

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

Winter 2016

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Letter from the President

By Shannon Demgen

President's Letter

I hope you are all having a very merry holiday season! It's hard to believe 2016 is coming to a close. It has been a great year for HHRAM and I have been honored to serve in the President role this year. We set some hefty goals to achieve in 2016 and I would like to take this opportunity to review all that we have accomplished this year.

2016 HHRAM Chapter Goals

1. Conduct a member needs analysis survey by end of first quarter. Share the results with membership and implement one change during 2016. **Completed**, results were shared at the Spring Conference Business Meeting. Based on survey feedback, we increased communication on ASHHRA at the Spring and Fall conferences and through the newsletter. We have also worked on being intentional when choosing conference speakers.
2. Research options and evaluate length of board terms and responsibilities. **Completed**, after researching options the board decided to not make any changes to board terms and responsibilities.
3. Diversify membership in specialty areas of healthcare. **Completed**, we have focused on reaching out to specialty areas but this is a goal we can continue to work on with our membership activities.
4. Conduct a request for proposal (RFP) for association management company to understand and evaluate needs. **Completed**, this goal was changed as we determined it was necessary to implement a membership management software to automate and streamline administrative tasks. We implemented Wild Apricot to manage our membership data.
5. Promote the HHRAM Salary Survey. **Completed**, this goal also ended up changing when we found out we would need a new administrator for the salary survey. We completed a request for proposal (RFP) for a new survey vendor. The board selected Lockton Companies and we are working closely with them to promote the survey.

I wish you all a happy new year and look forward to seeing you at HHRAM events in 2017!

Treasurer's Report

HHRAM remains in good financial standings YTD for the 2016 calendar year.

The current checking account balance as of June 20, 2016 is \$60,308.42 with \$42,971.73 in CDs.

Income	Budget 2016	Actual YTD thru 10/2016
Investment Income	\$ 300	\$ 112
ASHHRA Chapter Awards	\$ 1000	\$
Program Income (Salary Survey Review Sharing)	\$ 7,000	\$ 6,450
Membership Dues	\$ 12,000	\$ 12,675
Conference Income – Spring 2016	\$ 21,000	\$ 38,045
Conference Income – Fall 2016	\$ 32,000	\$ 32,515
Total	\$ 73,300	\$ 89,797.14
Expenses		
Chapter Relations (ASHHRA conference & ASHHRA Memberships)	\$ 7,500	\$ 7,082.53
Conference Expenses (Spring)	\$ 18,000	\$ 10,316
Conference Expenses (Fall)	\$ 30,000	\$ 24,987
Contracted Services – Accounting & Mgmt	\$ 6,500	\$ 7,630
Monthly Operations (Fees, Postage, Printing, Phone, Supplies, D&O Liability)	\$ 2,630	\$ 3,037
Scholarships (2 education, 1 ASHHRA, 2 HHRAM)	\$ 3,500	\$ 0
Website Maintenance	\$ 300	\$ 1,206
Board Meeting Expense	\$ 1,500	\$ 970
Misc. – Collaborative, Education, Philanthropic, Donations, Regional Meetings	\$ 1,000	\$ 1,306
Total	\$ 69,120	\$ 26,629

2017 HHRAM Election

There were two vacancies for positions on the HHRAM Board of Directors which required election by the membership. These two individuals were elected to their respective roles and start their terms effective January 1, 2017.

President Elect: Nicole Schell

Secretary (2 year term): Shannon Demgen

2017 HHRAM Healthcare Wage & Salary Survey

It's that time of year – the Healthcare Wage & Salary Survey is here! As our past participants know, this survey is the premier healthcare compensation survey in the Midwest. It includes more than 400 staff positions and has been a trusted resource for more than 20 years. Plus, all HHRAM members who participate receive a **\$50 discount!**

HHRAM partnered with Denarius Human Resources, Inc. for many years to design and administer our annual compensation survey. A few months ago, the HHRAM board was disappointed to learn that Heather Lintner, at Denarius, decided to retire at the end of the year. We are excited for Heather as she begins a new adventure, but this change also meant that we needed a new partner to lead our survey efforts.

After carefully vetting numerous candidates, we are excited to announce Lockton Companies, LLC is our new survey administrator. The Lockton team has expertise in total rewards, compensation, employee benefits, communication and salary survey administration. You have probably already received communications from the Lockton team, including the Survey Participation Form on December 13.

Please Participate

The HHRAM survey is valuable to our member organizations and to HHRAM as a whole. By participating in the survey, you will make the data richer and more valuable to other participants. The data you receive is a great value to your organization based on price, geographic and industry focus and range of included positions. Finally, the survey generates money for HHRAM, allowing us to continue to provide valuable resources to our membership.

