



Letter from our President, Lisa Smude

Summer has finally arrived in Minnesota! I always say this is the time of year that makes all of us remember why we live here!

2022 sure is off to a great start for HHRAM! In April, 6 members of the HHRAM Board attended the ASHHRA Conference in Phoenix Arizona! It was so wonderful to be in person again with Healthcare HR Professionals from all over our country! HHRAM had a lot to be proud of. We received a 4-Star Chapter Award, which was the highest awarded at the conference this year! Also three of our Board Members, Chrissy Draper, Lois Slick, and Laurie Daniels received individual awards! Phoenix was filled with some great education and reconnecting with old friends!

May 12th-13th was our Spring Conference in Stillwater MN! It was so great to see so many of you again in person. We had some amazing speakers and had great weather for our river boat ride on the St. Croix.

If you haven't already, mark your calendar for our fall conference at Thumper Pond in Ottertail MN from September 28th-30th. Fall colors should be amazing during that time. Blake Martin and Heidi Powell are taking the lead on planning; it should be a fun time!

Thank you all for being a part of HHRAM! You are why the board is all here! If you ever have suggestions for improvements or want to join in on our fun board, reach out to me.

Have a wonderful summer. I can't wait to see you all in the fall!



Inside this issue

2022 Goals	2
2022 Board Members.....	2
2022 Budget	3
Member Spotlight	4
Stillwater Spring Conference .	5
2022 Board Meetings.....	5
Benefits of HHRAM.....	6
HHRAM Education Credits	6
Salary Survey.....	7
Business Spotlight	7
New Members	8
ASHHRA	9

2022 Goals

- **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.
- **Conference Attendance:** Increase conference attendance.
 - Had 54 attendees for Spring Virtual 2021—increase by 5; had 41 attendees for Fall 2021, increase by 5 for 2022.
- **Re-engage Business Partners:** On 3 separate occasions engage Business Partners. (once at each conference and 1 additional time.
- **Increase Social Media Presence:** Advertise ASHHRA Events at least 2 times a year.



*IT'S NOT THAT HAPPINESS MAKES US GRATEFUL.
BUT GRATEFULNESS MAKES UP HAPPY.*

2022 Board Members

- Lisa Smude, President
- Lois Slick, President Elect
- Chrissy Draper, Secretary/Treasurer
- Shannon Demgen, Chapter Management Director
- Laurie Daniels, Membership Director
- Laurie Daniels, Communication Director
- Jessica Frank, Social Media Director
- Heidi Powell, Education & Scholarship Director
- Brianne Ptacek, Salary Survey Coordinator
- Nicole Nyberg, 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.

New 2022 Board Member Nicole Nyberg

Nicole is the
Director of HR
at Knute Nelson
in Alexandria.

Welcome to the HHRAM
board, Nicole!

