

HHRAM Herald

Healthcare Human
Resources
Association of
Minnesota

Spring 2010
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 Sarah Fredrickson

INSIDE THIS ISSUE

- 1 Letter from the President
- 2 Scholarships Available
- 3 ASHHRA Update
- 4 March Madness
- 6 Announcements

As I reflect over the past year, and most recently, the past quarter, I am reminded daily of the many challenges we have endured over this period of time. As Human Resources professionals, I am certain we have all experienced many changes at our organizations to respond to our ever-changing environments, as well as experiencing change in Human Resources. I believe our roles in HR have been strengthened in many ways, which allows us more opportunities to deliver a high degree of value to established relationships at our organizations.

While we have achieved many successes over the past 15 months, we know we have many more opportunities ahead. How will we manage health care reform in our organizations? How will we continue to keep employees energized? How will we continue to adapt to the economic challenges? How will we provide high quality environments for our patients and employees?

As we work through these items above, along with many more, it is important to remember that HHRAM continues to focus on what we can do to support you. The HHRAM Board is committed to providing our members with the tools, education and ongoing support needed in their roles - especially as we manage change.

With that, it's important to share the goals that are identified for HHRAM in 2010:

Strengthen Regional Director Partnerships.

- Help regions set goals; make available tools and training at the regional level, in addition to our annual conferences.

Create a Resource Library for members on HHRAM website.

- Resources available to our members at all times, to include sample policies, job descriptions and forms.

Review HHRAM Salary Survey and Processes.

- Reviewing the current salary survey tool, including processes from survey design to report distribution, in order to maintain a high quality salary survey for participants.

We believe that these goals will strengthen the support available to our members, as well as strengthening relationships with HHRAM. We have a lot to be proud of, and look to keep improving as we work through 2010.

Applications now being accepted for 2010-2011 HHRAM Scholarship

By Kellie Weller
HHRAM Scholarship Coordinator

HHRAM Scholarships are available to HHRAM members, their dependents or other eligible individuals!

HHRAM has an exciting scholarship program to encourage undergraduate and graduate level academic pursuits for a career in healthcare or healthcare human resources. Eligibility requirements include:

- Must be a HHRAM member;
- OR a dependent son or daughter of a HHRAM member;
- OR Employee from a HHRAM member's workplace; or
- Current HHRAM member pursuing PHR or SPHR certification

To learn more about the HHRAM scholarship program and to print an application, visit www.hhram.org or contact Kellie Weller, SPHR, Scholarship Coordinator at kellie.weller@tricountyhospital.org or 218-632-8769. Completed applications with required documentation must be received by HHRAM no later than July 1 for the school year September 1, 2010 - August 31, 2011. Please follow the mailing instructions on the application!

ASHHRA Announces MetLife Scholarship

ASHHRA announced the 4th Annual ASHHRA MetLife Scholarship for our region! MetLife will provide one attendee from each region with a \$1,500 scholarship to attend the 2010 ASHHRA Annual Conference.

For many of you, the cost of attending a conference is not always covered in your annual development budget, and incurring such a large expense on your own would not be feasible. If you are in that situation, the ASHHRA MetLife Conference Scholarship offers you an opportunity that you might not otherwise have.

Each applicant should consider the following:

- ◆ Applicant must attend the 2010 conference
- ◆ Applicant must show financial need
- ◆ Applicant must meet application submission deadline of May 28, 2010
- ◆ Recipient must be present for recognition at the conference

The scholarship application and detailed requirements are located on the ASHHRA Conference Web site at

<http://www.ashhra.org/ashhra/conference/conference2010/location.html>

President's letter from page 1

One of the "hallmarks" of our HHRAM chapter is the wonderful conferences provided to members and attendees. I would like to personally thank everyone who was involved with our most recent Spring Conference, which was held in Bloomington, MN (April 15-16, 2010.) From the planning committee and Board to the Business Partners, I am very appreciative of your contributions and support of our superior chapter.

Save the date! Planning has begun for the HHRAM Fall Conference, which will be held in Brainerd, MN at Madden's Resort, September 15 - 17, 2010. I look forward to seeing you there!

Sarah Fredrickson
HHRAM President

ASHHRA Update

*By Karmen Reid
ASHHRA's Director of Regional Consultants*

I am serving the second year of my two-year term on ASHHRA's Board of Directors. My role is to manage the Regional Consultants who each support chapters and chapter leaders for a certain section of the USA.

At our February 2010 Board meeting, the focus was on chapters. ASHHRA's strategic plan is to strengthen the relationship and value between the chapters and the national organization. Watch for more information to come on that. It can mean great things for HHRAM!

Sarah Fredrickson, our 2010 HHRAM President, and I will be attending ASHHRA's Chapter Leadership Conference soon. This is a training session for chapter leaders. We will share best practices. HHRAM continues to be one of the strongest state chapters. Some of the best practices that we plan to share are our website, our chapter conferences, and our community service projects. We'll give you an update in our next newsletter.

