



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 Lois Slick, MBA, PHR, CPSP, LNHA

“Back to the Future...”, the theme of HHRAM’s Spring Conference especially resonated with me while I was preparing this newsletter. Some of you may remember me as HHRAM President in 2017...well, here we go again! My goal this year is to find ways to provide more value to you, our members.

One way we have already begun to achieve this goal is by providing new resources for your use. From the HHRAM webpage, hover over the Resources tab. You will notice two new options for you to choose from. First, we have “brought back” a Q & A section in which you are able to ask members questions and receive a response. Secondly, you will find the HR Template Resource Hub. This will allow you to ask for and post job descriptions and policies in which members can use. Remember to Subscribe to this page for email updates!

I know spring has not yet “sprung” in many of our areas, but fall will be here before you know it, so I want to put a plug in for the HHRAM 2023 Fall Conference at beautiful Madden’s resort in Brainerd, MN. We are planning on many fun events and exciting speakers, so you won’t want to miss it! I look forward to connecting with you at the conference. Please don’t hesitate to reach out to me if you have any suggestions for improvements, or ideas that HHRAM could do to provide more value to our members!

2023 HHRAM Goals

- 1. Increase membership by 3% from 2022 and diversify membership by adding 1 new nonhealthcare membership as well as increase ASHHRA membership by 2:** Engage members at large to reach out to potential new members.
- 2. Increase conference attendance:** Create Business Partner Template. Engage members at large to reach out.
- 3. Increase Social Media Presence:** Advertise ASHHRA Events at least 2 times a year.
- 4. Increase resources and tools on website for members:** Create a Q & A page as well as a repository for Policy & Procedures and Job Descriptions for members to use and share.
- 5. Salary Survey:** Look into increasing non-healthcare jobs in the salary survey.

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

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2023 Budget:

Our 2023 budget reflects assertive goals to increase our overall HHRAM membership. Please spread the word about HHRAM and the benefits of being a member.

