



← *Check out our NEW HHRAM LOGO!*

We believe our new logo better communicates what HHRAM stands for today—developing excellence in healthcare Human Resource Professionals.

Letter from our President, Lisa Smude

Hello! Like many of you I'm sure, I was very excited to turn the calendar to 2021 for multiple reasons. One of those reasons is I now am honored to serve as the HHRAM President for 2021-2022!

First off, I want to start by thanking Chad Engstrom who was our 2019-2020 President. At our fall 2019 conference, we had no idea that this would be Chad's last President's Reception with all of us, and how our world would change. I want to thank Chad for his calm, steadfast leadership that helped HHRAM pivot through our challenging 2020 year and I promise, the next time we are together, we will give him a fun "thank you" send off from his Presidency! HHRAM has an exciting year ahead as we continue to grow and pivot our strategies to maximum the value and education we bring to our members.

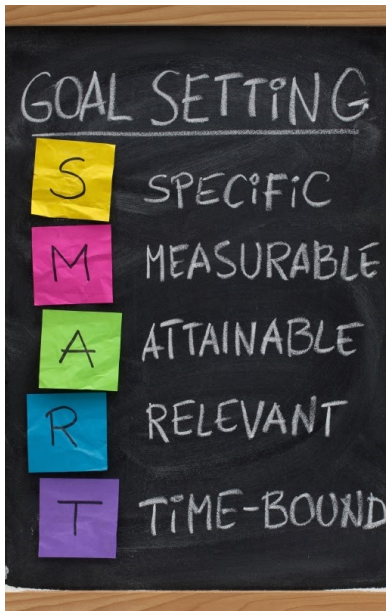
HHRAM will continue to be the go to resource for education and networking for healthcare human resources professionals. This spring we will be hosting a series of virtual "mini conferences" that will be a mix of education, networking, and of course a splash of fun! (More to come on that soon!) Our goal is to have our Fall Conference in person in Duluth, though it may look a little different than in years' past to ensure everyone's safety. I can't wait until we can all be together in person again as you, our members and business partners, are my favorite part of HHRAM! Thank you for being part of us! If you have any ideas you would like to share with the board or are interested in becoming more involved, please contact me as we are here to serve our members.

Thank you and stay safe!



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2021 Goals

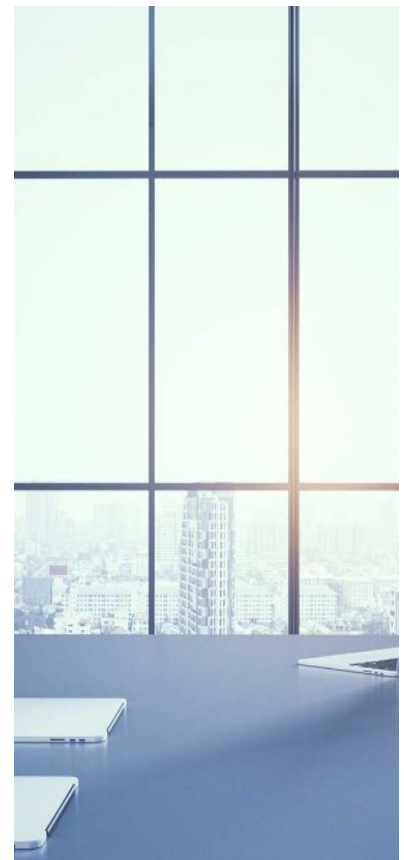
- **Increase Membership** by 3% from 2020 (ended at 195 members) and diversify membership by adding 1 (one) nonhealthcare membership (i.e., Dental, Mental Health, Vision). Also want to increase ASHHRA Membership by 2 people.
- **Conference Attendance:** Host 1 (one) in person conference in 2021 & 1 Virtual offering (more than just a webinar).
- **Re-engage Business Partners:** On 3 separate occasions engage Business Partners.
- **Increase Social Media Presence.**

Our organization, like yours, likely has already reacted to the pandemic by adjusting individual employee and organizational goals, but continual change highlights the importance of being agile.

2021 Board Members

- Lisa Smude, President
- Chad Engstrom, Past President
- Lois Slick, Treasurer
- Chrissy Draper, Secretary
- Shannon Demgen, Chapter Management Director
- Laurie Daniels, Membership Director
- OPEN, Social Media Director
- Laurie Daniels, Communications/Marketing Director
- Heidi Powell, Education Director
- Jane Kolas, Salary Survey
- Chrissy Draper, Scholarship Coordinator
- Brianne Ptacek, Member at Large
- Paula Wokasch, 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.



