



Letter from our President, Lisa Smude

Happy Holidays everyone! I can't believe 2022 is coming to a close! Along with the close of 2022 also comes the end of my two-year term as President of HHRAM! Time sure flies when you are having fun!

To end this year I have been doing 30 Days of Love Notes. I had the pleasure of listening to the founder Shannon Weber in a work meeting last week and was inspired to end my year with gratitude. To honor the everyday, unsung people who do the hard work of showing up for others-just like all of you, I am joining in on the adventure of changing the world, one love note at a time!

My first "love note" of this final message as HHRAM President is to my fellow HHRAM board members! As I look back I am proud of all we accomplished during the last two years: We hosted our first ever virtual conference, got back into in-person conferences, resumed our active participation in ASHHRA's conferences, got back into our HR/Healthcare advocacy work and so much more! I am so appreciative of our board and am grateful I get to work with them! They make being President a much easier gig and I learn so much from them every time we are together!

My second "love note" is for you-our members! I come back from each conference so refreshed and energized by all of you! I am grateful I get to work in the same profession as you all. You are taking care of the people who are out there taking care of the sick, the poor, and the vulnerable! You all have a tough job and you do it each and every day with kindness, compassion, and a can-do attitude! You inspire me to keep doing my best to be the best I can be each and every day!

I invite you all to join me in changing the world, one love note at a time. Check out Shannon White at loveyou2.org. I don't think you will regret it.

Wishing you a peaceful, restful Holiday season with those who matter the most to you! Can't wait to see you at our Spring Conference May 18 and 19, 2023!

Inside this issue

2022 Goals	2
2022 Board Members.....	2
2022 Budget	3
2022 Spring Conference.....	4
2022 Board Meetings	4
Scholarship Opportunity.....	5
New Board Members.....	5
Benefits of HHRAM.....	5
Fall Conference.....	6
Business Spotlight	7
Salary Survey	8-9
ASHHRA	10

2022 Goals and How We Did!

- **Increase Membership** by 3% from 2021 (181 members) and diversify membership by adding 1 nonhealthcare membership . Also want to increase ASHHRA Membership by 2 people. ***Did not meet; membership fell to 163 members despite HHRAM Board Calls and Mailings.***
- **Conference Attendance:** Increase conference attendance.
 - Had 54 attendees for Spring Virtual 2021—increase by 5; ***Exceeded this goal—68 attended.*** Had 41 attendees for Fall 2021, increase by 5 for 2022. ***Missed our target of 46, 39 attended.***
 - **Re-engage Business Partners:** On 3 separate occasions engage Business Partners. (once at each conference and 1 additional time. ***Met this goal.***
- **Increase Social Media Presence:** Advertise ASHHRA Events at least 2 times a year. ***Exceeded this goal by advertising ASHHRA more than 3 times this year!***

The best time for new beginnings is now.

OurMindfulLife.Com

2023 Board Members

- Lois Slick, President
- Lisa Smude, Past President
- Chrissy Draper, Secretary/Treasurer
- Laurie Daniels, Membership Director
- Mary Hoffman, Social Media Director
- Roxie Hejhal, Communications/Marketing Director
- Open, Education Director
- Brianne Ptacek, Salary Survey Coordinator
- Heidi Powell, Scholarship Coordinator
- Shannon Demgen, Chapter Management Director
- Nicole Nyberg, Member at Large
- Jessica Gervenak, Member at Large
- Chad Engstrom, Business Partner Liaison
- Dave Mandel, Business Partner, Member at Large
- Blake Martin, Business Partner, Member at Large



To contact any HHRAM board member, please visit HHRAM.org for information.