2022 Budget

Account #	Income	2019 Budget	2019 Actual	2020 Budget	2020 Actual	2021 Budget	2021 YTD Act	2022 Budget
45000	Investments							
45030	Interest-Savings, Short term CD	50.00	168.21	168.00	311.76	180.00	797.48	204.00
	Total 45000 - Investments	\$ 50.00	\$ 168.21	\$ 168.00	\$ 311.76	\$ 180.00	\$ 797.48	\$ 204.00
46400	Other Investments							
46435	ASHHRA Chapter Awards	1,000.00	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	\$ -	\$ -	\$ 1,000.00
47200	Program Income							
47245	Salary Survey Revenue Sharing	8,400.00	3,534.43	8,500.00	7,325.15	8,100.00	8,804.00	8,500.00
	Total 47200 - Program Income	\$ 8,400.00	\$ 3,534.43	\$ 8,500.00	\$ 7,325.15	\$ 8,100.00	\$ 8,804.00	\$ 8,500.00
47230	Membership Dues Income	\$15,000.00	\$15,500.00	\$15,000.00	\$7,249.00	\$14,250.00	\$12,325.00	\$13,125.00
49000	Conference Income							
49010	Spring Conference Registrations	10,500.00	6,750.00	10,000.00	-	750.00	-	7,500.00
49011	Spring Conference Business Partners	20,000.00	24,250.00	25,500.00	-	-	-	15,000.00
49015	Fall Conference Registrations	13,000.00	11,150.00	12,375.00	-	8,250.00	6,785.00	15,750.00
49016	Fall Conference Business Partners	21,000.00	25,500.00	23,500.00	-	18,000.00	11,650.00	18,000.00
	Total 49000 - Conference Income	\$ 64,500.00	\$ 67,650.00	\$ 71,375.00	\$ -	\$ 27,000.00	\$ 18,435.00	\$ 56,250.00
	Total Income	\$ 88,950.00	\$ 87,852.64	\$ 96,043.00	\$ 15,885.91	\$ 49,530.00	\$ 40,361.48	\$ 79,079.00
Account #	Expenses	2019 Budget	2019 Actual	2020 Budget	2020 Actual	2021 Budget	2021 Actual	2022 Budget
60100	ASHHRA National Conference	\$ 8,000.00	\$ 6,004.16	\$ 7,500.00	\$ -	\$ 7,500.00	\$ -	\$ 7,500.00
61000	Conference Expense							
61002	Spring Conference Expense	28,000.00	35,420.37	30,000.00	639.36		3,123.75	30,000.00
61003	Fall Conference Expense	35,000.00	38,796.45	35,000.00	-	27,000.00	27,763.00	30,000.00
	Total 61000 - Conference Expense	\$ 63,000.00	\$ 74,216.82	\$ 65,000.00	\$ 639.36	\$ 27,000.00	\$ 30,886.75	\$ 60,000.00
62100	Contract Services							
62110	Accounting & Management Fees	7,794.36	8,242.60	8,100.00	8,138.00	7,800.00	8,223.00	8,160.00
62150	Outside Contract Services (tax return)	500.00	-	500.00		500.00	575.00	600.00
	Total 62100 - Contract Services	\$ 8,294.36	\$ 8,242.60	\$ 8,600.00	\$ 8,138.00	\$ 8,300.00	\$ 8,798.00	\$ 8,760.00
62190	Education	\$ 750.00	\$ 500.00	\$ 750.00	\$ 700.00	\$ 750.00	\$ 450.00	\$ 720.00
64000	Membership Expense (ASHHRA dues/misc)	\$ 320.00	\$ 320.00	\$ 525.00	\$ 940.00	\$ 525.00	\$ -	\$ 525.00
65000	Operations							
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	1.20	-
65040	Supplies, Mileage, Sales Tax	2,800.00	2,460.91	2,800.00	48.93	2,700.00	25.48	600.00
65060	Scholarships (2 Education, 1 ASHHRA, 2 HHRAM)*	3,500.00	2,500.00	3,500.00	1,000.00	3,500.00	500.00	2,750.00
65070	Technology	2,700.00	4,756.88	3,084.00	1,529.87	1,500.00	1,205.99	1,200.00
65080	Bank & Card Fees			1,000.00	800.93	900.00	725.09	900.00
65090	Miscellaneous Expense						215.97	-
	Advertising					1,500.00		100.00
	Total 65000 - Operations	\$ 9,500.00	\$ 10,758.93	\$ 10,874.00	\$ 3,385.87	\$ 10,580.00	\$ 2,673.73	\$ 5,550.00
65100	Other Expenses							
65100	Other	\$ 150.00	\$ 58.48	\$ 132.00	\$ -	\$ 150.00	\$ -	\$ 150.00
65120	Insurance	525.00		1,558.00	1,502.00	1,500.00	1,558.00	1,500.00
	Total 65100 - Other Expenses	\$ 675.00	\$ 58.48	\$ 1,690.00	\$ 1,502.00	\$ 1,650.00	\$ 1,558.00	\$ 1,650.00
68300	Travel and Meetings							
68310	Board and Committee Meetings	600.00	354.15	600.00	60.31	300.00	200.00	-
68320	Education Meetings	500.00	-	500.00	-	-	-	-
	Total 68300 - Travel and Meetings	\$ 1,100.00	\$ 354.15	\$ 1,100.00	\$ 60.31	\$ 300.00	\$ 200.00	\$ -
	Total Expense	\$ 91,639.36	\$ 100,455.14	\$ 96,039.00	\$ 15,365.54	\$ 56,605.00	\$ 44,566.48	\$ 84,705.00

Member Spotlight—Katie Kalenberg



Tell us a little about yourself:

After high school, I attended MN State in Mankato where I obtained a Bachelor’s in Psychology and Business Management. Immediately following my undergrad, I attended St. Thomas to obtain my Master’s in Business Administration. During this time, I also travelled through Europe, Ireland, Australia, and most recently, New Zealand.

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

I enjoy that the outcome and priority of organizations is the same across the board. Patients must come first in this industry. New to the industry, I enjoy the challenge that comes with keeping up-to-date on rules and laws specific to healthcare that ultimately affect employees outside of the workplace.

What is a typical day like for you?

No day is ever the same! Being the local HR site representative brings to my plate many individual employee requests, as well as many larger organizational project requests. Mostly, I’m assisting with information gathering to implement a new ERP system in 2023, managing daily employee relations, sourcing and recruiting, and processing payroll.

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

The people that I’ve met, by far. I can’t pin-point one specific time/incident but I can confidently say that I have met and worked with some incredible individuals. We’ve laughed together, cried together, and worked together through many difficult and interesting situations that allows me to call many of them some of my closest friends.

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

Jennifer Aniston

What is the best professional advice you’ve received?

Rome wasn’t built in a day! Often I want to start a project/conversation and finish it within the day; but rarely does/can this occur. It’s helpful to remember that great things take time to build, even in situations that seem small. It’s better to get it right the first time, than to have to correct things later due to being impatient.

**2022 HHRAM Fall Conference
Save the Date!
Thumper Pond - Ottertail, MN
September 28-30, 2022**





HHRAM Spring Conference

Our 2022 HHRAM Spring Conference was held May 12-13, 2022, at the Water Street Inn along the St. Croix River in Stillwater, MN. 68 HR Professionals Attended.

