

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 Nathan Hamilton

Hello HHRAM members,

As we dive into fall, I sincerely hope that all of you had the chance to get out and enjoy the summer and can continue to do so through the fall. Throughout the summer the HHRAM board has been working diligently preparing for the fall conference. Our conference planners, Lois Slick, and Nicole Schell have been busy working with our speakers, the business partners and the venue site to bring forward a great fall conference.

The conference is located at Arrowwood Resort in Alexandria this year and will be held from October 28th-30th.

As we move through 2015 HHRAM is already starting to focus on 2016. We have conference planners working hard on securing locations for our Spring and Fall conferences in 2016. We will soon be looking at securing key note speakers. If you know of anyone that would make a great speaker for HHRAM feel free to contact any of the board members with the speaker info. We are always on the lookout for the next great speaker for HHRAM.

As we continue to offer conferences for members a common theme we hear back is that although members would love to come to both conferences, or even to just make one conference, there often is money available to attend. To help with this HHRAM does offer a scholarship payable towards the Spring and Fall conferences. We often go through the conference without awarding these scholarships so I would urge you to please apply.

As a final resort I know that several of our members, including myself, pay for conference fees out of pocket. While I can't speak for others I find the ability to connect with other members and to be exposed to the great content with the conferences helps to keep my skills on the forefront of Healthcare HR.

Nathan Hamilton
HHRAM President

Fall 2015

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ASHHRA Update

Becky Rauen, ASHHRA Regional Consultant, Region 6

ASHHRA recently held its 51st Conference in Orlando Florida. Exceptional learning and networking was had by all!

Please join me in congratulating Sarah Fredrickson on being awarded ASHHRA's National Mentorship Award. Sarah's ongoing dedication to the Healthcare HR profession and her consistent willingness to help others learn and succeed makes her the perfect awardee of this recognition.

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

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

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- 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 becky.rauen@maplegrovehospital.org.

Treasurer's Report

HHRAM remains in good financial standings YTD for the 2015 calendar year.

The current checking account balance as of Sep 30, 2015 is \$38,149 with \$42,689 in CDs.

Income	Budget 2015	Actual YTD thru 09/2015
Investment Income	\$ 375	\$ 148
ASHHRA Chapter Awards	\$ 750	\$
Program Income (Salary Survey Review Sharing)	\$ 6,000	\$
Membership Dues	\$ 14,000	\$ 12,025
Conference Income – Spring 2015	\$ 16,000	\$ 21,925
Conference Income – Fall 2015	\$ 34,000	\$ 16,760
Total	\$ 71,125	\$ 50,858
Expenses		
Chapter Relations (ASHHRA conference & ASHHRA Memberships)	\$ 7,500	\$ 6,885
Conference Expenses (Spring)	\$ 15,000	\$ 21,565
Conference Expense (Fall)	\$ 30,000	\$ 1,090
Contracted Services – Accounting & Mgmt	\$ 6,500	\$ 5,357
Monthly Operations (Fees, Postage, Printing, Phone, Supplies, D&O Liability)	\$ 2,200	\$ 2,198
Scholarships (2 education, 1 ASHHRA, 2 HHRAM)	\$ 4,250	\$ 2,400
Website Maintenance	\$ 1,500	\$ 200
Board Meeting Expense	\$ 1,500	\$ 998
Misc. – Collaborative, Education, Philanthropic, Donations, Regional Meetings	\$ 650	\$ 1,306
Total	\$ 69,120	\$ 41,999

2015 ASHHRA Scholarship Winner

This year HHRAM was able to award an ASHHRA Annual Conference scholarship for the first time. The scholarship recipient was Christina Draper. Christina works for CHI Lakewood Health in Baudette, Minnesota as a Human Resources Assistant. In September, Christina attended the ASHHRA 51st Annual Conference & Exposition in Orlando, Florida. Congratulations Christina!



Christina has shared her ASHHRA Conference experience:

"I first want to sincerely thank the HHRAM Scholarship Committee in selecting me for the 2015 ASHRA scholarship. This scholarship provided me the opportunity to learn things that I can put in place at CHI Lakewood Health.

The opening ceremony speaker Jon Gordon set the mood to kick off a great conference stating "When you wake up each morning do we feel blessed or stressed"? I must say I wake up very blessed in my new role as HR Assistant. Jon is such a motivated speaker that grabs the attention of his audience delivering a positive and optimistic message. He spoke in order to make a difference in your life both personal and professional you must follow the three C's concept (Communication, Connection and Commitment). After returning from the conference I was so excited to read his book *The No Complaining Rule* which only prompted me to buy his other book *The Energy Bus*.

While at our last Patient Family Advisory Committee meeting I brought up the idea that Amy Smith from the East Tennessee Children's Hospital uses in her New Hire Orientation. They use video of past testimonials from families that sit on the Patient Family Advisory Committee and I feel this could be an easy addition for us.

After attending the session "New Employee Orientation: Meaningful vs. Mundane". I could tell immediately from the music in the room & how comfortable I felt with the speaker that this was going to be something I wanted to learn more about. Her presentation kept me engaged and I wanted our new employees to have that same feeling. Little things such as playing music when there is down time, doodle sheets, interactive games, prizes, and CHI logo giveaways will contribute to a positive learning environment. Coming back energized I will have the opportunity to meet with our new employee orientation presenters and give them ideas that I learned from this upbeat session.

I am looking forward to the Fall 2015 HHRAM conference in Alexandria, MN. The memories and educational opportunities I had from the ASHRA Conference will be forever etched in my HR career."

Education Scholarship Update

Congratulations to HHRAM member Naomi Sands, the latest recipient of HHRAM's continuing education scholarship! Naomi has over three years of work experience in human resources, with the last two being in the healthcare industry; currently as an HR Manager at Swift County-Benson Hospital in Benson, MN. After graduating from University of Wisconsin-La Crosse with a degree in Management and concentration in Human Resources, she decided to pursue her PHR certification. She is excited about receiving this scholarship, and looks forward to "continuing to increase my skills in this field."



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.

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.