

HHRAM Herald

Healthcare Human
Resources
Association of
Minnesota

Summer 2010
www.hhram.org

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 Sarah Fredrickson

With summer now upon us, hopefully you are all enjoying these wonderful weather days as well as taking some much deserved time away to get away and feel refreshed.

The HHRAM Board has been working very hard on the established goals for 2010, as well as other opportunities to support you in your professional role. I would like to provide an update of our progress:

- The resource library on the HHRAM website is well underway! Karmen Reid has been coordinating this effort and has provided an update in the newsletter - please read and contact Karmen if you have any questions or information to provide to the library.
- The HHRAM Salary Survey review is underway. Brad Lindow, HHRAM Salary Survey Coordinator and I will be working closely together through the process to evaluate the survey methods and tools. We are in the beginning stages and will keep you informed of our progress along the way.

Please see *President's Letter* on page 3

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2010 Fall Conference- See you there!

The 2010 Fall Conference will be held September 15-17, 2010 at [Madden's on Gull Lake](#). The conference planning committee has put together great learning sessions, and conference attendees can look forward to getting outside to enjoy more than 1000 acres of extraordinary north woods ambiance at Madden's resort. If the powerful scent of pine trees and fragrant flower beds isn't relaxing enough for you, then an invigorating game of golf is sure to unwind even the most stressed human resources professionals.

Registration information is now posted on the HHRAM website www.hhram.org



HHRAM Scholarship Deadline Extended

By Kellie Weller
HHRAM Scholarship Coordinator

HHRAM has an exciting scholarship program to encourage undergraduate and graduate level academic pursuits for a career in healthcare or healthcare human resources. Eligibility requirements include:

- Must be a HHRAM member;
- OR a dependent son or daughter of a HHRAM member;
- OR Employee from a HHRAM member's workplace; or
- Current HHRAM member pursuing PHR or SPHR certification

To learn more about the HHRAM scholarship program and to print an application, visit www.hhram.org or contact Kellie Weller, SPHR, Scholarship Coordinator at kellie.weller@tricountyhospital.org or 218-632-8769. Completed applications with required documentation must be received by HHRAM no later than August 15, 2010 for the school year September 1, 2010 - August 31, 2011. Please follow the mailing instructions on the application!

HHRAM Scholarships are available to HHRAM members, their dependents or other eligible individuals!

ASHHRA Update

By Karmen Reid
ASHHRA's Director of Regional Consultants

Sarah Fredrickson, our HHRAM 2010 President, and I attended ASHHRA's Chapter Leadership Conference in June. This is a training session for chapter leaders. We shared best practices with other chapters and brainstormed on how we can better serve our members. Some of the items that Sarah showcased are our website, our scholarship program, and the HHRAM Regional Director job. We were so proud....It is very apparent that HHRAM continues to be one of the strongest state chapters of all ASHHRA chapters.

I taught the "HR Leader Model" and showed how HHRAM incorporates the ASHHRA leadership competencies in our annual conferences.

ASHHRA recently held its Board elections this month. I have been elected for a second 2-year term as Regional Director. This is a job that oversees the nine Regional Consultants around the USA. I am delighted to tell you that Marit Brock has been elected to serve as ASHHRA's Non-Hospital Healthcare Director. That role represents healthcare HR professionals who are not in a hospital setting.

Please mark your calendars now for the annual ASHHRA conference. It will be held in Tampa, Florida on September 25 - 28. It promises to be a great conference. Register now for a great conference. Information and registration materials are at: www.ashhra.org.



Karmen Reid is the Director of Regional Consultants for ASHHRA and the ASHHRA Liaison for HHRAM.

President's letter from page 1

- We will have time set aside at the fall conference for the board and regional directors to connect and work on our partnerships. I look forward to the conversation and ideas from this group of leaders and I see this as the first of many meetings with regional directors.