2022 Budget Results vs 2021

ACCT#	Income	2021 Budget	2021 Actual	2022 Budget	2022 Actual YTD NOV
45000	Investments				
45030	Interest-Savings, Short term CD	180.00	797.48	187.00	206.09
	Total 45000 - Investments	\$ 180.00	\$ 797.48	\$ 187.00	\$ 206.09
46400	Other Investments				
46435	ASHHRA Chapter Awards	-	-	1,000.00	-
	Total 46400 - Other Income	\$ -	\$ -	\$ 1,000.00	\$ -
47200	Program Income				
47245	Salary Survey Revenue Sharing	8,100.00	8,803.74	8,500.00	8,574.70
	Total 47200 - Program Income	\$ 8,100.00	\$ 8,803.74	\$ 8,500.00	\$ 8,574.70
47230	Membership Dues Income	\$14,250.00	\$12,325.00	\$13,125.00	\$10,435.00
49000	Conference Income				
49010	Spring Conference Registrations	750.00	-	7,500.00	9,585.00
49011	Spring Conference Business Partners	-	-	15,000.00	17,350.00
49012	Spring Conference Philanthropy Donations				650.00
49015	Fall Conference Registrations	8,250.00	6,785.00	15,750.00	7,480.00
49016	Fall Conference Business Partners	18,000.00	11,650.00	18,000.00	7,500.00
	Total 49000 - Conference Income	\$ 27,000.00	\$ 18,900.00	\$ 56,250.00	\$ 42,565.00
	Total Income	\$ 49,530.00	\$ 40,826.22	\$ 79,062.00	\$ 61,780.79
ACCT#	Expenses	2021 Budget	2021 Actual	2022 Budget	2022 Actual YTD NOV
60100	ASHHRA National Conference	\$ 7,500.00	\$ -	\$ 7,500.00	\$ 7,700.00
61000	Conference Expense				
61002	Spring Conference Expense		3,123.75	30,000.00	21,579.12
61003	Fall Conference Expense	27,000.00	27,763.00	30,000.00	32,912.93
	Total 61000 - Conference Expense	\$ 27,000.00	\$ 30,886.75	\$ 60,000.00	\$ 54,492.05
62100	Contract Services				
62110	Accounting & Management Fees	7,800.00	8,223.00	8,160.00	8,235.00
62150	Outside Contract Services (tax return)	500.00	575.00	600.00	575.00
	Total 62100 - Contract Services	\$ 8,300.00	\$ 8,798.00	\$ 8,760.00	\$ 8,810.00
62190	Education	\$ 750.00	\$ 450.00	\$ 720.00	\$ 750.00
64000	Membership Expense (ASHHRA dues/mis c)	\$ 525.00	\$ -	\$ 525.00	\$ 175.00
65000	Operations				
65015	Advertising	1,500.00		100.00	
65020	Postage Mailing Service	240.00	-	-	
65030	Printing and Copying	240.00	1.20	-	
65040	Supplies, Mileage, Sales Tax	2,700.00	25.48	600.00	197.02
65060	Scholarships (2 Education, 1 ASHRA, 2 HIRAM)*	3,500.00	500.00	2,000.00	-
65070	Technology	1,500.00	1,205.99	1,200.00	1,325.74
65080	Bank & Card Fees	900.00	725.09	900.00	1,177.91
65090	Miscellaneous Expense		215.97	-	144.95
	Total 65000 - Operations	\$ 10,580.00	\$ 2,673.73	\$ 4,800.00	\$ 2,845.62
65100	Other Expenses				
65100	Other	\$ 150.00	\$ -	\$ 150.00	\$ 1,558.00
65120	Insurance	1,500.00	1,558.00	1,500.00	-
65170	Donations		465.00		650.00
	Total 65100 - Other Expenses	\$ 1,650.00	\$ 2,023.00	\$ 1,650.00	\$ 2,208.00
68300	Travel and Meetings				
68310	Board and Committee Meetings	300.00	200.00		
68320	Education Meetings	-	-		
	Total 68300 - Travel and Meetings	\$ 300.00	\$ 200.00		
	Total Expense	\$ 56,605.00	\$ 45,031.48	\$ 83,955.00	\$ 76,980.67
	NET INCOME	\$ (7,075.00)	\$ (4,205.26)	\$ (4,893.00)	\$ (15,199.88)

HHRAM 2023 Spring Conference

Dates: May 18 and 19, 2023

Mystic Lake Center, Prior Lake, MN

Registration <https://www.hhram.org/event-5015339>

Early Bird: \$300 Standard: \$350 Non-Member: \$400.00

Featuring Keynote Speaker JASON BARGER

Jason Barger is a New York Times-celebrated author, motivational speaker, leadership coach and culture expert. He is committed to engaging the minds and hearts of people in order to strengthen leadership, culture, and clarity of mission, vision and values.

