



Letter from our President, Lisa Smude

Hello, Hard to believe we are closing in on the end of 2021. For as tough and crazy 2020 was, I think we can all agree as HR Professionals that 2021 had its own brand of tough and crazy! However, as I spoke to many of you in our virtual conference in May of 2021 and then to see so many of you IN PERSON this fall at our first in person conference in 2 years, I couldn't be more proud than I am to work with such amazing, resilient, and adaptable group of professionals! Our plans are in full swing for our next in person conference May 12th and 13th in Stillwater! Hope to see you there!



As always, we here at HHRAM are here to help support you, your professional development, and your organizations. Please don't ever hesitate to reach out with questions or suggestions.

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. **Goal not met. Help is needed to refer people to HHRAM!!!**
- **Conference Attendance:** Host 1 (one) in person conference in 2021 & 1 Virtual offering (more than just a webinar). **Goal Met!**
- **Re-engage Business Partners:** On 3 separate occasions engage Business Partners. **Goal Met!**
- **Increase Social Media Presence.** **Goal Met—but we can do better!**

Wishing you all a Happy Holiday season and cheers to a better 2022!

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Scholarship Opportunities

The national ASHHRA conference is coming up soon. This year's conference will be held in Phoenix, Arizona April 24th – 27th. This is a great opportunity to network with healthcare HR professionals, listen to keynote speakers and engage in innovative breakout sessions. If you are interested, HHRAM does offer a scholarship in which you could take advantage of to help cover costs. The application is available on the HHRAM website.



Healthcare Human Resources Association of Minnesota (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 \$1500 scholarship or to fill out an application please visit our website.

If you aim for nothing, you'll hit it every time!

Author Unknown

2022 Board Members



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

Understanding the virtual environment in which we have been operating in since the pandemic began, the HHRAM board felt it was important to give back to our members and offer in-person education once again for those who could participate. We anticipated taking a loss for this event, however felt it beneficial to try to begin the journey back to some sense of "normalcy."

Acct #	Income	2021 Budget	2021 YTD (Nov)
45000	Investments		
45030	Interest-Savings, Short term CD	180.00	766.19
	Total 45000 - Investments	\$ 180.00	\$ 766.19
46400	Other Investments		
46435	ASHHRA Chapter Awards	-	-
	Total 46400 - Other Income	\$ -	\$ -
47200	Program Income		
47245	Salary Survey Revenue Sharing	8,100.00	-
	Total 47200 - Program Income	\$ 8,100.00	\$ -
47230	Membership Dues Income	\$14,250.00	\$12,325.00
49000	Conference Income		
49010	Spring Conference Registrations	750.00	-
49011	Spring Conference Business Partners	-	-
49015	Fall Conference Registrations	8,250.00	6,785.00
49016	Fall Conference Business Partners	18,000.00	11,650.00
	Total 49000 - Conference Income	\$ 27,000.00	\$ 18,435.00
	Total Income	\$ 49,530.00	\$ 31,526.19
Acct #	Expenses	2021 Budget	2021 Actual
60100	ASHHRA National Conference	\$ 7,500.00	\$ -
61000	Conference Expense		
61002	Spring Conference Expense		3,123.75
61003	Fall Conference Expense	27,000.00	27,763.00
	Total 61000 - Conference Expense	\$ 27,000.00	\$ 30,886.75
62100	Contract Services		
62110	Accounting & Management Fees	7,800.00	7,534.00
62150	Outside Contract Services (tax return)	500.00	575.00
	Total 62100 - Contract Services	\$ 8,300.00	\$ 8,109.00
62190	Education	\$ 750.00	\$ 450.00
64000	Membership Expense (ASHHRA dues/misc)	\$ 525.00	\$ -
65000	Operations		
65015	Monthly Headquarters Fees		
65020	Postage Mailing Service	240.00	-
65030	Printing and Copying	240.00	1.20
65040	Supplies, Mileage, Sales Tax	2,700.00	25.48
65060	Scholarships (2 Education, 1 ASHHRA, 2 HHRAM)*	3,500.00	500.00
65070	Technology	1,500.00	1,205.99
65080	Bank & Card Fees	900.00	686.41
65090	Miscellaneous Expense		48.09
	Advertising	1,500.00	
	Total 65000 - Operations	\$ 10,580.00	\$ 2,467.17
65100	Other Expenses		
65100	Other	\$ 150.00	\$ -
65120	Insurance	1,500.00	1,558.00
	Total 65100 - Other Expenses	\$ 1,650.00	\$ 1,558.00
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	\$ 43,670.92
	NET INCOME	\$ (7,075.00)	\$ (12,144.73)

Member Spotlight—Laurie Daniels



Tell us a little bit about yourself: Since 2010, I have been employed by the North Memorial Ambulatory Surgery Center in Maple Grove, a multi-specialty same day surgery center. For the last 4 years, I have been their Human Resource Director. Because we are a small firm, I wear many hats, but really enjoy my HR responsibilities.

