

Healthcare Human Resources Association of Minnesota - An Affiliated Chapter of ASHHRA - American Society for Healthcare Human Resources Administration & American Hospital Association

Winter 2015

Inside this issue:

Treasurer's Report	2
2016 HHRAM Election	2
CHHR Certification Opportunity	2
Member Spotlight	3
2015 Fall Conference	3
2016 Save the Dates	4

Letter from the President

By Nathan Hamilton

President's Letter

As 2015 comes to a close and HHRAM celebrates its 41st year, I am glad to report that 2015 was a great year for HHRAM. We brought forward two great conferences for members to attend and learn new concepts, we brought forward a new regional educational opportunity across the state, and we continued to be a sounding board for each other to discuss our ongoing items.

For 2015 we set some strong goals and I would like to take a moment to give everyone a year end update on these goals:

1. Conduct a member needs analysis survey by the end of Q1 2015.
This survey was sent out and completed by 34 members providing great feedback for HHRAM's continued direction.
2. Implement and develop the Director, Regional Consultant position.
This position was rolled out with Celeste Gardner serving in this roll.
3. Focus: 1) Development of outstate/regional education programs and 2) Develop new model to for regional support within the state.
Celeste Gardner deserves great honor for arrainging this program and bringing it to the three different locations across Minnesota; holding sessions in Bemidji, St. Cloud and Mankato. We look forward towards this program developing more in the future.
4. Refresh the HHRAM Spring Conference event, including reintroduction of inclusion of Business Partners.
Our 2015 Spring conference was held in Minnetonka in May and was a great success. We brought back business partners which allow our members to see the different options in the market.
5. Continue focus on improvement of HHRAM financial position.
While we continue to strive to perform better to support our financial position there are still opportunities to improve. HHRAM will finish the 2015 year with a slight loss but within acceptable standards. HHRAM's Mission continues to be to bring the best possible value to its members and we will work to continue this in 2016.
6. Award 2015 ASHHRA Scholarship.
This was awarded and provided a great opportunity for a HHRAM member to experience a premier national conference.

Treasurer's Report

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

The current checking account balance as of Dec 15, 2015 is \$19,365 with \$42,702 in CDs.

Income	Budget 2015	Actual YTD thru 12/15/15
Investment Income	\$ 375	\$ 161
ASHHRA Chapter Awards	\$ 750	\$ 1,000
Program Income (Salary Survey Review Sharing)	\$ 6,000	\$ 7,190
Membership Dues	\$ 14,000	\$ 12,025
Conference Income – Spring 2015	\$ 16,000	\$ 21,925
Conference Income – Fall 2015	\$ 34,000	\$ 31,741
Total	\$ 71,125	\$ 74,042
Expenses		
Chapter Relations (ASHHRA conference & ASHHRA Memberships)	\$ 7,500	\$ 7,707
Conference Expenses (Spring)	\$ 15,000	\$ 21,415
Conference Expense (Fall)	\$ 30,000	\$ 34,057
Contracted Services – Accounting & Mgmt.	\$ 6,500	\$ 6,470
Monthly Operations (Fees, Postage, Printing, Phone, Supplies, D&O Liability, Website Mtnce)	\$ 3,720	\$ 3,428
Other Expenses (other costs, donations)		\$ 1,596
Scholarships (2 education, 1 ASHHRA, 2 HHRAM)	\$ 4,250	\$ 2,400
Board Meeting Expense	\$ 1,500	\$ 1,459
Misc. – Collaborative, Education, Philanthropic, Donations, Regional Meetings	\$ 650	\$ 1,223
Total	\$ 69,120	\$ 79,755

2016 HHRAM Election

There were two vacancies for positions on the HHRAM Board of Directions which required election by the membership. These two individuals were elected to their respective roles and start their terms effective January 1, 2015

President Elect: Lois Slick

Treasure (2 year term): Christina Draper

CHHR Certification Examination Opportunity

Our neighbors at WisHHRA are offering a special administration of the Certified in Healthcare Human Resources (CHHR) certification examination in Elkhart Lake, WI. The examination date is April 20th, 2016 and those interested must register by March 23rd, 2016. The exam will be offered at the Osthoff Resort in Elkhart, WI start at 12noon. Exam fee for ASHHRA members is \$295 and non-members are \$425. For more information please check out the HHRAM website under the events area.

Member Spotlight

By Nathan Hamilton

Chad Engstrom currently serves as Director of Human Resources for Apple Tree Dental, a nonprofit community clinic with 8 locations between Minnesota and California. Chad has worked with Apple tree Dental for 2 years and prior to that, worked as a Human Resource Leader in a large hospital setting.

Chad has been a HHRAM Member for 9 years and when speaking with Chad, his passion for HHRAM shows through. Throughout my time on the board with Chad I have gotten to know an individual that is truly a great mentor and source of inspiration to up and coming HR individuals. Chad brings for a great vision for healthcare HR that starts not only with main stream health care settings but also to specialty clinical practices.

Chad has served as a member at large and works to bring new ideas to the board and each possible opportunity. He will be working on planning the 2016 spring conference in Stillwater and has already been providing great ideas to that endeavor.

Getting to know Chad has been a true delight and I look forward to getting to know more and more about him as the time continues.

2015 Fall Conference

The 2015 Fall Conference held October 28-30 in Alexandria was a success! Thank you to the 60 attendees and over 30 business partner attendees for making it a success. There was lots of learning, lots of networking, and of course lots of fun! We were happy to have a great line up of speakers and the ability to offer 9.25 credit hours toward HRCI certification.

Minute to Win It was a hit yet another year – Congratulations to the finalists and winners!



Thank you to those who completed the conference evaluations. We appreciate the time that you took and will try our best to incorporate the feedback into future offerings.

2016 Save the Dates

The 2016 Spring Conference will be held on May 12-13, 2016 at the Water Street Inn in Stillwater, MN. We are looking forward to keynote speaker Sharlyn Lauby.



The 2016 Fall Conference will be held on October 26-28, 2016 at the Treasure Island Resort in Red Wing, MN. So far, we have booked Andy Masters as a keynote speaker.



More information to come for both conferences!