

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 Kim Carlson

I am honored to serve as your President for 2013 and I feel that my previous years of activity on the HHRAM Board have prepared me for the journey we are currently taking. Becoming an active member of a board can feel a little daunting at first, but by taking manageable roles in the beginning helps ease that uneasy feeling. This is why I am so excited for the changes we are making to the structure of the board.

During a meeting last summer, a conversation came up about who could vote for items discussed at the Board level. One non-voting member of the Board indicated that they would feel much more engaged in the activities if they had a say in matters presented to us. We all agreed, and began the journey to review structure and find opportunities for members to have some skin in the game. I took on the challenge of reviewing other ASHHRA Chapter structures and what roles and responsibilities those positions had. The result of this research is the following:

The Executive Committee is made up of the following positions; President, President Elect, Past President, Secretary and Treasurer. In addition to these voting positions, the following positions also have voting abilities:

- Membership Director
- Communications Director
- Director of Regional Consultants
- Business Partner Liaison
- Member(s) at Large (up to two)

We have also reviewed recommended pathways to Executive Leadership positions. The path that I took began with being a Conference Planner. I then took on the roles of Membership Director, Secretary, President Elect and now President. Other pathways could include: Regional Coordination, Membership, Secretary, Pres. Elect, etc. or even Communications Director, Conference Coordinator, Treasurer, Pres. Elect, etc. Currently, there are several positions available on the Board. If you are interested, please contact me for further information.

As we jump full force into 2013, here are the goals we will be working toward:

- Board Restructure with voting changes (details above)
- Website re-vamp and maintenance - upgrade to express engine and changes to functionality
- Chapter Management Diversity Program - to include referral campaign with incentive for referrals of non-hospital and new-to-profession members
- Increase our membership by 5%
- Increase ASHHRA membership over 2012 by 5% with HHRAM incentive
- Participate in MMGMA Legislative Day

There is a lot on our plate, but I know that together we can accomplish anything!!

Here's to a successful 2013!

Kim Carlson
HHRAM President
kcarlson@fl-hs.org

2013 HHRAM Spring Conference

We would like to invite you to attend the 2013 HHRAM Spring Conference on Thursday, April 18th at the Metropolitan Ballroom in Minneapolis. HHRAM has partnered with The Advisory Board to offer this one day conference. The Advisory Board Company is a global research, technology, and consulting firm that partners with 150,000 leaders in 3,700+ organizations across health care and higher education. This conference will focus on leader development in order to help health care organizations equip current and emerging leaders with the skills and perspectives required to impact organizational performance.

Agenda:

7:30-8:00am: Registration and Continental Breakfast

8:00-8:30am: Welcome and Introductions

8:30-10:30am: Breakthrough Leadership Presented by Dan Dangler, The Advisory Board

10:30-10:45am: Break

10:45-12:00pm: Labor and Legal Update presented by Penny Phillips & Brian Benkstein of Felhaber, Larson, Fenlon & Vogt PA

12:00-12:45pm: Lunch/HHRAM Business Meeting

12:45-2:45pm: Data Driver Leadership Presented by Dan Dangler, The Advisory Board

2:45-3:00pm: Break

3:00-5:00pm: Data Driven Leadership Continued

5:00-6:00pm: Networking Happy Hour

2013 Fall Conference

Lighting the way through a Changing Healthcare



SAVE THE DATE!!!

The HHRAM Fall 2013 Conference will be
SEPTEMBER 18 - 20, 2013
at Superior Shores, Two Harbors, MN.

Come ready to learn how to handle all the changes that are happening in Health Care. The Fall Conference Committee has been busy contracting speakers that will address change and other important topics that all of you have asked for. And we have asked them to bring their material to us in a format that you can immediately take back to your facility to pass on to your managers!

David Nelson, a Master Trainer with Vital Smarts, will speak to us about “Change Anything” and “Crucial Accountability” We all know that top performers are gifted at holding others accountable. They know how to diagnose the underlying causes behind broken promises, violated expectations and bad behavior. Mr. Nelson will teach us a high-leverage skill set that lies at the heart of problem solving. We will also learn to make long-anticipated improvements in our lives, careers, and relationships by applying three breakthrough principles to any challenge! We all want to know the fastest and surest way to dramatically improve results that will change human behavior.