Follow on social media @JasonVBarger and dive into his podcast “The Thermostat”

<https://www.youtube.com/user/OneLovePublishers>



We hope to see you there!

<p>There is No One Like You!</p> <p>LoveYou2.org</p>
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HHRAM Board Meeting Dates for 2023

Board meetings are being held by conference call until further notice and are typically scheduled the 3rd Friday of each month, except July and December.

January 20th	June 16th
February 17th	August 18th
March 17th	September 15th
April 21st	October 20th
May 19th	November 17th

Any member is welcome to attend to see if you would like to get more involved serving the HHRAM Chapter. If interested, please contact Laurie at LDaniels@nmascmg.com.

Scholarship Opportunities

The national ASHHRA conference is coming up soon! This year's conference will be held in Charlotte, North Carolina April 23rd – 25th.

This is a great opportunity to network with healthcare HR professionals from around the nation, participate in educational sessions and listen to inspiring keynote speakers.

If you are interested in attending, HHRAM offers one \$1,500.00 scholarship to provide financial assistance toward conference and travel expenses. For more information, to see if you are eligible or to complete an application please visit our website.

HHRAM has established a scholarship program to encourage undergraduate and graduate level academic pursuits for a career in healthcare and/or healthcare human resources. To find out if you qualify for the \$1000 scholarship or to complete an application please visit our website.

HHRAM Benefits of Membership

- Networking, Partnership, and Teamwork: Get involved with advancing our profession and strengthening partnerships with your peers.
- Professional Development: Opportunities to access free or greatly reduced education opportunities as a member of the board.
- Leadership and volunteer opportunities: Time commitment is low and flexible; can work around your schedule!
- Fun opportunity: Our board is very cohesive and we enjoy working together! Get ready to laugh!
- Support: Our board is very experienced and will help train and support you in your board role.
- “Looks good on your resume”
- HHRAM Swag: Clothing, bags, etc.

If you are interested in joining or would like additional information, please contact Laurie Daniels at 763.581.9008 or ldaniels@nmascmg.com.

New 2023 Board Members

Mary Hoffman Social Media Director

Mary is the Director of HR for Lakewood Health System in Staples, MN

Roxy Hejhal Communications/ Marketing Director

Roxy is the VP of HR at Lakewood Health System in Staples, MN

**Welcome to the
Board!**



**Our 2022 HHRAM
Fall Conference was
held at Thumper
Pond in Ottertail,
Minnesota.
Gambling on Joy!**

Thank you to all our speakers who made our event the best. Please accept our thanks for the wonderful presentations you each shared with us!

We laughed until our cheeks and stomachs hurt! Thanks Stevie Ray for the great education during the day and for the stand up comedy in the evening!

We sure enjoyed being pampered during our conference! Thank you Kaleigh Svoboba, Owner of Riverside Massage and Yoga Studios.



Thank you to Rebecca Shipley on an informative talk on Building & Utilizing a Base Pay Structure.

Jessica Dawson with Gallup helped translate Gallup's research, management science, and best practices into practical, compelling, and powerful solutions that produce organizational and culture change.

It was great to see Corey Walton from the DOL again and David Skovholt from the MN DOL!

And last, but not least, Grant Collins, from the Felhaber Larson Law Firm, shared his knowledge and legal updates!

Fun Swag Box!!! —>



Business Partner Spotlight

At Corebridge Financial, we believe action is everything. That's why every day we proudly partner with financial professionals and institutions to make it possible for more people to take action in their financial lives, for today and tomorrow.

Corebridge Financial is a new company, but not a new business. Formerly AIG Life & Retirement, we are one of the largest and most established providers of retirement solutions and insurance products in the United States, with a long and proven track record of serving our clients. At Corebridge, we're passionate about giving people the power to help them reach their financial goals. It's who we are.

Unlock a more powerful experience....

Certain information can enable new payroll functionality for your plan and your employees.

