

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

It is hard to believe summer is ending and school will be starting again. Summer goes so fast in Minnesota. The HHRAM board has met twice over the summer and is excited about the upcoming fall conference. The conference will be October 22<sup>nd</sup>-24<sup>th</sup> at the beautiful Breezy Point Resort in northern Minnesota. I want to thank Kim Carlson, Nate Hamilton and Nicole Schell for all of their hard work planning the conference. We currently have 15 business partners attending and they look forward to sharing information on how they can help your organization. There will be many new business partners this year too! It is a goal every year to find meaningful sessions that will renew and energize members while giving valuable information you can bring back to your organization and implement.

The national ASHHRA conference is just around the corner. It is the 50<sup>th</sup> Annual Conference & Exposition. The Conference will be held in Chicago September 27-30<sup>th</sup>. Debbi Fields, former chairman of Mrs. Field cookies will be the opening keynote speaker and David Nash, MD, MBA will be the closing keynote speaker. If you haven't registered or your organization cannot financially support your attendance at the national conference, please apply at [HHRAM.org](http://HHRAM.org) for the ASHHRA conference scholarship presented by HHRAM.

As I am more than halfway through my presidency, I would like to share what a wonderful opportunity it is to sit on the HHRAM board. I have been active with HHRAM for ten years and the enjoyment and knowledge I get back from being on the board is priceless. I want to encourage you to get active with HHRAM and find a spot in the association that works for you. You all bring different experience and knowledge.

Thank you,  
Jennifer Gryte  
HHRAM 2014 President

## 2014 Goal update

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- COMPLETED
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. -COMPLETED
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](mailto:jgryte@mngastro.com)

## 2014 HHRAM Open Positions

President Elect - 2015 & 2016

Secretary- 2015 & 2016

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](mailto:jgryte@mngastro.com)

## 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 Jul 31, 2014 is \$23,788 with \$41,667 in CDs.

<b>Income</b>	<b>Budget 2014</b>	<b>Actual YTD thru 7/2014</b>
Investment Income	\$ 600	\$ 0
ASHHRA Chapter Awards	\$ 900	\$ 0
Program Income (Salary Survey Review Sharing)	\$ 6,000	\$ 0
Membership Dues	\$ 12,000	\$ 5,700
Conference Income - Spring & Fall Conferences	\$ 39,000	\$ 5,148
<b>Total</b>	<b>\$ 58,500</b>	<b>\$ 10,848</b>
<b>Expenses</b>		
Chapter Relations (ASHHRA conference & ASHHRA Memberships)	\$ 7,500	\$ 3,367
Conference Expenses (Spring )	\$ 14,000	\$ 16,205
Conference Expense (Fall)	\$ 30,000	\$ 12,083
Contracted Services - Accounting & Mgmt	\$ 6,500	\$ 3,318
Monthly Operations (Fees, Postage, Printing, Phone, Supplies, D&O Liability)	\$ 4,357	\$ 2,900
Scholarships (2 education, 1 ASHHRA, 2 HHRAM)	\$ 4,250	\$ 0
Website Maintenance	\$ 1,500	\$ 500
Board Meeting Expense	\$ 1,500	\$ 780
Misc. - Collaborative, Education, Philanthropic, Donations, Regional Meetings	\$ 650	\$ 150
<b>Total</b>	<b>\$ 70,257</b>	<b>\$ 39,303</b>

## ASHHRA Update – Sarah Fredrickson

*Sarah Fredrickson, ASHHRA Liaison*

Final details are underway for the ASHHRA 50<sup>th</sup> Annual Conference in Chicago, IL. 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 2014 ASHHRA Annual Conference has been pre-approved by the HR Certification Institute for **18.0 general recertification credit hours** and **15.0 strategic business management recertification credit hours** toward PHR, SPHR, and GPHR recertification.

ASHHRA 50th Annual Conference & Exposition

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



Are you an ASHHRA member?

Sarah Fredrickson, ASHHRA Liaison

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 2014 ASHHRA Conference, your non-member registration will include an annual membership. Please contact me directly with any questions at [fredrickson.sarah@mayo.edu](mailto:fredrickson.sarah@mayo.edu).

## Compensation Information When You Need It

*By Heather Lintner Denarius Human Resources, Inc.*

Many of us are aware of the expression “survey season.” It is the first 3 to 4 months of every year when our organizations are busy completing a number of compensation surveys. We hope these surveys will provide us with the information we need to make decisions about our employees' pay. Every now and then we find when we go to analyze survey results they don't have the information we need for a

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unique or new position. Then what do we do? There is an option available leveraging the services of companies such as Denarius Human Resources.

Denarius, the administer of the HHRAM Healthcare Wage & Salary Survey, has a service called PayPulse™ Surveys. PayPulse surveys are helpful when you need specific information in a timely manner. Basically you sponsor a custom compensation survey (i.e., a survey of your own design), telling Denarius which jobs or compensation / benefits related topic you want to survey, providing them a list of organizations to invite (and ideally email contacts), when you ideally want the results, and they do the rest. Fees start at \$150 per job/topic and results are typically available within 3 weeks (much faster than the usual 3 to 4 month survey process). Voila! You have the specific information you, when you need it for making the critical business decisions.

If you have a position you would like added to the survey or recommendation for the HHRAM Salary Survey Committee, please e-mail Brad Lindow at [Brad.Lindow@ParkNicollet.com](mailto:Brad.Lindow@ParkNicollet.com)

## **HHRAM Continuing Education Scholarship**

*By Shannon Demgen, HHRAM Scholarship Coordinator*

Congratulations to HHRAM member Brianne Ptacek, the latest recipient of HHRAM's continuing education scholarship! Brianne has 15 years of work experience in the healthcare industry; currently as a Human Resources Coordinator at North Memorial Ambulatory Surgery Center in Maple Grove. Brianne moved to the surgery center in February. "My passion for HR has only grown stronger. I am constantly learning something new and exciting." Brianne is currently working towards her AAS degree at Chippewa Valley Technical College in River Falls, Wisconsin. Brianne is married and the mother to two girls, Grace and Ella.



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

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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.

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 support its members in their journeys to successful healthcare HR careers. For more information on the scholarship program, visit our website [www.HHRAM.org](http://www.HHRAM.org).

## 2014 HHRAM Fall Conference October 22<sup>nd</sup>-24<sup>th</sup>, 2014



Register at [www.HHRAM.org](http://www.HHRAM.org)

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