

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

Welcome to 2014! It has been so cold and rainy; I think we all want warmer weather. I am excited for HHRAM and what we have in store for 2014. HHRAM will have two wonderful conferences this year, one in St. Paul on May 8th 2014 and one October 22nd-24th at Breezy Point in the Brainerd Lakes area. As a board we have created goals that will continue to move HHRAM forward and create tools and resources for our members while keeping one of the strongest chapters in the country at the leading edge. I have listed our goals below.

2014 Goals

1. Move elections of board members to an electronic resource for ease of use and reporting. This will be done by the Membership committee
2. Complete and implement Director and Officer Liability insurance as of February 28, 2014
3. Collaborate with two professional organizations to offer additional resources for members and business partners
4. Have the salary survey committee attend one board meeting and present the committee's work.
5. Enhance current scholarship plan by developing an ASHHRA conference scholarship
6. Continue development of board enhancements, IE Education Liaison, Regional Directors.

By achieving the above goals, the HHRAM board feels as though it will bring forward new partnerships, reduce risk for the organization and increase ease of process while opening opportunities for others to be part of the board.

If you would like to see the board focus on an area, or are interested in becoming more involved, please contact me as we are here to serve our members.

jgryte@mngastro.com

Here is to a successful 2014!

2014 HHRAM Open Positions

Communication Director- Responsible for overseeing the HHRAM website and newsletter

Director of Regional Consultants-Assisting the regions with local events and education

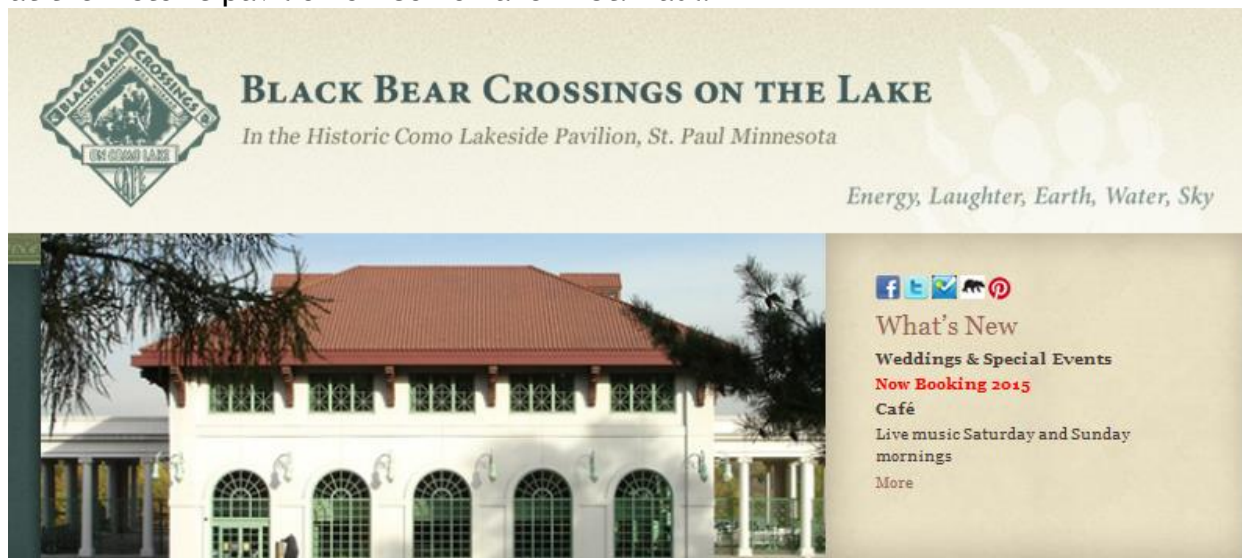
Region Directors for regions 1, 2, & 6

Member at Large- Attend board meetings and assist the board in moving projects forward.

If you are interested in becoming a member of the HHRAM board please contact Jennifer Gryte at jgryte@mngastro.com

2014 Spring Conference

Mark your calendars to attend the 2014 Spring One Day at Blackbear Crossing on the Lake at the historic pavilion on Como Lake in St. Paul.



