

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 Chad Engstrom

Happy Holidays and a Festive New Year to you and your family. ... I hope that you're able to take time to spend the season with your loved ones.

After two years, my HHRAM presidency is coming to a close. I will always treasure the wealth of knowledge I have gained; the support I have received from the HHRAM board; and the many people I have met. It has been a pleasure serving as the HHRAM president!

This past year has certainly been a struggle for so many of us. My heartfelt sympathy to the many families who have lost loved ones due to COVID-19. I hope 2021 is a brighter year for all of you and your families! Stay safe and healthy.

Now is a great time to reflect on our many HHRAM accomplishments over the past year. Our plans were changed; no conferences; no parties; meetings by zoom. We had seven goals and met many of them, even under the restrictions the COVID-19 pandemic created. Thank you for your continued support in HHRAM.

2020 Goals:

- Increase membership by 3%:** Connect with MN ASHHRA members and share the benefits of HHRAM. *Before COVID-19 restrictions, we connected with ASHHRA members in MN via the exchange to discuss local membership, and reached out to non-participating MN health systems to advertise what HHRAM offers via membership. We currently have 197 members. We will move this goal forward into the new year.*
- Increase conference attendance:** Increase attendance to 65 for the Spring conference and 55 for the Fall conference. *Due to the COVID-19 restrictions, we were unable to hold our Spring and Fall conferences for 2020.*
- Business Partners:** Attract one new business partner and connect with current business partners who have not attended a conference in a couple of years. *Achieved; added two new business partners.*
- Offer two webinars:** Partner with another ASHHRA chapter utilizing our current business partners. *Achieved*
- Better promote HHRAM:** Review HHRAM branding and use social media promote HHRAM activities. *Achieved this goal; rebranded our marketing logo.*
- Newsletters and Eblasts:** Create and communicate two HHRAM newsletters and 10 Eblasts in 2020. *Achieved; Sent 2 Newsletters (Spring and Winter) and 40+ Eblasts to our members during 2020.*
- HHRAM Scholarship:** Increase awareness of the HHRAM scholarship by communicating four touchpoints. *Achieved; we sent 2 e-blasts and 2 communications in the Spring and Winter newsletters.*

Achieving these goals helped us increase the value of your HHRAM membership, recruit and retain members and business partners, and ensured we continue to strengthen our position as a strong chapter.

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Treasurer's Report

Account #	Income	2019 Budget	2019 Actual	2020 Budget	2020 Actual
45000	Investments				
45030	Interest-Savings, Short term CD	50.00	168.21	168.00	198.77
	Total 45000 - Investments	\$ 50.00	\$ 168.21	\$ 168.00	\$ 198.77
46400	Other Investments				
46435	ASHHRA Chapter Awards	1,000.00	1,000.00	1,000.00	1,000.00
	Total 46400 - Other Income	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00
47200	Program Income				
47245	Salary Survey Revenue Sharing	8,400.00	3,534.43	8,500.00	7,998.50
	Total 47200 - Program Income	\$ 8,400.00	\$ 3,534.43	\$ 8,500.00	\$ 7,998.50
47230	Membership Dues Income	\$15,000.00	\$15,500.00	\$15,000.00	\$8,824.00
49000	Conference Income				
49010	Spring Conference Registrations	10,500.00	6,750.00	10,000.00	-
49011	Spring Conference Business Partners	20,000.00	24,250.00	25,500.00	-
49015	Fall Conference Registrations	13,000.00	11,150.00	12,375.00	-
49016	Fall Conference Business Partners	21,000.00	25,500.00	23,500.00	4,500.00
	Total 49000 - Conference Income	\$ 64,500.00	\$ 67,650.00	\$ 71,375.00	\$ 4,500.00
	Total Income	\$ 88,950.00	\$ 87,852.64	\$ 96,043.00	\$ 22,521.27
Account #	Expenses	2019 Budget	2019 Actual	2020 Budget	2020 Actual
60100	ASHHRA National Conference	\$ 8,000.00	\$ 6,004.16	\$ 7,500.00	\$ -
61000	Conference Expense				
61002	Spring Conference Expense	28,000.00	35,420.37	30,000.00	639.36
61003	Fall Conference Expense	35,000.00	38,796.45	35,000.00	-
	Total 61000 - Conference Expense	\$ 63,000.00	\$ 74,216.82	\$ 65,000.00	\$ 639.36
62100	Contract Services				
62110	Accounting & Management Fees	7,794.36	8,242.60	8,100.00	6,086.00
62150	Outside Contract Services (tax return)	500.00	-	500.00	
	Total 62100 - Contract Services	\$ 8,294.36	\$ 8,242.60	\$ 8,600.00	\$ 6,086.00
62190	Education	\$ 750.00	\$ 500.00	\$ 750.00	\$ -
64000	Membership Expense (ASHHRA dues/misc)	\$ 320.00	\$ 320.00	\$ 525.00	\$ -
65000	Operations				
65020	Postage Mailing Service	250.00	145.03	240.00	2.75
65030	Printing and Copying	250.00	896.11	250.00	3.39
65040	Supplies, Mileage, Sales Tax	2,800.00	2,460.91	2,800.00	-
65060	Scholarships (2 Education, 1 ASHHRA, 2 HHRAM)*	3,500.00	2,500.00	3,500.00	1,000.00
65070	Technology	2,700.00	4,756.88	3,084.00	989.99
65080	Bank & Card Fees			1,000.00	800.93
	Total 65000 - Operations	\$ 9,500.00	\$ 10,758.93	\$ 10,874.00	\$ 2,797.06
65100	Other Expenses				
65100	Other	\$ 150.00	\$ 58.48	\$ 132.00	\$ -
65120	Insurance	525.00		1,558.00	1,502.00
	Total 65100 - Other Expenses	\$ 675.00	\$ 58.48	\$ 1,690.00	\$ 1,502.00
68300	Travel and Meetings				
68310	Board and Committee Meetings	600.00	354.15	600.00	60.31
68320	Education Meetings	500.00	-	500.00	-
	Total 68300 - Travel and Meetings	\$ 1,100.00	\$ 354.15	\$ 1,100.00	\$ 60.31
	Total Expense	\$ 91,639.36	\$ 100,455.14	\$ 96,039.00	\$ 11,084.73
	NET INCOME	\$ (2,689.36)	\$ (12,602.50)	\$ 4.00	\$ 11,436.54