In addition to the progress on our goals above, we have several other great things happening that I want to make you aware of:

- The HHRAM 2010 Fall Conference is coming soon! Mark your calendars and register to attend September 15 - 17, 2010 in Brainerd, MN at Madden's Resort. Celeste Gardner, Jackie Buboltz and Stacey Lhotka are planning an awesome conference! Conference materials are available via www.hhram.org. I am certain you will find several topics of interest, as well as some wonderful networking opportunities!
- The HHRAM education survey was sent to members in July in order to learn how you like to receive information and training on various Human Resources topics. The feedback from the survey will help us provide our membership with more educational programs. The results will be shared at the Fall Conference.
- We have published a code of conduct for HHRAM membership and posted that Code of Conduct on our website.

The HHRAM Board and Members will:

- Follow the ASHHRA leadership model.
- Maintain the highest standards of professional and personal conduct.
- Be good financial stewards.
- Offer educational services relevant to HR practitioners in the healthcare field and in compliance with employment law.
- Sponsor salary surveys that comply with the government anti trust requirements.
- Monitor the HHRAM website for appropriate content.
- Give back to the community through philanthropic activities.
- Maintain loyalty to the Human Resources profession by being an advocate for the employee and the company.

The board is also focused on succession planning for chapter leadership positions. Have you thought about becoming more involved, but need more details before further consideration? We would love to hear from you! Specific board positions for 2011 include Secretary or Marketing Director, or you could plan a conference (Spring 2011). If you are interested, please contact myself or any board member with your questions. We would love to have you share your time and talents!

We have a lot to be proud of as members of HHRAM. I attended the ASHHRA Leadership Conference in June and it was very rewarding to speak about our chapter and what we provide to our members. We have been one of the strongest state chapters of ASHHRA and that will continue due to the professionalism, collegiality and volunteerism of our members. I appreciate your contributions, dedication and support of our exceptional chapter.

I wish all of you a safe and happy summer. I look forward to seeing you at the fall conference in September and / or the ASHHRA national conference in Tampa, Florida!

Sarah Fredrickson
HHRAM President

Treasurer's Report

By Rachael Redenius, HHRAM Treasurer

HHRAM is a financially stable chapter with many assets. Currently the HHRAM checking account has a balance of \$50,370.62. There will be many expenses with the upcoming fall conference at Madden's that have not been figured into the balance of the checking account. Currently HHRAM has \$38,654.98 in CD's.

The following represents the approved HHRAM 2010 Budget. This budget is designed to provide valuable programs at a reasonable cost to members while maintaining the long term financial viability of HHRAM

Please contact Rachael Redenius at rredenius@mngastro.com with questions.

2010 Budget

Income:

| | |
|-----------------------------------|-----------------|
| Business Partners - Spring | \$10,000 |
| Business Partners - Fall | \$10,000 |
| Chapter Management Award | \$1,000 |
| Conference Registrations - Spring | \$12,250 |
| Conference Registrations - Fall | \$12,250 |
| Membership Dues | \$11,250 |
| Salary Survey Revenue Sharing | \$6,000 |
| Total | \$62,750 |

Expenses:

| | |
|---|-----------------|
| Chapter Relations (Assistance for officers to attend ASHHRA conference) | \$8,000 |
| Conference Expenses | \$35,000 |
| Accounting and Management Fees | \$6,000 |
| Operations Expenses | \$1,000 |
| Scholarships | \$1,000 |
| Website Maintenance | \$1,560 |
| Board Meeting Expenses | \$2,500 |
| Total | \$57,560 |

Vision Statement

The Healthcare Human Resources Association of Minnesota, Inc. will be the professional association of choice for healthcare Human Resource Professionals, supporting the members through advocacy, innovation, collaboration, partnership, education and networking.