2021 Budget

Account #	Income	2019 Budget	2019 Actual	2020 Budget	2020 Actual	2021 Budget
45000	Investments					
45030	Interest-Savings, Short term CD	50.00	168.21	168.00	198.77	180.00
	Total 45000 - Investments	\$ 50.00	\$ 168.21	\$ 168.00	\$ 198.77	\$ 180.00
46400	Other Investments					
46435	ASHHRA Chapter Awards	1,000.00	1,000.00	1,000.00	1,000.00	-
	Total 46400 - Other Income	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ -
47200	Program Income					
47245	Salary Survey Revenue Sharing	8,400.00	3,534.43	8,500.00	7,998.50	8,100.00
	Total 47200 - Program Income	\$ 8,400.00	\$ 3,534.43	\$ 8,500.00	\$ 7,998.50	\$ 8,100.00
47230	Membership Dues Income	\$15,000.00	\$15,500.00	\$15,000.00	\$8,824.00	\$14,250.00
49000	Conference Income					
49010	Spring Conference Registrations	10,500.00	6,750.00	10,000.00	-	750.00
49011	Spring Conference Business Partners	20,000.00	24,250.00	25,500.00	-	-
49015	Fall Conference Registrations	13,000.00	11,150.00	12,375.00	-	8,250.00
49016	Fall Conference Business Partners	21,000.00	25,500.00	23,500.00	4,500.00	18,000.00
	Total 49000 - Conference Income	\$ 64,500.00	\$ 67,650.00	\$ 71,375.00	\$ 4,500.00	\$ 27,000.00
	Total Income	\$ 88,950.00	\$ 87,852.64	\$ 96,043.00	\$ 22,521.27	\$ 49,530.00
Account #	Expenses	2019 Budget	2019 Actual	2020 Budget	2020 Actual	2021 Budget
60100	ASHHRA National Conference	\$ 8,000.00	\$ 6,004.16	\$ 7,500.00	\$ -	\$ 7,500.00
61000	Conference Expense					
61002	Spring Conference Expense	28,000.00	35,420.37	30,000.00	639.36	
61003	Fall Conference Expense	35,000.00	38,796.45	35,000.00	-	27,000.00
	Total 61000 - Conference Expense	\$ 63,000.00	\$ 74,216.82	\$ 65,000.00	\$ 639.36	\$ 27,000.00
62100	Contract Services					
62110	Accounting & Management Fees	7,794.36	8,242.60	8,100.00	7,454.00	7,800.00
62150	Outside Contract Services (tax return)	500.00	-	500.00		500.00
	Total 62100 - Contract Services	\$ 8,294.36	\$ 8,242.60	\$ 8,600.00	\$ 7,454.00	\$ 8,300.00
62190	Education	\$ 750.00	\$ 500.00	\$ 750.00	\$ -	\$ 750.00
64000	Membership Expense (ASHHRA Dues/Inst)	\$ 320.00	\$ 320.00	\$ 525.00	\$ -	\$ 525.00
65000	Operations					
65015	Monthly Headquarters Fees					
65020	Postage Mailing Service	250.00	145.03	240.00	2.75	240.00
65030	Printing and Copying	250.00	896.11	250.00	3.39	240.00
65040	Supplies, Mileage, Sales Tax	2,800.00	2,460.91	2,800.00	-	2,700.00
65060	Scholarships (2 Educator, 1 ASHRA, 2 HHRM/)	3,500.00	2,500.00	3,500.00	1,000.00	3,500.00
65070	Technology	2,700.00	4,756.88	3,084.00	1,529.87	1,500.00
65080	Bank & Card Fees			1,000.00	800.93	900.00
	Advertising					1,500.00
	Total 65000 - Operations	\$ 9,500.00	\$ 10,758.93	\$ 10,874.00	\$ 3,336.94	\$ 10,580.00
65100	Other Expenses					
65100	Other	150.00	58.48	132.00	-	150.00
65120	Insurance	525.00		1,558.00	1,502.00	1,500.00
	Total 65100 - Other Expenses	\$ 675.00	\$ 58.48	\$ 1,690.00	\$ 1,502.00	\$ 1,650.00
68300	Travel and Meetings					
68310	Board and Committee Meetings	600.00	354.15	600.00	60.31	300.00
68320	Education Meetings	500.00	-	500.00	-	-
	Total 68300 - Travel and Meetings	\$ 1,100.00	\$ 354.15	\$ 1,100.00	\$ 60.31	\$ 300.00
	Total Expense	\$ 91,639.36	\$ 100,455.14	\$ 96,039.00	\$ 12,992.61	\$ 56,605.00
	NET INCOME	\$ (2,689.36)	\$ (12,602.50)	\$ 4.00	\$ 9,528.66	\$ (7,075.00)

