



HHRAM Herald
Spring 2015
www.hhram.org

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

I am excited to have the opportunity to lead HHRAM as your President for 2015. I looked back over the 2014 year for HHRAM and we provided great opportunities for members. Our Spring and Fall Conferences were widely received with great speakers and valuable time spent networking with colleagues.

Looking forward for 2015 HHRAM will continue to be the go to association for the most current conference material as well as ensuring to provide regional material for our members. With that we have set the following 2015 Goals:

1. Conduct a member needs analysis survey by the end of Q1 2015.
2. Implement and develop the Director, Regional Consultant position.
3. Focus: 1) Development of outstate/regional education programs and 2) Develop new model to for regional support within the state.
4. Refresh the HHRAM Spring Conference event, including reintroduction of inclusion of Business Partners.
5. Continue focus on improvement of HHRAM financial position.
6. Award 2015 ASHHRA Scholarship.

In 2014 HHRAM budgeted for an ASHHRA National Conference Scholarship which was not awarded. In 2015 the HHRAM Board would like to ensure that a member that might not otherwise be able to attend gets to go to this wonderful conference. We plan to make sure that members are aware of this opportunity and have every option to apply.

For 2015 we will continue to focus on development of great programs and conferences for our members. We are looking at bringing in the best speakers to our Spring and Fall Conferences and working on developing a new model from bring education to different areas of the state as well.

Looking forward to 2015 and beyond gives me great excitement as I know that we have great members driving the need for great resources for this year and beyond.

Nathan Hamilton
HHRAM President

2015 Spring Conference



Registration is now open for the 2015 Spring Conference on May 7th and 8th at Sheraton Minneapolis West in Minnetonka!

Keynote speaker Ryan Estis will get us “Rethinking HR.” Ryan Estis has more than 20 years of experience as a top performing sales professional and leader. As a keynote speaker, Ryan is known for his innovative ideas and leading change and preparing for the future of work. Ryan’s interactive session will examine the new opportunity for human resources to make a high impact contribution to their organization. Ryan will explore data, trends and the latest thinking on how we work. He will highlight what’s needed for HR to deliver talent strategy, workforce readiness and business performance. Get ready to rethink your role and the opportunities to impact business performance and growth!

Conference brochures will be mailed out at the beginning of March.
Visit the HHRAM website to register to attend!

2015 Fall Conference

**Mark Your Calendars - 2015 HHRAM Fall Conference
October 28th – 30th, 2015**

The 2015 HHRAM Fall Conference Committee has been hard at work at planning another fantastic conference. This years’ conference will be October 28-30, 2015 at the Arrowwood Resort in beautiful Alexandria, MN.

The speakers and topics already confirmed are:

Tim Sackett – “What Your CEO”
Wishes HR Would Do”

Jonathon Fanning – “Who are you
Becoming as a Leader?”

Dale Thomas Smith –
“Winning Choices for You”



As well as Studer Group’s Lynne Cunningham – “High-Middle-Low Conversations for Your Employees”

This will be a great opportunity for learning and networking with your peers from across the state.
We hope to see you there!