My husband, Steve, and I have been married for 41 years and live in Saint Michael. We have 3 sons, and twin grandsons, who will be 2 in January. We are so blessed!

How long have you been a member of HHRAM? I have been a member of HHRAM since May of 2019. In 2020, I joined the board as their communication and marketing director. In 2021 I took on the role of membership director.

What do you enjoy most about working in human resources in healthcare? I love helping people, no matter what the challenge is. We are a busy Ambulatory Surgery Center and it feels like I learn something new every day!

What is the best professional advice you've received? If you don't know the answer, admit it, and do your best to find it! You don't need to know all the answers immediately. People will respect you more for being honest!

“To handle yourself, use your head; to handle others, use your heart.”
— Eleanor Roosevelt

HHRAM Board Meeting Dates for 2022

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 14th	June 17th
February 18th	August 19th
March 18th	September 16th
April 15th	October 14th
May 20th	November 18th

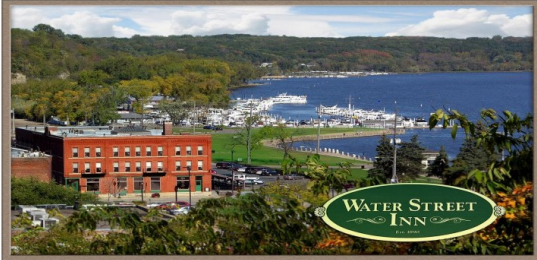
Any member is welcome to attend to see if you would like to get more involved serving the HHRAM Chapter. If interested, please contact Laurie at LDaniels@nmascmg.com.

2022 Spring Conference is May 12-13 Stillwater

Featuring Keynote CHRISTOPHER LITTLEFIELD

“My mission is to transform the global conversation around giving and receiving recognition by providing programs that develop awareness, support authentic communication, and make a tangible difference in people’s lives at work and at home.

Over the last few five years alone, I have worked with more than 7000 managers and employees from around the world to rethink their relationship to giving and receiving recognition and transform the conversation in their workplace to one where people feel fully valued and appreciated every day.”



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 2022 Board Member

Jessica Frank Social Media Director

Jessica is the HR Coordinator with Tri-County Healthcare in Wadena, Minnesota.

Welcome to the board, Jessica!!



Chapter Management Update

NATIONAL MENTORSHIP AWARD

This award recognizes ASHHRA members who demonstrate exemplary leadership and provide mentorship to those in the health care human resources field.

Award Criteria

- Nominee and nominator must both be current ASHHRA national members
- Nominee must have had at least five (5) years of consecutive ASHHRA membership
- Three (3) supporting letters that speak to their attributes as a role model, teacher, resource, support and companion

2021 Winner

Lois Slick

Director of Human Resources

Life Care Medical Center

Roseau, Minn.

Chapter: Healthcare Human Resources Association of Minnesota (HHRAM)

OUTSTANDING CHAPTER ACHIEVEMENT AWARD*

The Outstanding Chapter Achievement Award recognizes affiliated chapter member who is not a chapter officer, but whose significant contributions advance the health care human resources profession.

Any affiliated chapter member in good standing, excluding any chapter officer, is eligible for this award.

2021 Winners

Christina Draper

HR Business Partner

CHI LakeWood Health

Baudette, Minn.

Chapter: Healthcare Human Resources Association of Minnesota (HHRAM)

Laurie Daniels

Human Resources Director

North Memorial Ambulatory Surgery Center

Maple Grove, Minn.

Chapter: Healthcare Human Resources Association of Minnesota (HHRAM)



Stand Out in 2022

You want to hire and retain the best people for your organization. It's a tough healthcare job market right now but the 2022 HHRAM Healthcare Salary Survey will give you the answers you need to stand out in a quickly changing landscape.

Your Winning Strategy

Take part in the **2022 HHRAM Healthcare Salary Survey**. The survey gathers comprehensive data about clinical and non-clinical healthcare salaries across the Upper Midwest. The results provide an in-depth understanding of how a changing market can affect your company's compensation goals.

PARTICIPATING HHRAM MEMBERS RECEIVE A \$75 DISCOUNT!

SURVEY NOW OPEN!