Member Spotlight—Brienne Ptacek

Tell us a little bit about yourself. I am a wife to a wonderful husband. I am a mother to three girls, Grace (12), Ella (9) and Rose (5). When I am not working, I enjoy spending time with my family, exercising, and traveling all over to find the best BBQ in America.

How long have you been a member of HHRAM? I have been a member of HHRAM since November of 2013.

What do you enjoy most about working in human resources in healthcare? I enjoy being part of a smaller company where I am the primary resource for our employees. I also enjoy working in healthcare HR because it is always changing, and you never stop learning.



What is a typical day like for you? I would say no day is typical! I wear many hats and I also recently took on managing the business office staff, so depending upon where priority lies, my day would consist of addressing any HR issues, questions, changes, payroll, etc. QI reporting, patient satisfaction survey monitoring and benchmarking. Processing credentialing/reappointments for providers and helping the business office staff and other department managers with anything they may need.

What are you looking forward to in joining the HHRAM Board in 2021? I am looking forward to learning from all the board members and to be able to contribute wherever I am able!

What's your favorite moment of your career so far? I was working at my current job, but as the surgery scheduler and my boss/mentor asked if I had any interest in helping her with HR duties at another site she was managing. She recognized my potential to grow in the company before I did!

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

What is the best professional advice you've received? Fake it till you make it! When starting a new role or doing something that is out of my comfort zone, these words always come into my head. To me it means, never let them see you sweat!

MINNESOTA WAGE THEFT LAW



HHRAM's Chad Engstrom and Shannon Demgen met with Senator Eric Pratt's team on Tuesday, February 23 to discuss the Wage Theft Notice.

The team is working towards making several improvements with the notice requirements during this legislative session. There was a Senate hearing on Wednesday, February 24 and HHRAM has been asked to write a letter of support for some of the changes.

Senator Pratt's team is recommending these changes to be written into the legislation including:

1. Grace period for giving Wage Theft notice – doesn't need to have signed before the first day of employment. Considering before their first pay check or 3 days to be similar to the I-9 form
2. Allow electronic signature so the form can be completed completely electronically.
3. State employee does not need to sign for changes such as compensation increase, PDO accrual increase, etc.
4. Handbooks and offer letters can suffice the requirements of the Wage Theft form as long as employee signature is received
5. Exclude discretionary pay – does not need to be disclosed ahead of time
6. First violation would not have a penalty but rather education from DOLI on expectations of the law
7. Cap on penalty
8. If there is a change to notice – provide change by next earning statement rather than by the date it takes effect. Change doesn't need to be provided on the form as long as it is provided to the employee in writing.

HHRAM Board Meeting Dates for 2021

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

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.

Virtual Spring Conference

Plans are underway on a series of virtual mini conferences this Spring. More information will be coming to your email soon!



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.

We are looking for an Social Media Director! If you are interested or would like additional information, please contact Laurie Daniels at 763.581.9008 or ldaniels@nmascmg.com.

New 2021 Board Member

Brianne Ptacek
Member at Large

Brianne is the Human Resource Manager at the High Point Surgery Center in Lake Elmo, Minnesota.

Welcome, Brianne!



Welcome to New Members!

Welcome Message to our New Members!

Thank you so much for becoming a member of HHRAM. We're thrilled to have you on board and can't wait to get to know you.

To help you get involved, join us for one of our Spring Mini Conferences,

Leah Gerard
Business Manager
20-20 RMP, LLC

Jen Bailey
Director of Compensation
Allina

Allison Birrenkott
HR Generalist
Black Hills Surgical Hospital

Blake Martin
Senior Vice President
Hays Companies

Stefanie Dagen
HR Manager
Kittson Healthcare

Allie Janssen
HR Specialist
Knute Nelson

Janis Koltun
Principal
Mercer

Hilary Emerson
HR Director
North Homes, Inc.