2015 HHRAM Budget

Account #	Income	2014 Budget	2014 Actual	Proposed 2015
45000	Investments			
45030	Interest-Savings, Short term CD	600.00	595.91	375.00
	Total 45000 - Investments	\$ 600.00	\$ 595.91	\$ 375.00
46400	Other Investments			
46435	ASHHRA Chapter Awards	900.00	1,000.00	750.00
	Total 46400 – Other Income	\$ 900.00	\$ 1,000.00	\$ 750.00
47200	Program Income			
47245	Salary Survey Review Sharing	6,000.00	6,250.00	6,000.00
	Total 47200 – Program Income	\$ 6,000.00	\$ 6,250.00	\$ 6,000.00
47230	Membership Dues Income	\$ 12,000.00	\$ 10,900.00	\$ 14,000.00
49000	Conference Income			
49010	Spring Conference Registrations	8,000.00	5,247.00	6,000.00
49011	Spring Conference Business Partners	1,000.00	-	10,000.00
49015	Fall Conference Registrations	10,000.00	12,606.00	10,000.00
49016	Fall Conference Business Partners	20,000.00	23,860.00	24,000.00
	Total 49000 – Conference Income	\$ 39,000.00	\$ 41,713.00	\$ 50,000.00
	Total Income	\$ 58,500.00	\$ 60,458.91	\$ 71,125.00
Account #	Expenses	2014 Budget	2014 Actual	Proposed 2015
60100	ASHHRA National Conference	\$ 7,500.00	\$ 6,367.00	\$ 7,500.00
61000	Conference Expense			
61002	Spring Conference Expense	14,000.00	16,205.46	15,000.00
61003	Fall Conference Expense	30,000.00	44,544.91	30,000.00
	Total 61000 – Conference Expense	\$ 44,000.00	\$ 60,750.37	\$ 45,000.00
62100	Contract Services			
62110	Accounting & Management Fees	6,000.00	6,204.00	6,000.00
62150	Outside Contract Services (Tax return)	500.00	480.00	500.00
	Total 62100 – Contract Services	\$ 6,500.00	\$ 6,684.00	\$ 6,500.00
62190	Education	\$ 50.00	\$ 150.00	\$ 50.00
65000	Operations			
65015	Monthly Headquarters Fees	300.00	420.00	300.00
65020	Postage Mailing Service	120.00	411.05	120.00
65030	Printing and Copying	180.00	202.35	180.00
65040	Supplies, Mileage, Sales Tax	1,500.00	1,062.98	1,500.00
65050	Telephone, Telecommunications	120.00	-	120.00
65060	Scholarships (2 Education, 1 ASHRA, 2 HHRAM)*	4,250.00	1,000.00	4,250.00
65070	Website Maintenance	1,500.00	1,220.00	1,500.00
	Total 65000 - Operations	\$ 7,970.00	\$ 4,316.38	\$ 7,970.00
65100	Other Expenses			
	Directors & Officers Insurance	2,137.00	2,137.00	-
65170	Donations	-	-	-
	Total 65100 – Other Expenses	\$ 2,137.00	\$ 2,137.00	-
68300	Travel and Meetings			
68310	Board and Committee Meetings	1,500.00	1,449.26	1,500.00
68320	Regional Meetings	600.00	125.71	600.00
	Total 68300 – Travel and Meetings	\$ 2,100.00	\$ 1,574.97	\$ 2,100.00
	Total Expense	\$ 70,257.00	\$ 81,979.72	\$ 69,120.00
	NET INCOME	\$ (11,757.00)	\$ (21,520.81)	\$ 2,005.00

ASHHRA Update

Becky Thiesfeld, ASHHRA Regional Consultant, Region 6

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

(Continued)

- 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 rthiesfeld@cuyunamed.org.

Details are underway for the 2015 ASHHRA Annual Conference in Orlando, Florida. Make plans now to attend!

ASHHRA Conference Scholarship



In 2014 the HHRAM board created an ASHHRA Conference Scholarship in order to provide financial assistance to those interested in attending the ASHHRA Annual Conference & Exposition. Our objective is to provide health care HR practitioners with venues to receive educational tools and resources, in addition to networking opportunities to allow you to be a successful health care HR leader. HHRAM will provide one HHRAM member with a scholarship to attend ASHHRA's 51st Annual Conference & Exposition, September 19-22, 2015 in Orlando, Florida. Applications for the ASHHRA Conference Scholarship are available on the HHRAM website and are being accepted through **July 1, 2015**.

HHRAM Fall Conference 2014

Submitted by: Danielle Middleton, St. Cloud Medical Group

I want to start off by saying thank you the HHRAM board for selecting me to win the 2014 Fall Conference scholarship. This was my first Fall Conference and I enjoyed every second of it!

I am a lover of motivational speakers and there were some great ones at the Fall Conference. My personal favorite was Michelle Neujahr. I was looking forward to seeing her speak, as I had heard great things about her. Michelle focused on 'Renovating the Leader Within' and keys to building your leadership strengths, as she shared the story of her own professional journey. As someone who is fairly new to Human Resources, I am always eager to learn ways to strengthen myself as a leader. Michelle was energetic, inspiring, and left me feeling motivated and excited to bring her advice back to the workplace.

Sara Christiansen presented on 'Value-Added HR: A Results Driven Strategy for Healthcare Organizations'. I think most of us who heard Sara's presentation could agree that she brought some very intriguing ideas! I enjoyed Sara's point of view; as she encouraged us to look at how we can focus more on engaging employees and less on enforcing policies.

Sarah Sladek, who spoke about Generations at Work, was also one of my favorites. What a terrific speaker! I think the topic of generational differences is fascinating and something we should always be thinking about. Sarah spoke about healthcare being the fourth "oldest" industry in the US and changes in the age of our workforce we can expect over the next decade. She also shared ideas on how we can foster collaboration and acceptance between generations.

I knew I would be seeing some great speakers during the conference, but what I didn't know was how much fun I was going to have! During the first night, we all enjoyed a fun President's Reception and on the second day, a wine and food pairing and entertainment by an Elvis impersonator. I even got serenaded by Elvis – what can beat that?!

I am only in my second year of being a HHRAM member, but the inspiring individuals I've met and great opportunities I have had so far in result of my membership have been priceless. HHRAM does a wonderful job of providing members with great opportunities, such as conference and education scholarships. I highly encourage you to apply for one of the scholarships yourself! Thank you again to HHRAM and all of the great members. I can't wait to see what my continued participation in HHRAM has to bring in the future!