The poster features a diamond-shaped logo on the left with a bear and the text 'BLACK BEAR CROSSINGS ON THE LAKE'. To the right, the title 'BLACK BEAR CROSSINGS ON THE LAKE' is written in a serif font, followed by the subtitle 'In the Historic Como Lakeside Pavilion, St. Paul Minnesota'. Below the title is a large, faint paw print graphic. At the bottom right, the tagline 'Energy, Laughter, Earth, Water, Sky' is written in a cursive font. A photograph of the historic pavilion building is shown on the left side of the bottom half. On the right side of the bottom half, there are social media icons for Facebook, Twitter, LinkedIn, and Pinterest, followed by the text 'What's New', 'Weddings & Special Events', 'Now Booking 2015', 'Café', 'Live music Saturday and Sunday mornings', and 'More'.

Thursday, May 8th, 2014

Keynote Speaker: Shaunti Feldhahn

Plus Healthcare Executive Panel Discussion - "What do you need from your HR team?"
Plus the legal update and more...

Register at www.hhram.org

HHRAM Treasurer's Report

Prepared by Lois Slick

Treasurer's Report

HHRAM remains in good financial standings thus far YTD for the 2014 calendar year.

The current checking account balance as of Feb 28, 2014 is \$55,200 with \$41,667 in CDs.

Income	Budget 2014	Actual YTD thru 2/2014
Investment Income	\$ 600	\$ 0
ASHHRA Chapter Awards	\$ 900	\$ 0
Program Income (Salary Survey Review Sharing)	\$ 6,000	\$ 0
Membership Dues	\$ 12,000	\$ 5,300
Conference Income – Spring & Fall Conferences	\$ 39,000	\$ 0
Total	\$ 58,500	\$ 5,300
Expenses		
Chapter Relations (ASHHRA conference & ASHHRA Memberships)	\$ 7,500	\$ 480
Conference Expenses (Spring)	\$ 10,000	\$ 0
Conference Expense (Fall)	\$ 30,000	\$ 0
Contracted Services – Accounting & Mgmt	\$ 6,500	\$ 748
Monthly Operations (Fees, Postage, Printing, Phone, Supplies)	\$ 2,220	\$ 168
Scholarships (2 education, 1 ASHHRA, 2 HHRAM)	\$ 4,250	\$ 0
Website Maintenance	\$ 1,500	\$ 120
Board Meeting Expense	\$ 1,800	\$ 0
Misc. – Collaborative, Education, Philanthropic, Donations, Regional Meetings	\$ 950	\$ 0
Total	\$ 64,720	\$ 1,516

HHRAM Membership Drive

Do you know someone who may be interested in HHRAM? If so, let them know about the healthcare human resources specific offerings we provide; such as the salary survey, educational events, networking, conferences, discussion forums, and much more!! For each 'new to healthcare HR' or non-hospital HR person you refer, you will receive a \$25 Amazon gift card. For all other referrals, you will receive a \$15 Amazon gift card. We welcome human resources practitioners from all healthcare settings and we appreciate you taking the time to encourage your peers to join HHRAM.

ASHHRA Update – Sarah Fredrickson

By Sarah Fredrickson

ASHHRA Regional Consultant, Region 6

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

Details are underway for the ASHHRA 50th Annual Conference in Chicago, IL. Make plans now to attend!

ASHHRA 50th Annual Conference & Exposition

HONORING | PREPARING
our Past | for our Future
September 27-30, 2014
CHICAGO



2014 HHRAM Fall Conference
October 22nd-24th, 2014



Save the Date
October 22nd-24th at Breeze Point Resort
Keynote Speakers: Michelle Neujahr
Sarah Sladek

HHRAM Board Meeting Dates for 2014

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.

May 30th, 2014
June 27th, 2014
August 22nd, 2014
September 26th, 2014
October 24th, 2014
November 21st, 2014