- Eligibility, Vesting, Limits & Contribution Calculations
- Overall Plan & Targeted Employee Engagement
- Annual Census Consolidation
- Online & Mobile Enrollment

Contact:
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core + Speaks to our strong foundation of industry-leading products, services and partnerships that are central to helping people take action in their financial lives.

bridge Evokes our passion for helping people take action to carry them from planning to outcomes, providing a path from today's financial needs to tomorrow's aspirations.





STAND OUT in 2023 with HHRAM

You want to hire and retain the best people for your organization. But it's a tough healthcare job market right now. Thankfully, the **2023 HHRAM Healthcare Salary Survey** gives you the answers you need to stand out in a quickly changing landscape.

Your Winning Strategy

This annual survey gathers comprehensive data about clinical and non-clinical healthcare salaries across the Upper Midwest. You can use the survey results to gain an edge on your competition, and it's a great value. HHRAM utilizes a tiered pricing model to make this survey accessible for organizations of all sizes! Plus, participating HHRAM members are eligible for **an \$80 discount** on the survey's results.

Need more reasons to participate in the survey? Refer a company or a colleague who then participates and buys the survey for the first time, and your results are **FREE!** Also, if you are a participant in Iowa, you will receive the standard report results for **FREE!**

Save the Date!

Survey Opens: December 12, 2022*

Participation Deadline: February 10, 2023

Report Distribution: April 14, 2023

*Data effective date is January 1, 2023



Lockton Survey Pricing

How Much Does the Survey Cost?

The HHRAM Survey is unmatched in quality but comes at a fraction of the cost of comparable surveys. Our tiered pricing, based on organization type and size, guarantees your company receives the best possible rate. Plus, participating HHRAM members qualify for a \$80 discount, making it an even greater value for all organizations – large or small.

Organization Type	2023		
	Non-Participant	Participant	Participant Member*
Hospital/Health System - 1,000 or more FTEs	\$1,475	\$985	\$905
Hospital/Health System - 301 to 999 FTEs	\$1,110	\$740	\$660
Hospital/Health System - Up to 300 FTEs	\$810	\$540	\$460
Clinics / LTC / Other Orgs - More than 200 FTEs	\$765	\$510	\$430
Clinics / LTC / Other Orgs - 101 to 200 FTEs	\$620	\$410	\$330
Clinics / LTC / Other Orgs - Up to 100 FTEs	\$435	\$290	\$210
Consultants - Professional Services Firm	\$3,010	n/a	n/a

***2023 Pricing: Includes salary survey and pay practices results in PDF and Excel formats.**



ASHHRA Update – December 2022

The American Society for Healthcare Human Resources Administration (ASHHRA) is the nation's only membership organization exclusively dedicated to meeting the professional needs of human resources leaders in healthcare. Founded in 1964, the American Society for Health Care Human Resources Administration (ASHHRA) and has more than 2,000 members nationwide. It leads the way for members to become more effective, valued and credible leaders in health care human resources. As the foremost authority in health care human

resources, it provides timely and critical support through research, learning and knowledge sharing, professional development, products and resources, and provides opportunities for networking and collaboration.



SAVE THE DATE

ASHHRA23: April 23 - 25 | Charlotte



Certified in Healthcare
Human Resources

Certified in Healthcare Human Resources (CHHR)

Invest in your future by earning the Certified in Healthcare Human Resources (CHHR) professional designation.

Nationally recognized, CHHR is the premier credential based on sound assessment that delivers both internal and external rewards. Certification is awarded to those who meet the criteria and pass the CHHR certification exam.

The CHHR signifies:

- Accomplishment and expertise within the health care HR community.
- Knowledge of the health care environment and health care workforce needs.
- Ability to adapt this knowledge to individual health care organizations' needs and goals.
- A commitment to career advancement.

Visit [Get Certified – ASHHRA](#) to learn more. HHRAM has two board members that completed the CHHR certification exam and available to answer any questions regarding the exam or tips for preparing. Contact Lisa Smude (lisa.smude@commonspirit.org) or Shannon Demgen (Shannon.demgen@mngi.com) as they would be happy to share their experience with the exam.