Not only will each participant receive a full survey report after the data has been collected, you'll also receive an Individual Market Assessment. This consultative report assesses your organization's competitiveness with others of the same type, location and size.

So please participate in 2017 and encourage your industry peers to do the same! For each new organization you refer that participates in the 2017 HHRAM Healthcare Wage & Salary Survey, you will receive one entry into a drawing to win a FREE iPad! The winner of the drawing will have the option of donating the iPad to a non-profit organization of their choice.

Key Dates

February 10, 2017: Survey Participation Deadline

April 15, 2017: Survey Report Distribution

Pricing

Pricing is based on organization type and size. Participant pricing starts as low as \$190 for certain organizations, and all HHRAM members who participate will receive a **\$50 discount!** Visit the survey [web page](#) for more pricing details.

Get Started

If you haven't done so already, simply download the Participation Form that was emailed to HHRAM members on December 13 and SAVE it to your computer. You may also download the form [here](#).

If you're not yet on our email list, you can still participate! Send an email request to participate in the survey to HHRAMsurvey@lockton.com and we'll send you the participation form.

Complete the form and return it to Lockton by February 10, 2017. The form may be emailed to HHRAMsurvey@lockton.com.

Note: If your organization participated in the 2016 survey, please contact us at 844-863-1029 for a copy of your previously reported pay data. It may make your participation in 2017 a little bit easier!

If you have any questions, please contact Lockton at **844-863-1029** or email HHRAMsurvey@lockton.com. We appreciate your participation in the HHRAM survey!

HHRAM 2016 Fall Conference

The Fall Conference was held October 26-28th at Treasure Island Resort and was an excellent opportunity to learn and network. We had some leadership lessons on the bowling lanes and a great time together in Halloween costumes at the evening bowling event. We were happy to have so many great speakers and the ability to offer 11.5 credit hours toward HRCI certification.



Thank you to our conference planners, Jennifer Gryte, Lois Slick and Chrissy Draper, for all your hard work putting together a great conference!



HHRAM raised \$676 for Make a Wish at the conference.

Thank you to everyone that attended the fall conference. We hope to see you at a 2017 HHRAM Conference!



Member Spotlight

Stephanie Leach serves as the Human Resources Manager at South Lake Pediatrics, a pediatric practice that provides high-quality health care services to children and families in the western suburbs of Minneapolis, Minnesota. Stephanie has been in this role for 2 years at South Lake Pediatrics. Steph's bachelor degree was in Human Resources but she worked in Economic Development for 10 years prior to making the transition to Human Resources. She has been surprised how similar her Economic Development experience is to Human Resources. They are both all about relationships.

Steph joined HHRAM soon after starting her human resources career in healthcare. Steph loves membership organizations because they bring together smart people and build your network. Steph joined the HHRAM board in 2016 as the Membership Director because she knew she could contribute to membership with her experience in Economic Development.

Steph lives in Waconia, Minnesota with her husband and two daughters, Margo and Claire. She enjoys running and spending time at the lake with her family.

I have enjoyed getting to know Steph and working with her on the HHRAM board.

Business Partner Spotlight: Felhaber Larson Celebrates More than 40 Years of Support



Felhaber Larson has been a supporter of Healthcare Human Resources Association of Minnesota, Inc. ("HRRAM") for more than 40 years. In fact, Felhaber has been supporting HRRAM before it was called HRRAM.

In the 1970s, Felhaber began its support of a group of hospital HR professionals called the Twin Cities Hospital Personnel Association. The hospital group was later expanded to include non-hospital healthcare organizations, including long-term care facilities, throughout the State of Minnesota. The group also changed its name to HRRAM in order to reflect its broader scope. The name and scope may have changed, but Felhaber's support did not.

HRRAM is comprised of and helps develop the effective, valued, and credible HR leaders that are necessary in order to run a successful healthcare organization. Whether it is fostering leadership skills or adding to the professional's depth of knowledge, HRRAM is an unparalleled resource for HR professionals. Our partnership with HRRAM helps us stay connected with, and contribute to the development of, the current and future HR leaders in Minnesota.

In the future, Felhaber will continue its support of and partnership with HRRAM. Together, we will continue to enhance the profession and achieve our goal of fostering excellence in healthcare HR.

Cheers to 40 more years!

Save the Date

HHRAM Fall Conference
Sugar Lake Lodge – Grand Rapids, MN
September 27-29, 2017