Please mark your calendars now for the annual ASHHRA conference. It will be held in Tampa, Florida on September 25 - 28. It promises to be a great conference. ASHHRA will be offering a \$1500 scholarship to someone in each of the 9 ASHHRA regions. Watch for information regarding the scholarship application. (You do not have to be an ASHHRA member to qualify). Check out the website for more information about the conference, and the scholarship, once it becomes available at: www.ashhra.org

Productivity Takes a Dive During March Madness!

By The Minnesota Department of Human Services

The NCAA Basketball Tournament, known to most as “March Madness,” will cost companies more than \$1.7 billion dollars in lost productivity during the 19-day tournament, according to a study conducted by consulting firm Challenger Gray and Christmas.

March Madness is one of the biggest sporting events of the year for gamblers. Competitive office pools and hours spent online watching live feeds distract employees and worry human resource personnel. According to Challenger, approximately 37.3 million workers will participate in March Madness office pools and up to 1.5 million will watch games online from their desks.

Workers who spend a mere 10 minutes per day attending to their March Madness wagers could cost companies millions in unproductive earnings. If someone in your organization displays the warning signs of a gambling problem, help is available by calling the Minnesota Problem Gambling Helpline at 800-333-HOPE or visiting www.NoJudgment.com; or call the national helpline at 800-522-4700.

Besides a lack of productivity during March Madness, there are much more serious consequences that result from problem gambling. According to the National Council on Problem Gambling, more than six million Americans are, or are at risk of, being a problem gambler. Consequences of problem gambling can include financial problems, bankruptcy, depression, substance abuse, loss of relationships and loss of employment.

Problem gamblers are more likely to abuse other substances and are at a higher risk of mental illness. According to a recent article in the *American Family Physician*, 76 percent of problem gamblers are likely to develop a major depressive disorder. Problem gamblers are also at a higher risk for suicide. In a study of gamblers enrolled in a treatment program, 10 percent considered and formulated plans to commit suicide within six months of enrollment to treatment, according to Dr. Thomas Moore, *Gambling Treatment Programs Evaluation Update*.

Problem Gambling Warning Signs:

- Frequent and unexplained absences from work
- Job performance suffers and concentration wanes: missing assignments, late for important meetings and a general feeling of being preoccupied
- Frequent mention of money issues or requesting advances in pay
- Excessive use of the Internet or personal phone calls
- Always being the first to participate in and organize betting on events
- Extreme mood swings
- Dishonesty, secretive behavior, evasiveness, tiredness and irritability
- Getting credit card statements and other bills delivered to work rather than home
- Increasing amounts of money or time spent gambling

Remember, help is available. If you know someone who may have a gambling problem, call the Minnesota Problem Gambling Helpline at 800-333-HOPE or visit www.NoJudgment.com; or call the national helpline at 800-522-4700.

Announcements

Conference Attendees Support Haiti Relief Efforts

In an ongoing effort to incorporate philanthropy into our work activities, HHRAM sponsored the American Red Cross- Haiti Relief as a fund raising effort during our spring conference. The generous donations of conference attendees brought **\$598** to help the victims of the Haiti Earthquake. With the match of our generous sponsor, Wells Fargo Insurance Services, we are able to give **\$1,196** to help the Red Cross provide needed supplies to the people in Haiti.

As part of its largest international response since the 2004 Indian Ocean tsunami, the global Red Cross network has helped approximately 2 million Haitians since the country's January 12 earthquake. In less than 90 days, it had already spent \$111 million (more than one-fourth of the total raised) to meet the most urgent needs of earthquake survivors. The American Red Cross will continue to support hundreds of thousands of additional survivors in the next three to five years until the last donated dollar is spent. To learn more about the Haiti relief efforts and to donate, please click here visit the [American Red Cross](#) website.

Healthcare Human Resources Association of Minnesota (HHRAM)

c/o Team, Inc.

W175 N1117 Stonewood Drive, Suite 204

Germantown, WI 53022

www.hhram.org

HHRAM is Building a Sample Library

One of the 2010 initiatives that came out of the HHRAM Board's annual strategic planning session was to strengthen resources on our website. Consistent with ASHHRA's goals, we plan to collect sample policies, forms, and brochures on topics unique to healthcare human resources and post them on our website. Then, when you need a sample policy, you can go to the website and get some ideas.

We showcased new feature at the HHRAM spring conference. Our first topic (which seems to be quite "hot" right now" is social networking. The Regional Directors will be asking for specific policies, forms or job descriptions to start building our library. Watch for more!

SAVE THE DATE! 2010 Fall Conference

The 2010 Fall Conference will be held September 15-17, 2010 at [Madden's on Gull Lake](#). The conference planning committee is putting together great learning sessions, and conference attendees can look forward to getting outside to enjoy more than 1000 acres of extraordinary northwoods ambiance at Madden's resort. If the powerful scent of pine trees and fragrant flower beds isn't relaxing enough for you, then an invigorating game of golf is sure to unwind even the most stressed human resources professionals.

Watch for registration information coming soon!