Account #	Income	2021 Budget	2021 Actual	2022 Budget	2022 Actual	2023 Budget
45000	Investments					
45030	Interest-Savings, Short term CD	180.00	797.48	204.00	228.44	204.00
	Total 45000 - Investments	\$ 180.00	\$ 797.48	\$ 204.00	\$ 228.44	\$ 204.00
46400	Other Investments					
46435	ASHHRA Chapter Awards	-	-	1,000.00	-	-
	Total 46400 - Other Income	\$ -	\$ -	\$ 1,000.00		\$ -
47200	Program Income					
47245	Salary Survey Revenue Sharing	8,100.00	8,803.74	8,500.00	8,574.70	8,500.00
	Total 47200 - Program Income	\$ 8,100.00	\$ 8,803.74	\$ 8,500.00	\$ 8,574.70	\$ 8,500.00
47230	Membership Dues Income	\$14,250.00	\$12,325.00	\$13,125.00	\$ 10,435.00	\$14,000.00
49000	Conference Income					
49010	Spring Conference Registrations	750.00	-	7,500.00	9,585.00	15,000.00
49011	Spring Conference Business Partners	-	-	15,000.00	19,350.00	20,000.00
49012	Spring Conference Philanthropy Donations	-	-	-	650.00	-
49015	Fall Conference Registrations	8,250.00	6,785.00	15,750.00	7,480.00	15,000.00
49016	Fall Conference Business Partners	18,000.00	11,650.00	18,000.00	10,500.00	19,000.00
	Total 49000 - Conference Income	\$ 27,000.00	\$ 18,900.00	\$ 56,250.00	\$ 47,565.00	\$ 69,000.00
	Total Income	\$ 49,530.00	\$ 40,826.22	\$ 79,079.00	\$ 66,803.14	\$ 91,704.00
Account #	Expenses	2021 Budget	2021 Actual	2022 Budget	2022 Actual	2023 Budget
60100	ASHHRA National Conference	\$ 7,500.00	\$ -	\$ 7,500.00	7,738.60	\$ 7,500.00
61000	Conference Expense					
61002	Spring Conference Expense	-	3,123.75	30,000.00	21,579.12	32,500.00
61003	Fall Conference Expense	27,000.00	27,763.00	30,000.00	33,162.93	35,000.00
	Total 61000 - Conference Expense	\$ 27,000.00	\$ 30,886.75	\$ 60,000.00	\$ 54,742.05	\$ 67,500.00
62100	Contract Services					
62110	Accounting & Management Fees	7,800.00	8,223.00	8,160.00	8962.50	8,760.00
62150	Outside Contract Services (tax return)	500.00	575.00	600.00	575.00	600.00
	Total 62100 - Contract Services	\$ 8,300.00	\$ 8,798.00	\$ 8,760.00	\$ 9,537.50	\$ 9,360.00
62190	Education	\$ 750.00	\$ 450.00	\$ 720.00	\$ 750.00	\$ 720.00
64000	Membership Expense	\$ 525.00	\$ -	\$ 525.00	\$ 350.00	\$ 525.00
65000	Operations					
65020	Postage Mailing Service	240.00	-	-	-	-
65030	Printing and Copying	240.00	1.20	-	-	-
65040	Supplies, Mileage, Sales Tax	2,700.00	25.48	600.00	197.02	197.00
65060	Scholarships	3,500.00	500.00	2,750.00	-	2,250.00
65070	Technology	1,500.00	1,205.99	1,200.00	1,325.74	1,325.00
65080	Bank & Card Fees	900.00	725.09	900.00	1,213.11	1,200.00
65090	Miscellaneous Expense	-	215.97	-	144.95	-
	Total 65000 - Operations	\$ 9,080.00	\$ 2,673.73	\$ 5,450.00	\$ 2,880.82	\$ 4,972.00
65100	Other Expenses					
65100	Other	\$ 150.00	\$ -	\$ 150.00	-	\$ 150.00
65120	Insurance	1,500.00	1,558.00	1,500.00	1,558.00	1,558.00
65170	Donations	-	-	-	650.00	-
	Total 65100 - Other Expenses	\$ 1,650.00	\$ 1,558.00	\$ 1,650.00	\$ 2,208.00	\$ 1,708.00
68300	Travel and Meetings					
68310	Board and Committee Meetings	300.00	-	-	-	-
68320	Education Meetings	-	200.00	-	-	-
	Total 68300 - Travel and Meetings	\$ 300.00	\$ 200.00	\$ -	\$ -	\$ -
	Total Expense	\$ 55,105.00	\$ 45,031.48	\$ 84,605.00	\$ 78,206.97	\$ 92,285.00
	NET INCOME	\$ (5,575.00)	\$ (4,205.26)	\$ (5,526.00)	\$ (11,403.83)	\$ (581.00)

Your 2023 Board Members

We are excited to present your 2023 board members for HHRAM:

- Lois Slick – President
- Lisa Smude – Past President
- Chrissy Draper – Secretary/Treasurer
- Chad Engstrom – Business Partner Liaison
- Heidi Powell – Scholarship & Education Director
- Laurie Daniels – Membership Director
- Mary Hoffman – Social Media Director
- Brianne Ptacek – Salary Survey Director
- Shannon Demgen – Chapter Management Director
- Roxanne Hejhal – Communications and Marketing Director
- Jessica Gervenak – Member at Large
- Nicole Nyberg – Member at Large
- Dave Mandel – Business Partner – Member at Large
- Blake Martin – Business Partner – Member at Large

HHRAM Board Meeting Dates for 2023

January 20:	Conference Call
February 17:	Conference Call
March 17:	Conference Call
April 21:	Conference Call
May 19:	In-Person – Spring Conference – Mystic Lake - Prior Lake, MN
June 16:	Conference Call
August 18:	In Person – MNGI Digestive Health, Minneapolis, MN
September 26:	In Person – Fall Conference – Madden’s Resort – Brainerd, MN
October 20:	Conference Call
November 17:	Conference Call

2023 Spring Conference

Don't miss an all-star lineup of future-thinking speakers, including keynote speaker Jason Barger. Jason is a New York Times-celebrated author, motivational speaker, leadership coach and culture expert. He is committed to engaging the minds and hearts of people in order strengthen leadership, culture, and clarity of mission, vision, and values.



