

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 Shannon Demgen

I am honored and excited to serve as your 2016 HHRAM President. For over 40 years, HHRAM has been the vehicle for stimulating education, invaluable networking and a comprehensive compensation and benefit resource to hundreds of healthcare professionals. We are one of the strongest ASHHRA chapters and have set our 2016 goals to help move HHRAM forward in 2016.

2016 Goals:

1. Conduct a member needs analysis survey by end of first quarter. Share the results with membership and implement one change during 2016.
2. Research options and evaluate length of board terms and responsibilities.
3. Diversify membership in specialty areas of healthcare.
4. Promote the HHRAM Salary Survey.
5. Conduct a request for proposal (RFP) for association management company to understand and evaluate needs.

Achieving these goals will help us increase the value of your HHRAM membership, ensure that we have consistent and strategic leadership on the HHRAM board, diversify membership to include more specialties in healthcare and educate membership on the resources available to you through HHRAM and ASHHRA.

HHRAM will continue to have two in person educational and networking opportunities with the Spring and Fall conferences. The Spring Conference is coming up on May 12th and 13th at Water Street Inn in Stillwater, Minnesota. Check out page 3 to learn more about the conference and make sure to register by April 17th. The Fall Conference will be October 26 through the 28th at Treasure Island Resort & Casino in Red Wing, Minnesota.

In 2015, we implemented regional educational opportunities and held those seminars in Bemidji, St. Cloud and Mankato. It was a great opportunity for members to gather together to learn and network outside of the Spring and Fall Conferences. Thank you to Celeste Gardner, HHRAM Director of Regional Consultants, for implementing these educational opportunities. We are excited to announce we plan on offering these regional opportunities again in 2016!

It is going to be a busy and exciting year! If you have any ideas you would like to share with the board or are interested in becoming more involved, please contact me as we are here to serve our members.

Shannon Demgen
HHRAM President
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2016 HHRAM Budget

Account #	Income	2015 Budget	2015 Actual	Proposed 2016
45000	Investments			
45030	Interest-Savings, Short term CD	375.00	161.43	300.00
	Total 45000 - Investments	\$ 375.00	\$ 161.43	\$ 300.00
46400	Other Investments			
46435	ASHHRA Chapter Awards	750.00	1,000.00	1,000.00
	Total 46400 - Other Income	\$ 750.00	\$ 1,000.00	\$ 1,000.00
47200	Program Income			
47245	Salary Survey Review Sharing	6,000.00	7,190.00	7,000.00
	Total 47200 - Program Income	\$ 6,000.00	\$ 7,190.00	\$ 7,000.00
47230	Membership Dues Income	\$ 14,000.00	\$ 15,900.00	\$ 12,000.00
49000	Conference Income			
49010	Spring Conference Registrations	6,000.00	9,275.00	9,000.00
49011	Spring Conference Business Partners	10,000.00	12,650.00	12,000.00
49015	Fall Conference Registrations	10,000.00	16,435.00	12,000.00
49016	Fall Conference Business Partners	24,000.00	21,906.00	20,000.00
	Total 49000 - Conference Income	\$ 50,000.00	\$ 60,266.00	\$ 53,000.00
	Total Income	\$ 71,125.00	\$ 84,517.43	\$ 73,300.00
Account #	Expenses	2015 Budget	2015 Actual	Proposed 2016
60100	ASHHRA National Conference	\$ 7,500.00	\$ 7,707.00	\$ 7,500.00
61000	Conference Expense			
61002	Spring Conference Expense	15,000.00	23,915.13	18,000.00
61003	Fall Conference Expense	30,000.00	35,676.33	30,000.00
	Total 61000 - Conference Expense	\$ 45,000.00	\$ 59,591.46	\$ 48,000.00
62100	Contract Services			
62110	Accounting & Management Fees	6,000.00	7,566.50	6,000.00
62150	Outside Contract Services (tax return)	500.00	490.00	500.00
	Total 62100 - Contract Services	\$ 6,500.00	\$ 8,056.50	\$ 6,500.00
62190	Education	\$ 50.00	\$ 387.05	\$ 300.00
65000	Operations			
65015	Monthly Headquarters Fees	300.00	440.00	360.00
65020	Postage Mailing Service	120.00	488.49	360.00
65030	Printing and Copying	180.00	238.00	150.00
65040	Supplies, Mileage, Sales Tax	1,500.00	2,512.52	2,000.00
65050	Telephone, Telecommunications	120.00	-	120.00
65060	Scholarships (2 Education, 1 ASHHRA, 2 HHRAM)*	4,250.00	2,400.00	3,500.00
65070	Website Maintenance	1,500.00	339.00	300.00
	Total 65000 - Operations	\$ 7,970.00	\$ 6,418.01	\$ 6,790.00
65100	Other Expenses			
	Misc	0.00	309.86	-
65170	Donations		1,286.00	-
	Total 65100 - Other Expenses	\$ -	\$ 1,595.86	\$ -
68300	Travel and Meetings			
68310	Board and Committee Meetings	1,500.00	1,458.69	1,500.00
68320	Regional Meetings	600.00	836.83	1,000.00
	Total 68300 - Travel and Meetings	\$ 2,100.00	\$ 2,295.52	\$ 2,500.00
	Total Expense	\$ 69,120.00	\$ 86,051.40	\$ 71,590.00
	NET INCOME	\$ 2,005.00	\$ (1,533.97)	\$ 1,710.00

