held the night before the Spring and Fall Conferences. The meetings begin at 10 am. Any member is welcome to attend to see if you would like to get more involved serving the HHRAM chapter. RSVP's are appreciated so that we can have an accurate count for meals.

January 18th: Conference Call
February 15th: Conference Call
March 15th: In Person - CentraCare St. Benedict's Senior Community
April 19th: Conference Call
May 15th: In Person – Marriott Minneapolis West
June 21st: Conference Call
August 16th: In Person – MNGI Corporate Office, Minneapolis, MN
September TBD: Conference Call
October 8th: In Person – Grand View Lodge, Nisswa, MN
November 15th: In Person – CentraCare St. Benedict's Senior Community



Welcome to our New Members!

Amanda Anderson
Executive Assistant
Northwest Eye
Golden Valley, MN

Allison Kaufmann
HR Business Partner
Regions Hospital
St. Paul, MN

Paige Nordby
Human Resources Representative
Glencoe Regional Health Services
Glencoe, MN

Janet White
Administrator
Associated Skin Care Specialists
Minneapolis, MN

Treasurer's Report

HHRAM remains in good financial standings YTD for the 2018 calendar year.

The current checking account balance as of November 30, 2018 is \$100,260.69 with \$44,063.91 in CDs.

Income	Budget 2018	Actual YTD thru 11/30/2018
Investment Income	\$ 60	\$ 45.20
ASHHRA Chapter Awards	\$ 1,000	\$ 750.00
Program Income (Salary Survey Revenue Sharing)	\$ 6,500	\$ 13,463.01
Membership Dues	\$ 14,000	\$ 9,555.00
Conference Income – Spring 2018	\$ 31,000	\$ 34,850.00
Conference Income – Fall 2018	\$ 32,000	\$ 33,805.00
Total	\$ 84,560	\$ 92,468.21
Expenses		
Chapter Relations (ASHHRA conference & ASHHRA Memberships)	\$ 7,820	\$ 6,107.45
Conference Expenses (Spring)	\$ 25,000	\$ 18,370.48
Conference Expense (Fall)	\$ 30,000	\$ 30,969.46
Contracted Services – Accounting & Mgmt	\$ 8,294.36	\$ 7,139.00
Monthly Operations (Fees, Postage, Printing, Phone, Supplies, D&O Liability)	\$ 3,200	\$ 1,962.32
Scholarships (2 education, 1 ASHHRA, 2 HHRAM)	\$ 3,500	\$ 1,500.00
Website Maintenance	\$ 1,422	\$ 1,127.88
Board Meeting Expense	\$ 700	\$ 409.93
Misc. – Collaborative, Education, Philanthropic, Donations, Regional Meetings	\$ 1,475	\$ 1,128.94
Total	\$ 81,411.36	\$ 68,715.48

2019 HHRAM Healthcare Salary Survey



**It's almost here!
Mark your calendars for the upcoming
survey.**

Survey Opens: December 13, 2018*

Participation Deadline: February 9, 2019

Report Distribution: April 15, 2019

*Data effective date is January 1, 2019

If you have questions, contact us at 844-863-1029 or HHRAMSurvey@lockton.com. Learn more about the HHRAM survey online at hhram.org.

Spring Conference

SAVE THE DATE



May 16-17, 2019

Marriott Minneapolis West – St. Louis Park, MN

Member Spotlight

Rachel Ask is one of the newest members to the 2019 HHRAM Board. She will serve as a Member at Large in 2019 and we want to give everyone a chance to get to know Rachel. Rachel is currently a Human Resources Advisor for Sanford Health.



What do you enjoy most about working in human resources in healthcare?

I love the passion for the work done in Health Care. I am fortunate to work for an organization that looks at the health and healing from cradle to grave of the populations we serve. It is fortunate that I don't provide hands on patient care 😊 but I love being able to support those who do!

How long have you been a member of HHRAM?

I have been a member off and on over my career in Sanford starting in 2007

What are you looking forward to in joining the HHRAM Board in 2019?

I am excited to be part of the board to offer insight as a member of a large Health Care system and also to explore ways we can all better support each other in this ever changing industry!

What's your favorite moment of your career so far?

I have had some great opportunities to engage in Leadership Development opportunities at Sanford Health – it has been awesome to watch someone go from that realization that managing and leading are two very different things and how impactful they can be as a LEADER to their teams.

What was your childhood dream job?