Margo Karsten of Creative Health Care Management will speak about how change is impacting our culture, along with presenting other topics in two other breakout sessions.

Other breakout sessions will cover legal and ethical issues facing the healthcare HR, (such as Drug Diversion/impairment at work), we will again have a golf tournament, and offer free time to explore along with a possible trip to Canal Park for fun and good food!

The conference will end with a legal update and a very powerful speaker, Matthew Jones, a marathon runner who has survived cancer **THREE** times. Matthew will inspire and teach us strategies to achieve **VICTORY** as a HR Professional in Healthcare by developing our own “Marathon Mentality” to cross our Finish Line!!

SO, put September 18 - 20th on your calendar to join us at Superior Shores in Two Harbors for three days of fun, information gathering and networking!

The more things change, the more they remain... insane.

2013 HHRAM Budget

HHRAM remains a strong fiscally responsible chapter. The financials for the end of March are as follows: Checking account balance; \$50,172.62 and over \$40,000 in CD's. The budget for 2013 is below. HHRAM will be hosting the Spring Conference, so there will be no Business Partner revenue; however we are able to keep expenses low by having a one day session.

2013 HHRAM Budget

Income	Budget
Business Partners - Spring Conference	
Business Partners - Fall Conference	\$ 15,000.00
Chapter Management	\$ 700.00
Conference Registration - Spring Conference	\$ 10,000.00
Conference Registration - Fall Conference	\$ 10,000.00
Membership Dues	\$ 9,000.00
Salary Survey Revenue Sharing	\$ 8,000.00
Investment Income	\$ 100.00
Total	\$ 52,800.00
Expenses	
Chapter Relations (Assistance for officers to attend ASHRA conference)	\$ 7,500.00
Conference Expenses	\$ 30,000.00
Accounting and Management Fees	\$ 6,000.00
Operations Expenses	\$ 1,000.00
Scholarships (2)	\$ 2,000.00
Conference Scholarship (Award reimbursable up to \$500 (2))	\$ 1,000.00
Website Maintenance	\$ 12,000.00
Board Meeting Expenses	\$ 2,500.00
Misc - Collaborative, Education, Philanthropic donation	\$ 1,000.00
Total	\$ 63,000.00

ASHHRA Update – Sarah Fredrickson

Are you an ASHHRA Member? What is in it for you?

By Sarah Fredrickson
ASHHRA Regional Consultant, Region 6

ASHHRA offers three major product lines designed to meet the specific needs of the health care HR professional. As a valued ASHHRA member, the ASHHRA suite of products, services, and programs will help you address issues that keep you up at night.

I. Educational Resources

This provides a specific focus on all resources, products, services and programs that help you enhance your professional skills and development, and assist you with becoming a well-trained leader in health care HR. The offerings in this category include:

- *HR Pulse*
- *Webinars*
- *ASHHRA Annual Conference & Exposition*
- *ASHHRA News Briefs*

II. Networking & Knowledge

ASHHRA membership provides you with the opportunity to meet and build relationships with other members via educational and social events. It also offers tools that make it possible for you to contact other members on a regular basis through:

- *Networking events*
- *ASHHRA Membership Directory*

III. Tools & Resources

Access all that ASHHRA has to offer through the ASHHRA website, such as industry-based surveys, processes, and best practices to effectively manage the ROI of your organization. The products include:

- *ASHHRA Website*
- *ASHHRA Toolkits*
- *AHA Resource Center*
- *ASHHRA HR Leader Model*
- *ASHHRA Career Center*
- *ASHHRA Healthcare Buyers Guide*
- *HR Concierge*
- *HR Metrics Tool*
- *Industry Reports*

ASHHRA membership also includes:

AHA Affiliation

Access to the Members Only section of the AHA website at www.aha.org

- Access to the world's largest collection of hospital literature through the AHA Resource Center.
- Member discounts on more than 300 publications and AV resources, available through the AHA Member Resources, Publications and Products Catalog.

- The opportunity to partner with other personal membership societies of AHA on a variety of projects and issues of mutual interest to the groups.
- Access to the AHA Quality Center Web site and its resources.

Recognition and Awards

ASHHRA members are eligible for industry-wide recognition of individual accomplishments through the ASHHRA Awards Program.