HHRAM Board Meeting Dates for 2021

Board meetings are being held by conference call until further notice and are typically scheduled the 3rd Friday of each month, except July and December.

January 15th	June 18th
February 19th	August 20th
March 19th	September 17th
April 16th	October 15th
May 21st	November 19th



Thank You to our Members

Congratulations on making it through all of the twists and turns that 2020 has thrown at you thus far! To show our appreciation for your involvement with HHRAM, and bring the end of the year with a small thank you, we have sent by email a Starbucks gift card to you. Enjoy a hot cup of coffee on us! Thank you again for your membership, and here's to 2021!

Chapter Management

ASHHRA's Chapter Management Awards Program recognizes affiliated chapters for their significant achievements throughout the course of the previous year. The program is in two parts: Basic Chapter Management and Advanced Chapter Management.



2020 Chapter Management Award Recipient

Chapter management requires dedicated volunteers and passionate leadership. ASHHRA recognizes the valuable work of affiliated chapters through the annual CMAP.

Thank you, **Shannon Demgen**, for all your work on getting everything organized and submitted! In 2020, Healthcare Human Resources Association of Minnesota, Inc. was one of 5 recipients of the **4 star rating!**

We also have the pleasure of congratulating three members who received individual awards:

Paula Wokasch received the Outstanding Chapter Achievement: This award recognizes an HR professional whose significant contributions advance the healthcare human resources profession.

Jennifer Gryte and Chad Engstrom each received the Outstanding Chapter Officer award. This award recognizes a chapter officer (President, President-elect/Vice President, Treasurer, Secretary) who has made a significant contribution to an ASHHRA affiliated chapter through excellence in chapter management and/or distinguished leadership.

2020 HHRAM Elections



Congratulations to Chrissy Draper on her new role as HRRAM Secretary. We look forward to having Chrissy on the board in the Secretary position.

"I have worked at CHI Lakewood for 23 years and most recently in the HR department for the last 5 years. Being a member of HHRAM for the last five years has been very rewarding and educational. I had the opportunity of serving as Treasurer from 2016-2017 and enjoying being able to help plan a couple of the HHRAM conferences. Networking at the conferences has given me the chance to meet some great HR individuals throughout the state. When I am not working, I enjoy watching my girls play sports, running, and relaxing at the beach."

Congratulations to Lisa Smude, 2021 HHRAM Board President!