I was going to be on Broadway 😊

If Hollywood made a movie of your life, who would you like to see play the lead role as you?

Melissa McCarthy ;-)

What is the best professional advice you've received?

Be genuine – be humble and own your stuff – also don't take yourself too seriously – it's exhausting 😊.

ASHHRA Update – Save the Date for Health Care HR Week & #ASHHRA19

By Karen Gillespie, ASHHRA Regional Consultant - Region 6



It's never too early to start planning your Health Care HR Week celebrations! Check out resources from ASHHRA to help get started: <http://www.ashhra.org/learning/healthcarehrweek.shtml>

Join your health care HR colleagues in the Windy City for a weekend of learning, networking and more! Start making your ASHHRA19 plans: <https://annual.ashhra.org/2019/registration.cfm>



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SEPT. 21 – 24, 2019 | CHICAGO



ASHHRA 55th ANNUAL CONFERENCE & EXPOSITION



HHRAM's ASHHRA Conference Scholarship

Are you considering attending the ASHHRA conference in 2019? HHRAM provides one HHRAM member with a scholarship to attend. The scholarship award is \$1,500 to provide HHRAM members with a venue to receive educational tools and resources, in addition to networking opportunities with healthcare HR professionals throughout the United States.

Applications are available on the Members Only section on the HHRAM website. **Applications are due by May 1, 2019.**



2019 Benefits Strategy & Benchmarking Survey



Insurance | Risk Management | Consulting

HHRAM Benefits Strategy & Benchmarking Survey coming January 7th!

HHRAM, in partnership with Gallagher, will be offering HHRAM members the opportunity to participate in the **2019 Benefits Strategy & Benchmarking Survey**. This survey will provide you with insights and best practices for managing benefit costs while also attracting and retaining top talent.

The survey covers everything from high-level questions about organizational priorities and benefit strategies to current and future tactics related to medical plans, wellness programs, retirement plans, PTO and more. Gallagher's 2018 survey received responses from **more than 4,000 organizations**, making it one of the largest and most comprehensive surveys of its kind.

Knowing that HR professionals, who are primarily called upon to complete this survey, are extremely busy and do not have excess time to invest into a new project, Gallagher has streamlined the design of the survey to make participation as easy as possible. **You will receive your survey invitation on January 7th.**

Why Should I Participate?

By completing this survey, you'll get access to a complete analysis of your peers' practices and policies, and trends that are shaping today's changing benefits market. Your participation also gives you the opportunity to identify your organization as a best-in-class employer.

You'll get access to:

- **2019 Executive Summary:** overall insights and implications from participating organizations. In 2018, more than 4,200 organizations participated.
- **2019 U.S. National report:** Deep analysis of the full spectrum of employee benefit topics (valued at \$650)
- **2019 Best-in-Class Benchmarking Analysis:** Findings on top-performing organizations and proven successful tactics.



Business Partner Spotlight

Verified Credentials' Background Screening Considerations for Healthcare

Background screening, as both a required and necessary part of your hiring process, helps keep your facilities compliant and staff and patients safe. As a trusted background screening partner to many HHRAM members and other healthcare organizations, [Verified Credentials](#) has made some helpful insights on background checks:

- While [fingerprint checks](#) and other state-mandated searches can be required, they may not make a great stand-alone background check solution. They simply do not take into account all of the possible records available to an experienced background screening company.
- Verifying work or academic history? Verified Credentials makes [unlimited attempts](#) to complete every verification until you tell us to stop, unlike the industry trend of stopping after the first 72 hours.
- Verified Credentials has seen a 350% increase in reoccurring checks on current staff. An easier way to complete large-scale screening projects, including healthcare specific screenings like OIG reports, is through the [bulk screening solution](#).

[Verified Credentials](#) has been a long-standing partner of HHRAM and has 35 years of experience providing background screening services to the healthcare industry. They are located right here in Minnesota and ready to talk through these solutions and insights if you're considering a fresh start with your background screening program.

Contact Randy Samaraka at rsamaraka@verifiedcredentials.com or [Schedule a Consultation >>](#)

A festive graphic with the words "Happy Holidays!" written in a large, bubbly, red-and-white striped font. The letters are decorated with colorful Christmas lights (blue, yellow, green, orange) and a string of lights weaves through the text.

Fall Conference

SAVE THE DATE!

2019 HHRAM FALL CONFERENCE
October 9 - 11, 2019
Grand View Lodge - Nisswa, Minnesota

