

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

Happy Summer! It seems like our patience with the weather has paid off! I hope everyone has had an opportunity to enjoy some of the best parts of living in Minnesota - lakes, camping, sun and fun! I can't believe it is already July and the Fall Conference is right around the corner. The conference planners have been very busy putting together amazing agenda items, events and networking time up on the North Shore. Please take a look at the information included in this newsletter regarding the Fall Conference, September 18-20 at Superior Shores in Two Harbors, Minnesota. I look forward to seeing you there.

Immediately after the Fall Conference, many members of the HHRAM Board will be attending the ASHHRA Conference in Washington, D.C. This year's theme is *Strength through Inclusion* and we look forward to highlighting the information in the Fall Newsletter. If you are interested in attending the ASHHRA Conference, please visit their website at www.ashhra.org/conference.

I want to take a moment and thank Jennifer Gryte and Shannon Demgen for planning a great Spring Conference. The one day conference was held on April 18th and who would have thought we'd get about a foot of snow that day! Thank you to all that braved the weather to attend - the feedback was very positive. Planning a conference is a great way to get involved with HHRAM. Please let me know if you are interested in helping plan next years' conferences.

Region 3 will be hosting an event in St. Cloud on July 25th. Please see the information included in this newsletter regarding the event titled, "Overtime and Other Costly Wage Mistakes to Avoid". Lunch and free parking are included. These Regional events are great opportunities to get together - thank you to Elizabeth Hensley and Celeste Gardner for coordinating this Regional gathering.

I am excited to update you on the goals that HHRAM has been working on. First, we have successfully restructured the HHRAM Board. As you may recall, it was identified last Fall that we were looking to expand the Board and offer voting rights to all members of the Board. This was completed by a vote of HHRAM members to change our by-laws earlier this year. We also met our goal of increasing ASHHRA membership by 5% and we

are extremely close to meeting our HHRAM membership goal. Our Communications Director is also working on re-vamping our website and conducting some needed maintenance.

Another goal includes our Chapter Management Diversity Program. This referral campaign is intended to reward you, our members, for referring non-hospital members and new to the profession members. During our Fall Membership Drive, we will be offering a \$25 Amazon Gift Card for each non-hospital and/or new to healthcare HR practitioner new members that you refer. A \$15 Amazon Gift Card will be given for new member referrals that don't meet the non-hospital or new practitioner criteria. Look for details in the Fall.

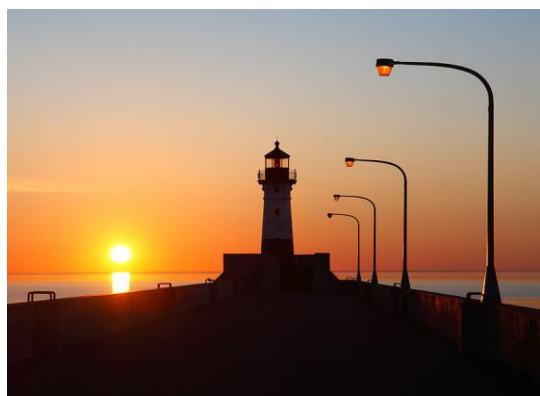
I am pleased to share some new members to the HHRAM Board. Nicole Schell is our new Membership Director. Nicole is the Director of Human Resources at Perham Health. We are excited to welcome her to HHRAM and to the Board. Also, Rachel Jahner, Human Resources Coordinator from Knute Nelson, will be soliciting various policies, job descriptions and best practices from you for our website library. This is an excellent resource for all members. We currently have the following Board positions available: Member at Large, Director of Regional Consultants and Regional Consultants are needed in several areas across the state. Please contact me if you are interested in serving in any capacity.

I hope you have an opportunity to enjoy what's left of this Summer and I look forward to seeing you in Two Harbors!!

Kim Carlson
HHRAM President 2013

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 Treasurer Report

Treasurer’s Report

By Lois Slick, HHRAM Treasurer

HHRAM remains in good financial standings as of June 30, 2013. Current assets are valued at \$92,439 with the checking account balance at \$50,924, with CD’s and other investments making up the balance. Below is the approved HHRAM 2013 budget. At mid-year we are on target to meet budget for the year.

Please contact Lois Slick at loisslick@catholichealth.net with questions.

2013 Budget

Income	Budget
Business Partners-Spring Conference	
Business Partners-Fall Conference	\$ 15,000
Chapter Management	\$ 700
Conference Registrations-Spring Conference	\$ 10,000
Conference Registrations-Fall Conference	\$ 10,000
Membership Dues	\$ 9,000
Salary Survey Revenue Sharing	\$ 8,000

Investment Income	\$ 100
Total	\$ 52,800
Expenses	
Chapter Relations (Assistance to officers to attend ASHHRA conference)	\$ 7,500
Conference Expense	\$ 30,000
Accounting and Management Fees	\$ 6,000
Operations Expenses	\$ 1,000
Scholarships	\$ 2,000
Conference Scholarship (Award reimbursable up to \$500 (2))	\$ 1,000
Website Maintenance	\$ 12,000
Board Meeting Expense	\$ 2,500
Misc. - Collaborative, Education, Philanthropic, donation	\$ 1,000
Total	\$ 63,000

With Thanks and Appreciation

Karmen Reid, Director of AHS Compensation at Mayo Clinic announced earlier this year her plans for retirement. Karmen and her husband George are looking forward to spending time traveling around the USA and Canada for a few years, then relocating to South America. To many of us, Karmen is a valued colleague and friend; to the HHRAM organization, Karmen has been a respected mentor and leader. We wish Karmen well in her retirement, and thank her for the many years of dedication and service to HHRAM.