Lisa Smude is the new HHRAM Board President effective January 1st, 2021. Lisa has been a member of HHRAM since 2015 and has been serving on the board as Membership Director since January 2019. Volunteerism is a passion of Lisa's and she is also currently the President of the Morrison County United Way Board and volunteers at her local church. We are excited for Lisa to begin her new role as HHRAM Board President!



HHRAM 2021 Board Members

Lisa Smude, President	Chad Engstrom, Past President
Lois Slick, Treasurer	Chrissy Draper, Secretary
Shannon Demgen, Chapter Management Director	Laurie Daniels, Communications/Marketing Director
Mandy Dobosenski, Social Media Director	Jane Koliass, Salary Survey Coordinator
Heidi Powell, Member-at-Large	Paula Wokasch, Business Partner Liaison
Dave Mandel, Business Partner – Member(s) at Large	Blake Martin, Business Partner – Member(s) at Large
OPEN , Membership Director	OPEN , Education Director
OPEN , Scholarship Coordinator	

The HHRAM Board Needs You...

As a board member of HHRAM, you are part of the only local professional organization dedicated to the specialized field of healthcare human resources! We are looking for three new Board members for 2021. Openings are:

Membership Director - Responsible for providing membership information to appropriate parties and maintains current membership list information. Coordinates chapter membership drive and recruitment efforts, as well as orientation activities for new members. The Membership Director is a voting board member of the Board of Directors.

Education Director - Coordinates ongoing education opportunities (seminars, webinars) for HHRAM members. Coordinates the process to obtain HRCI, SHRM, and CHHR credit hours for HHRAM education opportunities (seminars, webinars, conferences) and maintains a current speaker list for appropriate use.

Scholarship Coordinator –Coordinates the HHRAM scholarship program. Maintains and implements established scholarship program framework and guidelines, including promoting and communicating the scholarship program to HHRAM members during annual conferences and newsletters.

Benefits of Getting Involved

- Networking, Partnership, and Teamwork: Get involved with advancing our profession and strengthening partnerships with your peers.
- Professional Development: Opportunities to access free or greatly reduced education opportunities as a member of the board.
- Leadership and volunteer opportunities: Time commitment is low and flexible; can work around your schedule!
- Fun opportunity: Our board is very cohesive and we enjoy working together! Get ready to laugh!
- Support: Our board is very experienced and will help train and support you in your board role.
- “Looks good on your resume”
- HHRAM Swag: Clothing, bags, etc.

If you are interested or would like additional information, please contact Chad Engstrom at 763.600.6830 or Cengstrom@appletrreedental.org.

KUDOs to our Business Partners who help us offer Webinars

Business Partner	Webinar
First Advantage	Social Media Screening in the Healthcare Industry
Francis Investment Council	Unemployment During COVID-19
Gallagher	Better Perspective: Healthcare Benefits Strategy & Benchmarking Survey
Felhaber Larson	Employment Law Changes with COVID-19 FFCRA, Teleworking, and the Healthcare Workforce in 2021
Hays Companies	Buckle Your Seat Belts Round II: 2020 Presidential Election, Health Care & Key Decisions Ahead Virtual Whiteboards The Numbers of COVID-19 Worker's Compensation Implications for Healthcare & Long-term care facilities
Lockton Companies	Healthcare Respiratory Protection
Marsh & McLennan Agency	Client Webcast: Navigating the Coronavirus & Managing the Financial Impact Where Do We Go From Here? Elections, Health Care & The Decisions Ahead Compliance Centers of Excellence

Business Partner Spotlight

Recognition is one of the very powerful tools that connects employees to your organization, drives engagement, and impacts your culture. It provides a meaningful way to reinforce your core values and behaviors, to recognize great work and outstanding performance, to reward results, and celebrate success. It has the power to tell employees not only do we “value you and your work” but also reinforces “you are doing the right things.”



At Incentive Services we specialize in partnering with over 750 hospitals and healthcare organizations by helping modernize their traditional employee recognition programs such as Years of Service, Leader and Peer to Peer Recognition, Patient Experience, Employee Appreciation such as Hospital week and Holidays, to help create a more meaningful employee experience, elevate culture, connect your employees and drive performance.