2016 HHRAM Election

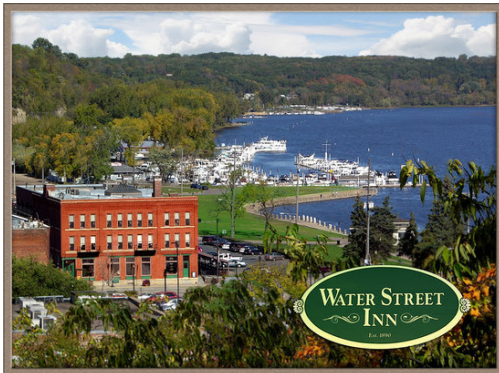
There were two vacancies for positions on the HHRAM Board of Directors which required election by the membership for 2016.

President Elect: Lois Slick

Treasurer (2 year term): Christina Draper

Congratulations Lois and Chrissy!

2016 Spring Conference



Got Engagement?

Registration is open for the 2016 Spring Conference on May 12th and 13th at the Water Street Inn in Stillwater, MN! Keynote speaker, Sharlyn Lauby, will present two sessions: Measuring HR Effectiveness and Using Employee Opinion Surveys to Drive Engagement. Sharlyn Lauby is an author, writer, speaker and consultant. She has been named a Top HR Digital Influencer and is best known for her work on HR Bartender, a friendly place to talk about workplace issues. HR Bartender has been recognized as one of the Top 10 Business Blogs Worth Reading by the Society for Human Resource Management (SHRM) and best business blog by the Stevie Awards.

On May 12th join us for an evening of fun and networking aboard a charming paddlewheel boat on the St. Croix River! Appetizers and beverages will be served on the boat.

Visit the HHRAM website to register to attend!

5 Tips to Keep Conference Costs Down

Conferences provide unique learning and career building opportunities. It's an investment in yourself and your career. Education budgets can restrict ability to attend a conference but hopefully these 5 conference cost saving tips help you find a way to maximize your education dollars.

1. Register early so you receive the early-bird registration special price
2. Apply for a conference scholarship that includes the conference registration and lodging
3. Carpool with another conference attendee in order to save on travel expenses
4. Share a hotel room with a colleague and split the room cost
5. Inquire about cost of attending one day if it is a multiple day conference

Morning at the Capitol

By Jennifer Gryte

I had the opportunity to attend the morning at the capitol with MMGMA, the Minnesota Medical Group Management Association. There was not a session at the capitol at the time so representatives and lobbyist came to meet with us. Allison O'Tool, CEO of MNSure and the Commissioner of The Department of Human Services, Emily Johnson Piper, spoke to us about MNSure and some of the struggles of the current system. They discussed the technology issues they have had and stated that they are working on making the system better.

A member of MMGMA shared an experience he had with MNSure and his two college sons. The MMGMA member wanted to get his sons off his benefit plan. One son was offered medical assistances because of his income. The son did not want medical assistance; he wanted to buy a health plan and was willing to pay more to purchase it but was unable to. The only plan he was able to get was medical assistance.

The member asked if the state does this to drive people to medical assistance because Minnesota gets federal funding. The answer was no, the system does not have the algorithms to offer more than one plan to those in that income bracket.

It was also discussed that people that sign up for medical assistance find out down the road they have a lien on their house because of using medical assistants. Children of adult parents are finding out after their parents die that they have a lien on their farm or home because their parents were on medical assistance. It was shared that this is not a new law; it's just something that has had more media recently.

Representative Tara Mack of Apple Valley stated this is a law that needs to be looked at. Laws are aimed to help people, to help the family farm and this law is not doing that.

Mack shared with the group some of the big items for the next 10 week session. Transportation, MNSure and streamlining the prior authorization process were items that would be discussed. A topic that is close to many of us in healthcare is the increase on the exchange of High deductible plans. Members can pay the premiums for the health plan; they can't afford to pay the deductible. The health plan is getting their money, the clinic or hospital is not.