Participation Deadline: February 4, 2022

Report Distribution: April 13, 2022

*Data effective date is January 1, 2022

What you need to do:

- Be on the lookout for a survey email in your inbox on December 8!
- Download the [Participation Form](#) from the email and SAVE it to your computer.
- Complete the form and submit it through the secure website by February 4, 2022.
- Not on our email list? You can still participate! Send a request to opt-in and receive submission information for the 2022 survey at HHRAMsurvey@lockton.com.

What is it?

HHRAM's annual salary survey is an invaluable tool for hiring and retaining the best possible talent, helping you to stand out above your competitors. The survey report contains information about more than 440 executive, management and allied health and professional positions.

Get the Survey for Free!

If you participate in the survey, you can get the results FREE Just refer a company or a colleague who then participates and buys the survey for the first time.

Why Participate?

For more than two decades, the HHRAM survey has been a trusted resource for organizations whose aim is to rise above the competition. Our extensive report provides your organization the insight it needs to not only attract, but also retain top talent in the healthcare industry.

Pricing on Page 8

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 \$75 discount, making it an even greater value for all organizations – large or small.

2022 Pricing: Includes salary survey and pay practices results in PDF and Excel formats

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.

	Non-Participant	Participant	HHRAM Discount
Hospital/Health System -1,000 or more FTEs	\$1,400	\$955	\$75
Hospital/Health System -301 to 999 FTEs	\$1,050	\$720	\$75
Hospital/Health System -Up to 300 FTEs	\$770	\$525	\$75
Clinics / LTC / Other Orgs -More than 200 FTEs	\$700	\$495	\$75
Clinics / LTC / Other Orgs -101 to 200 FTEs	\$530	\$400	\$75
Clinics / LTC / Other Orgs -Up to 100 FTEs	\$345	\$280	\$75
Consultants -Professional Services Firm	\$2,920	n/a	n/a

Business Partner Spotlight

Diggity Dowdle offers a customized e-commerce solution for Healthcare Organizations to provide their staff a fast and easy way to purchase branded merchandise.



Diggity Dowdle
 DIGGING FOR DEALS SINCE 2014
 763.202.9041 service@diggitydowdle.com

Diggity Dowdle has partnered with trusted suppliers to be able to offer a vast selection of scrubs, apparel and more. Diggity Dowdle's fulfillment center is located in Central Minnesota, ensuring the orders are processed and shipped to the employee quickly. In addition to branded merchandise Diggity Dowdle also offers fantastic gift ideas for your staff.

Any size order, Diggity Dowdle is dedicated to delivering the best to you!
 Diggity Dowdle, LLC is owned and operated by Robbin Dowdle, contact us today!

email: service@diggitydowdle.com/ 763.202.9041

**Our 2021 HHRAM Fall Conference was held
September 29-October 1, 2021 at Pier B Resort in Duluth!**

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!

- John Kreisel, co-author “Still Standing”
- Corey Walton, US Department of Labor on FMLA
- Grant Collins, Fellhaber Larson Law — Legal Update
- Kelli B Send, CFP, Francis Investment Counsel
- Jerry Bridge, Advocate for the Healthcare Industry
- Dr. Kristin Furan, Cuyuna Regional Medical Center
- Cindy Maher, Leading Edge Coaching & Development
- Jamie Guite, Leading Edge Coaching & Development





ASHHRA Update – December 2021

The American Society for Healthcare Human Resources Administration (ASHHRA) is the nation's only membership organization dedicated to meeting the needs of human resources professionals in healthcare.

Founded in 1964, the American Society for Healthcare Human Resources Administration (ASHHRA) has more than 2,000 members nationwide. ASHHRA leads the way for members to become more effective, valued and credible leaders in health care human resources. As the foremost resource for healthcare human resources, ASHHRA provides timely and critical support through research, learning and knowledge sharing, professional development,

products and resources, and opportunities for networking and collaboration. ASHHRA offers the only certification distinguishing health care human resources professionals, the Certified in Healthcare Human Resources (CHHR).

ASHHRA has been focused on transitioning from the American Hospital Association (AHA) to an independent 501 c6 non-profit organization in 2021. ASHHRA is near independence and growing the ASHHRA team that will be utilizing their talents and experiences to assist in the creation/deliverance of education content and preparation of the ASHHRA 2022 in-person conference.

Save the date for ASHHRA22

Just Announced! The ASHHRA conference will be April 24-27 in Phoenix, Arizona. Check out www.ASHHRA.org/ASHHRA22 for updates.



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 <https://ashhra.org/education/certification/chhr-exam-preparation/> 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.