When the worlds of captivating speakers, passionate business partners, dedicated board members, and gifted HR professionals collide, you can only expect to have a great time. Mix in beautiful weather and a networking event along the St. Croix River, you can't refute the 2022 HHRAM Spring Conference was a huge success! We are extremely thankful for great company and the opportunity to grow and expand along others that work in our field each and every day.

We would like to extend a very sincere appreciation to our speakers and their willingness to share their expertise and information to better our organizations.

- Christopher Littlefield, Beyond Thank You
- Lynne Jensen-Nelson, Conversion-omics Speakers and Consultants
- Heidi Orstad, March McLennan Agency
- Jackie Schierenberg, CommonSpirit Health
- Grant Collins, Felhaber Larson Law Firm



*Jessica Frank,
Social Media Director*

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.

HHRAM Board Meeting Dates 2022

January 21st	June 17th
February 18th	August 19th
March 18th	September 16th
April 15th	October 14th
May 11th	November 18th

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.

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.

For additional information, please contact Laurie Daniels at 763.581.9008 or ldaniels@nmascmg.com.

Being a member of HHRAM means having access to great networking opportunities, education resources, annual conferences, and more!



HHRAM Education Credits

The mission of HHRAM is to develop excellence in healthcare human resource professionals.

To encourage our members to invest in their careers and stay current in their field, HHRAM is an approved education provider through ASHHRA, SHRM, and HRCI.

We offer two conferences per year that qualify for an average of 6 – 8 credits, as well as a couple of webinars per year for 1-2 credits each.



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 2022 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 75.00 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

Your organizational wellbeing is our priority.

As a trusted partner serving the healthcare community, there is nothing more important to the wellbeing of your organization than the wellbeing of your people. To help your workforce achieve their full potential, Gallagher has created an approach to benefits, compensation, retirement, employee communication and work culture unlike any other. Gallagher Better WorksSM centers on the strategic investments you make in your employees' health, financial wellbeing and career growth, with a holistic focus on organizational wellbeing.

For more than 90 years, Gallagher has been here for businesses, communities and people around the globe. Customizing insurance programs and benefits and HR solutions tailored to their needs. Consulting with organizations through every challenge to drive better outcomes. Helping you build the confidence to handle whatever comes next.



Gallagher

Insurance | Risk Management | Consulting

Connect with us to start your journey:

Lauren Lambright
Area Vice President, Benefits &
HR Consulting
lauren.lambright@ajg.com
Direct: (612) 834-7677

Visit ajg.com for more information.



New Members!

Allina Health

Kristin Meyer
Sr. Compensation Specialist

Laura Gale
Compensation Analyst

Marsha Hallstead
Compensation Consultant

Canvas Health

Lina Yang
Director of Human Resources

Mille Lacs Health System

Kim Nystedt
HR Business Partner

Olivia Hospital & Clinic

Katie Kalenberg
HR Manager

Olmsted Medical Center

Kim Helt
Human Resource Generalist

Regions Hospital

Shannon Lessman
Compensation Analyst

Ridgeview Medical Center

Emily Miller
Recruiter

Kayla Jones
HR Generalist

Lindsey Hewitt
HR Generalist

Riverwood Healthcare Center

Angie Kjelstrom
Sr. Human Resources Generalist

St. Francis Health Services

Stephen Saffia
VP Human Resources

St. Luke's

Ami Rose
Compensation & Benefits Specialist

Carri Prudhomme
Talent Acquisition Leader

Tri-County Health Care

Jessica Frank
HR Coordinator

Melissa Putikka
HR Generalist

Rebecca Thorne
Director of HR

Stephenie Trout
HR Generalist

Twin Cities Pain Clinic

Emily VanBuren
Human Resources Manager

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.

Now more than ever, the quantity and quality of your network is critical to access and leverage people's expertise and information.



The ASHRA Annual Conference and Exposition is where HR leaders from across the continuum of care gather to learn about the latest trends impacting the HR function in the healthcare work environment

Get ready for ASHRA23!

ASHRA23 is headed to “the Queen City” – CHARLOTTE, North Carolina, from Sunday, April 23 to Tuesday, April 25, 2023! Join us for the premier event for healthcare HR professionals across the continuum of care, delivering dynamic keynote speakers, innovative breakout sessions, engaging networking activities and a variety of opportunities for healthcare HR professionals to connect.

HHRAM at the ASHRA Conference in Phoenix!



Congratulations to Lois Slick, Director of Human Resources at Life Care Medical Center in Roseau on her ASHRA's 2021 National Mentorship Award. She was recognized for “demonstrating exemplary leadership and providing mentorship to those in the healthcare human resources field.

See ASHRA's HR Pulse magazine for a great article on Lois, and more!
[HR Pulse \(AHHQ\) - Spring 2022 - Cover \(hrpulse-digital.com\)](http://hrpulse-digital.com)

Other highlights from Phoenix:

- HHRAM was awarded the **ASHRA FOUR STAR Certificate of Achievement**. Our chapter was the only one to receive the highest award!
- Chrissy Draper and Laurie Daniels each received the Outstanding Chapter Achievement Award which recognizes the significant contributions in the health care human resources profession.