If you or members of your team are looking for new employee recognition strategies, we would love to connect and share custom solutions that are helping our clients celebrate and connect their workforce. www.incentiveservices.com

HHRAM Education Scholarships

Education Scholarship awarded to Jessica Spicer:



“I am very grateful to have received the 2020 HHRAM Education Scholarship. With the HHRAM Educational Scholarship, I was able to complete and graduate with my Master’s degree in Business Administration with a specialization in Human Resources Management. It was a goal of mine after I graduated with my Bachelor’s in 2011 to get my Masters, but between life becoming busy with kids and the financial aspect of school, it was easy to put off my goal. In 2018, I finally took the leap to start classes at Capella University, but eventually funds ran out which once again put my goal on hold. In 2019, I started with Cuyuna Regional Medical Center in their HR department and started learning more about HHRAM and participating in the conferences. That is where I learned about the HHRAM Education Scholarship and thought I would take a chance at applying for it. The application process was very simple, which made it even more appealing to apply for.

I was awarded a scholarship for Spring 2020 semester and am ever so thankful for that. The scholarship paid out \$500 to me once I showed proof of enrollment/acceptance into the program and the other \$500 was paid to me once I showed completion of classes. Between the scholarship and the tuition reimbursement program that my employer offered, I was able to afford to finish my Master’s program and finish it without having any student loans. Knowing I was going to be able to finish the program without any loans relieved so much stress and allowed me to focus on my classes and to be successful in them especially in a year that has proven to be a bit chaotic.

Thank you HHRAM Scholarship Committee!”

Visit the HHRAM website to obtain an application! Please email the HHRAM Scholarship Director, Christina Draper at ChristinaDraper@catholichealth.net if you have any questions.

ASHHRA Update

By Karen Gillespie, ASHHRA Regional Consultant – Region 6

ASHHRA Holiday Note from Regional Consultant - Karen Gillespie, Region 6

These past four years I have been honored to serve as ASHHRA’s Regional Consultant. I have been so grateful to reach out, visit, and meet so many amazing people. Thank you for the opportunity to serve “my favorite ASHHRA members” the Healthcare Human Resource Professionals from Region 6 in Kansas, Missouri, Iowa, Nebraska, North Dakota, South Dakota, and Minnesota! Each and every time I have been and unbelievably impressed by all the amazing work you do. My time with all of you has been precious to me. Thanks for all the good times, great educational opportunities, stellar HR expertise, and smiling faces. You all hold a special place in my heart and I’ll be seeing you around at future ASHHRA Conferences. This Holiday Season in 2020, I wish you all the best and pray that you all stay happy, healthy, and safe.

ASHHRA 2021 Annual Conference and Exposition Save the date: April 25 – 28th in Denver, Colorado

Sign up to be the first to know when registration opens by clicking on the link below.

<https://www.ashhra.org/ashhra21-annual-conference-and-exposition>

Are You An ASHHRA Member?



Who is ASHHRA?

The American Society for Healthcare Human Resources Administration (ASHHRA) – a personal membership group of the American Hospital Association (AHA), is the nation’s only membership organization dedicated exclusively to meeting the needs of health care human resources practitioners.

ASHHRA leads the way for members to become more effective, valued and credible leaders in health care human resources. As the foremost resource for health care human resources, ASHHRA provides timely and critical support through research, learning and knowledge sharing, professional development, products and resources, and opportunities for networking and collaboration. ASHHRA offers the only certification distinguishing health care human resources professionals, the Certified in Healthcare Human Resources (CHHR).

Benefits of Membership

Set an example as an HR leader at your health care facility – utilize the professional development tools and resources ASHHRA membership provides. Visit www.ASHHRA.org for more information about membership and benefits.

Certified in Healthcare Human Resources (CHHR)

Invest in your future by earning the Certified in Healthcare Human Resources (CHHR) professional designation.

Nationally recognized, CHHR is the premier credential based on sound assessment that delivers both internal and external rewards. Certification is awarded to those who meet the criteria and pass the CHHR certification exam.



The CHHR signifies:

- Accomplishment and expertise within the health care HR community.
- Knowledge of the health care environment and health care workforce needs.
- Ability to adapt this knowledge to individual health care organizations' needs and goals.
- A commitment to career advancement.

Visit www.ashhra.org/education/certification to learn more. A variety of study materials are available to assist candidates in preparing for the exam. Lisa Smude (lisasmude@catholichealth.net) and Shannon Demgen (Shannon.demgen@mngi.com) are both HHRAM board members that Certified in Healthcare Human Resources and would be happy to share their experience with studying and preparing for the exam with anyone interested in learning more. Reach out to one of them!

HHRAM Healthcare Wage & Salary Survey – Looking Ahead to 2021!