Leadership Opportunities

- A 13-member board of directors, including representatives from non-hospital healthcare, a hospital CEO, and a member new to the health care profession, plus the president, vice president, and immediate past president.
- Several committees, subcommittees, and task forces on local and national levels.
- Joint membership in ASHHRA and SHRM
- Chapter Involvement: More than 60 state, regional and metropolitan professional organizations are affiliated with ASHHRA. Most ASHHRA officers and board members first gained national visibility by rising through their chapter leadership ranks.

If you are not already an ASHHRA member, I encourage you to consider a membership today! If you have any questions, please contact me directly at fredrickson.sarah@mayo.edu.

Scholarship

Scholarship Applications Now Being Accepted!

HHRAM is continuously looking for ways to support our members on the journey to successful healthcare HR careers. As part of that effort, HHRAM has established a scholarship program to encourage HRCI certification, as well as undergraduate and graduate level academic pursuits for a career in healthcare and/or healthcare human resources.

To be eligible for the scholarship, individuals must either be a HHRAM member, a HHRAM member's dependent child, or an employee from a HHRAM member's workplace. Individuals who received an award in the past may reapply. However, other applications submitted would be given first consideration.

Current and former (within the past year) Executive Committee members and their relatives are ineligible to receive scholarships. Executive Committee members include persons holding positions of President, President Elect, Past President, Secretary and Treasurer.

Applicants to undergraduate academic programs must have completed the equivalent of two years of a four year undergraduate program or one year of a two-year program offered at a vocational or community college to be eligible. Graduate student applications may apply at any time after receiving acceptance into a graduate program. Applicants pursuing PHR or SPHR Certification must have ordered their self-study program materials or be enrolled into the College or University Program to be eligible. Scholarship Awards are \$1,000 each per year, and may be used to pay for tuition, books, supplies, certification test and fees associated with academic pursuits in healthcare

and/or healthcare human resources. The scholarship(s) may be awarded after consideration of all presented information. The maximum awarded to any one individual is \$2,000.00.

Scholarships will be awarded twice per year; once for the Fall Term, and once for the Spring Term. **Completed application material with required documents must be received by HHRAM no later than July 1st for the following Fall term; and by November 1st for the following Spring Term.** Two (2) awards may be granted per year, with additional awards granted at the discretion of the Executive Committee and subject to the financial status of the Association.

Scholarship recipients are selected on the basis of academic achievement, grades, honors, work experience, leadership and participation in school and community activities, statement of educational and career goals, and a letter(s) of recommendation by a direct supervisor or faculty member. Funded by HHRAM, scholarships are given without regard to: race, color, creed, religion, gender, sexual orientation, disability or national origin.

Don't let this opportunity slip away! For more information on the scholarship program, visit our website at www.HHRAM.org, or contact the HHRAM Scholarship Coordinator at (507) 831-0625 or email Katie.Slette@SanfordHealth.org.

THANK YOU * THANK YOU* THANK YOU

The Board would like to thank Jackie Buboltz for her contributions and leadership to the Healthcare Human Resources Association of Minnesota chapter. Jackie has resigned her position as Treasurer after being elected to her local school board. Though we are sad to see Jackie leave the Board, we know she will contribute great things to her local community! We wish Jackie the best in her new adventures.

Membership Goals for 2013

The goals for 2013 directly related to membership are:

- Chapter Management Diversity Program - to include referral campaign with incentive for referrals of non-hospital and new-to-profession members
- Increase our membership by 5%
- Increase ASHHRA membership over 2012 by 5% with HHRAM incentive

The Board is working on defining the referral campaign and what the incentives will be for referring non-hospital and new-to-profession members. Information will be coming throughout the year so start now thinking about who you network with that would find value in a HHRAM membership.

HHRAM membership as of March 14, 2013 is 212, which would make our goal to increase membership by 10 members. The current number of HHRAM members that are also members of ASHHRA is 30.

HHRAM Board Meeting Dates for 2013

Board Meetings are held in St. Cloud at The Le St. Germain Hotel and begin at 10am. Any member is welcome to attend to see if you would like to get more involved serving the HHRAM chapter. RSVP's are appreciated so that we can have an accurate count for meals.

Apr 17th: Meeting held at Rojo at West End in St. Louis Park

May 31st

June 28th

Aug 28th

Sep 17th: Meeting held at Superior Shores Resort prior to 2013 Fall Conference

Oct 25th

Nov 22nd