Amanda Reynolds
Recruitment & Retention
Perham Health

David Monson
Executive Director of HR
Rainy Lake Medical Center

Carri Kline
Compensation & Benefits
Revo Health

Andrea Jerrick
HR Director
St. Croix Regional Medical

Kimberley Carlson
Director HR
Stillwater Medical Group

Jennifer Current
Compensation & Benefits
Summit Orthopedics

Jennifer Peters
HR Manager
WLCFS—Christian Family Solutions



2021 HHRAM HEALTHCARE SALARY SURVEY



The HHRAM Healthcare Wage & Salary Survey, designed by the HHRAM Compensation Committee, is our annual analysis of compensation data for healthcare organizations in the Upper Midwest. Administered by Lockton, it is relevant, robust, and a great value for your organization. It covers more than 400 job titles along with comprehensive pay practices information. Over 180 healthcare employers located in MN, ND, SD, WI, and IA consistently participate in this survey. It has been a trusted resource for more than 20 years.

Thank you again to everyone who participated in the 2021 survey. Your participation makes the data more valuable for all our members. Pricing for the 2021 HHRAM Healthcare Wage & Salary Survey is now available online at hhram.org. Our tiered pricing ensures a great value for all participants, and we will continue to offer a \$25-\$50 discount for participating HHRAM members.

The HHRAM Healthcare Wage and Salary Survey gathers comprehensive data about clinical and non-clinical healthcare salaries across the Upper Midwest and beyond. The results provide an in-depth understanding of how a changing market can affect your company's compensation goals.

Business Partner Spotlight

100% Online Administration Degrees

Master of Science – Healthcare Administration

Become a leader and decision-maker in the dynamic healthcare field with a Master of Science in Healthcare Administration. Advance your critical-thinking skills in financial management, organizational development, health law and policy, population health and healthcare trends.

Master of Science – Training & Human Resource Development

Improve and influence business culture with an online Master of Science in Training and Human Resource Development. Contribute to positive organizational environment while developing training programs and managing human capital. Understand how business technology enhances learner



For more information:

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ASHHRA21

CONNECT INNOVATE TRANSFORM

— APRIL 26 - 27 —

Health care leaders are actively transforming their organizations through a focus on affordability and value with innovative responses to emerging opportunities and unprecedented challenges like the COVID-19 pandemic. Strategic partnerships that cut across the care continuum, evolving payment models, unique workforce approaches, effective leveraging of digital technologies, attention to the social determinants of health, and new care models are

empowering health care providers to improve the health of their communities. Success is being driven by inspired leadership, forward-thinking governance, and resilient workforce.

The ASHHRA21 Virtual Conference, April 26 - 27, convenes health care HR professionals and thought leaders to share strategies, resources and solutions to the most pressing issues in today's health care landscape. Together, we'll explore the challenges of the coronavirus response, establish best practices for the health care field post-pandemic, and present innovative approaches that you can implement in your organization.

Healthcare Human Resources Week Was March 15-19, 2021

Health Care HR Week is designated to recognize human resources professionals in health care organizations across the nation for their important role across the continuum of care. **Below are some fun activities you can implement or use as inspiration for more ideas to do throughout the year!**

- **Know Your Health Care HR Professional Day:** Hold a contest using a brief questionnaire to ask hospital employees around the organization to define the responsibilities of the HR department. The top three winners will receive a prize.
- **Luncheon Celebration:** Hold a luncheon in your organization to celebrate the work of the HR professional and have others in the organization meet the HR staff.
- **Hospital Wellness Day:** HR staff could set up tables to talk about health and fitness, invite suppliers on healthy foods, exercise, stress management, etc.; offer incentive for participating. Find a community/local charity and set aside time to work together to volunteer.
- **Career Share Day:** Invite the community to your organization for a career fair that includes career development activities such as resume writing, interviewing skills, networking strategies, seminars on getting hired, how to shine, turning a no into a yes, etc., or visit a school to talk about careers in health care HR.
- **Cover-Me-for-Lunch Day:** For an hour and a half, the HR non-managers and managers switch jobs for a day; the goal is to learn what the other does day to day and gain a greater appreciation for one another.
- **Unique HR Request Day:** Discover the most unique requests you and your colleagues in HR have ever received (without revealing any confidential information, of course!), and discuss how you addressed the request.