ASHHRA Update

Sarah Fredrickson, ASHHRA Liaison

Final details are underway for the 2013 ASHHRA Annual Conference in Washington, D.C. There is still time to register - make plans now to attend the conference, as its filled with education sessions and networking opportunities to enhance your knowledge and skills in the Human Resources Profession. The 2013 ASHHRA Annual Conference has been approved for **18.5 general recertification credit hours** toward PHR, SPHR, and GPHR recertification through the HR Certification Institute.



Are you an ASHHRA member?

In the Spring HHRAM Newsletter, I highlighted the benefits of ASHHRA membership. If you haven't joined already, I strongly encourage each of you to consider the option today! If you are attending the 2013 Annual ASHHRA Conference, your non-member registration will include membership for the following year. Please contact me directly with any questions at fredrickson.sarah@mayo.edu.

Region 3 Event

July 25th, 2013 from 10:30-1:30pm

Overtime and Other Costly Wage Mistakes to Avoid presented by Mary M Karkow, Attorney of Fredrickson and Byron P.A.

- Why do some types of non-exempt employee travel require pay and others do not?
- How does payment for non-working, on-call time affect the amount of overtime due?
- When is "off-the-clock" activity by non-exempt employees "working" time that must be paid?
- Learn the answers to these and other common overtime and other wage and hour mistakes to avoid costly back wages and other monetary damages.

Lunch and Free Parking will be provided; the event will be held at the CentraCare Health Care Plaza in the Winfeld Room located at 1900 CentraCare Circle St. Cloud, MN 56303. Please enter at the Woodlands entrance and take elevator down one level. Please RSVP to 651-271-3284.

Scholarship

Announcing Fall Conference Scholarship!

HHRAM is continuously looking for ways to support our members on the journey to successful healthcare HR careers. As part of that effort, HHRAM is pleased to announce that we will once again provide one (Individual) HHRAM member with a scholarship to attend the 2013 Fall HHRAM Conference, September 18th-20th, 2013, at Superior Shores Resort in Two Harbors, MN. The scholarship package includes 1 conference registration and 2 nights' hotel stay.

The scholarship will be awarded to one HHRAM member, and must be used for the 2013 HHRAM Fall Conference only. To apply, submit a completed application and professional resume by **August 29th, 2013**, to Katie Slette, HHRAM Scholarship Coordinator, at Katie.Slette@SanfordHealth.org. Applications are available on the HHRAM website. Late applications will not be reviewed. The recipient will be notified prior to the conference, with scholarship funding presented at the conference.

Applicants must show financial need for the scholarship, and must be an active HHRAM member (if not a member, join now!). Applicants must also be planning on attending

the conference. Consideration will be given to those who are new to the field of healthcare human resources, as well as to those who are first-time conference attendees. Recipients will share their knowledge gained at the conference by preparing a one-page summary report to be published in HHRAM's next newsletter.

At this time, attendees that have their conference fees paid by their employer; organizations; and consultants or non-practitioners are not eligible for the conference scholarship.

Don't pass up this opportunity to receive timely and pertinent education and resources, network with other healthcare HR professionals, and develop professionally! Submit your application by **August 29th, 2013**. Send application materials to Katie Slette, HHRAM Scholarship Coordinator, at Katie.Slette@SanfordHealth.org.

HHRAM Awards Continuing Education Scholarship



Congratulations to HHRAM member Kadie Neuharth, the latest recipient of HHRAM's continuing education scholarship! Kadie has over three years of work experience in the healthcare industry; currently as an HR Assistant at Prairie Care in Maple Grove. After graduating from St. Cloud State with a degree in Management and concentration in Human Resources, she decided to pursue her MBA at Stephens College in order to further her business education, apply her work experience, and prepare herself for future career endeavors. She is excited about receiving this scholarship, and looks forward to "new relationships and experience in a field that I love."

HHRAM 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. The scholarships are awarded twice per year; once for the Fall Term, and once for the Spring Term. Awards are \$1,000 per recipient 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. While individuals who have received an award in the past may reapply, the lifetime maximum awarded to any one individual is \$2,000.00.

The scholarship can be used towards HRCI certification, or towards 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.

The continuing education scholarships are just one way that HHRAM supports its members in their journeys to successful healthcare HR careers. For more information on the scholarship program, visit our website at www.HHRAM.org.

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.

Aug 28th

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

Oct 25th

Nov 22nd