INFORMATION IS THE KEY TO SUCCESS

These are unusual times. Current conditions are causing a significant degree of upheaval in the healthcare job market. How can you make your voice heard and stay current in an ever-shifting environment?

Contribute. Be Heard. Stand out.

Take part in the **2021 HHRAM Healthcare Salary Survey**. The survey gathers comprehensive data about clinical and non-clinical healthcare salaries across the Upper Midwest and beyond. The results provide an in-depth understanding of how a changing market can affect your company's compensation goals.

PARTICIPATING HHRAM MEMBERS RECEIVE A \$75 DISCOUNT!

Save the dates!

Survey Opens: December 9, 2020*

Participation Deadline: February 5, 2021

Report Distribution: April 15, 2021

*Data effective date is January 1, 2021

What you need to do:

- Be on the lookout for a survey email in your inbox on December 9!
- Download the Participation Form from the email and SAVE it to your computer.
- Complete the form and submit it through the secure website by February 5, 2021.
- Not on our email list? You can still participate! Send a request to opt-in and receive submission information for the 2021 survey at HHRAMsurvey@lockton.com.

HHRAM's annual salary survey is an invaluable tool for hiring and retaining the best possible talent, helping you to stand out above your competitors. The survey report contains information about more than 450 executive, management and allied health and professional positions.

New for 2021: If you participate in the survey, you can get the results FREE! Just refer a company or a colleague who then participates and buys the survey for the first time.

Why Participate? For more than two decades, the HHRAM survey has been a trusted resource for organizations whose aim is to rise above the competition. Our extensive report provides your organization the insight it needs to not only attract, but also retain top talent in the healthcare industry.

How Much Does the Survey Cost? The HHRAM Survey is unmatched in quality but comes at a fraction of the cost of comparable surveys. Our tiered pricing, based on organization type and size, guarantees your company receives the best possible rate. Plus, participating HHRAM members qualify for a \$75 discount, making it an even greater value for all organizations – large or small.

2021 Pricing

Includes salary survey and pay practices results in PDF and Excel formats

ORGANIZATION SIZE/TYPE	NON-PARTICIPANT	PARTICIPANT	HHRAM DISCOUNT
Hospital/Health System – 1,000 or more FTEs	\$1,360	\$925	\$75
Hospital/Health System – 301 to 999 FTEs	\$1,020	\$700	\$75
Hospital/Health System – Up to 300 FTEs	\$745	\$510	\$75
Clinics/LTC/Other Orgs – More than 200 FTEs	\$680	\$480	\$75
Clinics/LTC/Other Orgs – 101 to 200 FTEs	\$515	\$385	\$75
Clinics/LTC/Other Orgs – Up to 100 FTEs	\$335	\$270	\$75
Consultants – Professional Services Firm	\$2,835	N/A	\$0

Member Spotlight



Kimberly Muller, Lake Region Healthcare, Fergus Falls, Minnesota

Tell us a little bit about yourself: *I grew up in the small town of Breckenridge, MN, where I met and later married my high school sweetheart, Aaron. We moved to South Dakota for four years, but ultimately missed our family in MN and moved back to the area. Thanks to that move, I started my career in HR in 2016 as a Recruiter and Compensation Analyst with Lake Region Healthcare in Fergus Falls, MN. I am still in that role, and I am so grateful to have a career that I truly enjoy! I spend most of my free time chasing after my two sweet kiddos, Mya and Luke.*

How long have you been a member of HHRAM? *I have been a member since December, 2017.*

What do you most enjoy about HHRAM? *I love that the HHRAM network allows me to easily access relevant, credible information, and answers from knowledgeable professionals!*


What do you enjoy most about working in HR? *It's hard to pick just one! I love being able to help others and the opportunity to collaborate with employees in all areas of our organization.*

What is a typical day like for you? *One of the things I like about working in HR is that there really isn't a "typical" day. I keep busy with recruitment efforts, market surveys and compensation research, job descriptions, and assisting our leaders with new positions and other projects. Never a dull day!*

What's your favorite tip for someone in our industry? *Never stop learning! Things in HR change quickly and it is important to seek out new information.*

What would you do (for a career) if you weren't doing this. *I went to college for broadcast journalism and worked as a news reporter for a while. I loved the work, but not the hours with a growing family. Still miss the thrill sometimes, though!*

What is the best professional advice you've received. *Always own up to your mistakes. Admitting and fixing your mistakes will give you credibility.*



SOMETHING

BIG

IS COMING
FOR HHRAM

Stay tuned

for our announcement

January 2021