Wellness: Thinking Ahead to Contain Rising Healthcare Costs

By Ali Payne, M.S.,

Gallagher Benefit Services Health Cost Management Consultant

*Consider the ROI Factor:
Strategic Wellness =
Cost Savings*

In today's environment, when every penny counts, employers are looking for the best way to maximize their benefits investment and contain costs. Many companies have dabbled at developing a wellness program, but it is the organizations that are taking it to the next level, basing decisions on claims analysis, employee feedback, evaluation, and cultural assessments that are seeing the biggest return on their investment. Strategic, proactive wellness initiatives can significantly impact an organization's overall bottom line by raising employee morale and job satisfaction, reducing absenteeism, and increasing productivity—all leading to healthier and happier employees.

Based on a Hewitt Associates report to the Business Roundtable in November 2009, employers sponsor health coverage for almost 60% of Americans (160 million people), and healthcare spending has outpaced the rise in all other consumer spending:

- 1980: 9% of the Gross Domestic Product (GDP)
- 2009: 18% of the GDP

If current trends continue, healthcare costs will increase 166% over the next decade from \$10,743 per employee in 2009 to \$28,530 by 2019. This staggering fact has many organizations thinking ahead about how to best contain costs. According to McGinnis, Health Affairs 2002, the most effective way to control healthcare costs is to prevent or reduce the need for healthcare in the first place.

Consider the facts on risk factors for every 100 employees (source: Department of Health and Human Services 2007):

- 25 have cardiovascular disease
- 38 are overweight
- 24 don't exercise
- 44 suffer from stress

So what does that mean in today's economic landscape? It means that employers are actively embracing strategic wellness as a way to lower overall healthcare costs, focusing on three primary strategies:

1. Engaging employees to use healthcare services more wisely
2. Increasing accountability of employees to manage their own health
3. Improving employee health

Based on information from the National Business Group on Health, employers with a wellness program are spending, on average, 2% of their entire healthcare budget on such initiatives (excluding incentives). Furthermore:

- 51% of employers survey their employees
- 89% expect to maintain their wellness programs

See *Strategic Wellness* on page 6

Resources to Help You!

HHRAM is compiling sample job descriptions, forms, policies, and interview questions on our website under "Library". We currently have these resources posted:

- Sample Telecommuting Request Form
- Sample Social Networking Policies
- Sample Telework Policies
- Sample Bereavement Leave Policies
- Sample Holiday Policies

We will be adding more, as a way to provide you with worthwhile healthcare HR resources. So - we need your help in gathering more! Please send these documents to me and I will make them confidential (remove any reference to your organization). They will then get compiled and posted to the website. Currently requesting these:

- Dress Policy
- PTO Policy
- Short-term Disability Plan/Policy
- Employee orientation documents
- Patient Confidentiality Policy
- Employee ID/badge Policy

Please email me your documents at your earliest convenience. Please also free to email me other topics that you would like to see on the website's library.

Send to:

Reid.karmen@mayo.edu

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Strategic Wellness from page 5

- 57% use incentives (cash)
 - 20% spend more than \$400 an employee
 - 29% spend less than \$100 an employee
- 45% spend the same amount on prevention than on management of chronic conditions
- 68% offer stress management
- 66% offer smoking cessation assistance

We have found that many wellness programs focus only on quality of work life such as creating fun activities with no real evaluation or incentives involved. Others take a more traditional approach with some risk reduction strategies, minor incentives and a less personalized program. At Gallagher, we take it to the next level with a high productivity focus, strong risk reduction, uniquely personalized approach, evaluations and include major incentives. This health cost management approach, along with focusing on culture and not just health factors, brings about the greatest return on investment.

Consider the ROI Factor: Strategic Wellness = Cost Savings

• For every \$1 you save on direct medical costs, you can save an additional \$3 from reduced presenteeism, absenteeism and disability costs (source: Chapman, Meta-Evaluation Study, 2006).



Ali Payne is a Health Cost Management Consultant with Gallagher Benefit Services.

For more information on how Gallagher Benefit Services can bring value to your organization, please call us at 952.356.0754 or visit Gallagher online at www.gallagherbenefits.com/minneapolis.