Being that 2016 is an election year, it will be interesting to what changes in the future. It was a great session and I am thankful that HHRAM and MMGMA partner to give HHRAM members a discount so I could attend.



Save the Date

The 2016 Fall Conference will be held on October 26-28, 2016 at the Treasure Island Resort in Red Wing, MN. The Keynote speaker will be Andy Masters.



More information to come!

Speaking Opportunities

As a Human Resources Professional we can learn so much from each other. Consider sharing your knowledge and best practices by presenting the information at an upcoming HHRAM conference. Do you have a Stay Interview program impacting employee retention or any best practices related to changing culture and improving employee engagement? Share what is working for your organization with HHRAM!

If you would consider presenting a topic at a HHRAM conference, please contact Shannon Demgen at sdemgen@mngastro.com.

HHRAM Board Meeting Dates for 2016

Board meetings are held in St. Cloud at X and begin at 10 am. Any member is welcome to attend to see if you would like to get more involved serving the HHRAM chapter. RSVP's are appreciated so that we can have an accurate count for meals.

April 15th

May 11th: Meeting held in Stillwater prior to 2016 Spring Conference

June 17th

August 19th

September 16th

October 25th: Meeting held at Treasure Island Resort prior to 2016 Fall Conference

November 18th

ASHHRA Update



A personal membership group of the
American Hospital Association

In the 2016 HHRAM member needs assessment survey we found several HHRAM members are not familiar with ASHHRA and the benefits of being an ASHHRA member. This article will provide you with more information on ASHHRA and why to consider becoming 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 is recognized as the premier source of educational resources, industry research, HR tools, networking and best practices for the health care HR professional. When you join ASHHRA, you are investing in your future while helping to advance the transformation of the health care HR leader.

Founded in 1964, ASHHRA represents more than 3,100 human resources professionals across the nation. ASHHRA is governed by a 13-member board of directors, four standing committees and more than 45 affiliated chapters who are all committed to enhancing the profession and moving forward toward one common goal – excellence in health care human resources.

Vision and Values

Vision: Be the leaders in health care Human Resources workforce policy, advocacy and best practices.

Values: Trust, People, Integrity, Leadership, Diversity, Collaboration, Excellence, and Innovation.

Mission

To advance the human side of health care, the American Society for Healthcare Human Resources Administration (ASHHRA) leads the way for highly effective, valued and credible leaders.

Why should you join ASHHRA?

You and your organization will benefit from ASHHRA in many ways. As an ASHHRA member, you will:

- Energize your organization's people strategies through quality educational programs presented by top-tier health care HR executives
- Enhance your professional growth and development
- Expand your professional network
- Prepare to earn the Certified in Healthcare Human Resources (CHHR) designation.

What are the benefits of ASHHRA membership?

- Educational Resources - The focus is 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
- Tools & Resources - The products and services in this product line give you immediate access to all that ASHHRA has to offer via the interactive Web site. You can access industry based information, surveys, processes, and best practices to effectively manage the ROI of your organization

- Recognition and Awards - 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 healthcare 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
 - Chapter Involvement: More than 36 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. HHRAM is the Minnesota affiliated chapter of ASHHRA.
- Access to benchmarking data, workplace best practices, research and other tools
- Educational events led by industry experts and thought leaders (*most are HRCI-approved*)
- Exclusive events for senior health care HR executives
- Online Career Center widely recognized as the source for top health care HR talent; posting of health care HR positions
- Volunteer opportunities which enhance your HR toolkit and expand your professional network while supporting ASHHRA's professional education efforts

How do I join ASHHRA?

Joining ASHHRA is simple! Join by phone, fax, online with a credit card or via mail with a check/money order/credit card. Visit www.ashhra.org to join or feel free to call ASHHRA at 312.422.3720. Please note that ASHHRA membership is non-transferrable and non-refundable.

We are lucky to have the ASHHRA Regional Consultant for Region 6, Becky Rauen, right here in Minnesota! If you have any questions about ASHHRA, please contact Becky at Becky.Rauen@MapleGroveHospital.org.

ASHHRA Conference Scholarship



HHRAM is excited to offer a scholarship to provide financial assistance to those interested in attending the ASHHRA Annual Conference & Exposition. The objective of this scholarship is to provide healthcare HR practitioners with venues to receive educational tools and resources, in addition to networking opportunities to allow you to be a successful healthcare HR leader. HHRAM will provide one HHRAM member with a scholarship to attend ASHHRA's 52nd Annual Conference & Exposition, September 24-27 in Grapevine, Texas.

Applications for the ASHHRA Conference Scholarship are available on the HHRAM website and are being accepted through July 1, 2016.