Welcome to our New Members!

Erin Hargrove

AJG
Consultant

Kyle Buckingham

Bigfork Valley Hospital
HR/Communications

Kaydee Hoppe

Children's Respiratory & Critical Care Specialist
Human Resources

John Tormanen

CommonSpirit Health
Division Director of HR & Mission

Sheana Hanson

CommonSpirit Health
Senior Recruiter

Melissa Tschida

CommonSpirit Health
Human Resources Operations Manager

Robbin Dowdle

Diggity Dowdle
Consultant

Kaitlin Bahr

Glencoe Regional Health
Human Resources Assistant

Jaimee Hartman

Healthcare Associates Credit Union
Consultant

Todd Clawson

Incentive Services, Inc.
Consultant

Beth McFarlane

LifeCare Medical Center
Payroll Coordinator

Carly Dorholt

LifeCare Medical Center
Talent Acquisition Specialist

Jon Terry

Marsh & McLennan Agency
Employee Health & Benefits Thought Leader

Cindi Twardy

Meeker Memorial Hospital
VP Human Resources

Rebecca Meyer

Olmsted Medical Center
Human Resources Generalist

Marissa Reinartz

Olmsted Medical Center
Human Resource Generalist

Ashley Ratz

Perham Health

John Wilinski

Retina Consultants of Minnesota
Human Resources Manager

Lisa Schwartz

Ridgeview
VP Human Resources

Gail Grant

St. Francis Healthcare
Director HR Operations

Brian Perleberg

Tri-County Healthcare

Jenny Derks

UW Health
Director Total Rewards

Kendall Johnson

VITAL WorkLife
Consultant

Carol Miller

Wayzata Children's Clinic
Clinic Operations Manager



HHRAM Healthcare Wage & Salary Survey Update

The HHRAM Healthcare Wage and Salary 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.

You can use the survey results to gain an edge on your competition, and it's a great value.

The HHRAM Healthcare Wage & Salary Survey, designed by the HHRAM Compensation Committee, is our annual analysis of compensation data for healthcare organizations in the Upper Midwest. Administered by Lockton, it is relevant, robust, and a great value for your organization. It covers more than 400 job titles along with comprehensive pay practices information. Over 180 healthcare employers located in MN, ND, SD, WI, and IA consistently participate in this survey. It has been a trusted resource for more than 20 years. Thank you again to everyone who participated in the 2023 survey. Your participation makes the data more valuable for all our members. Pricing for the 2023 HHRAM Healthcare Wage & Salary Survey is now available online at hhram.org. Our tiered pricing ensures a great value for all participants, and we will continue to offer a \$80 discount for participating HHRAM members.

2023 Fall Conference – Save the Date! September 27-29, 2023



The 2023 HHRAM Fall Conference will be held at beautiful Madden's Resort in Brainerd, MN, with breathtaking views of Gull Lake!

Board Member Spotlight – Nicole Nyberg



Nicole Nyberg is a current HHRAM Board member. She serves as Member at Large, and has since January of 2022. She is currently employed as the Vice President of Human Resources for Knute Nelson.

Tell us a little bit about yourself:

I was born and raised in Alexandria, MN. I've been in HR since 2001, and with Knute Nelson for 6 years. I have been married to my husband, Brad, for 22 years. We have two children. Our daughter, Riley (19), is a freshman at UND and our son, Hudson (15) is a freshman in high school. We recently moved to the lake and I am SO excited for this summer!

How long have you been a member of HHRAM?

I have been involved with HHRAM since joining the team at Knute Nelson, and joined the board in an official capacity in January 2022.

What do you most enjoy about HHRAM?

I enjoy the networking opportunities. I also appreciate having peers in the industry to bounce ideas and/or questions off when I'm struggling for direction.

What do you enjoy most about working in HR?

I love the focus on people. I deeply care about culture and providing employees with a great place to work. I appreciate how the law gives us direction in the work, yet we have so many opportunities to be creative, kind and flexible in how we do the work.

What is a typical day like for you?

Most of my day is spent supporting leaders and leading the team.

What's your favorite tip for someone in our industry?

Give your organization a reason for HR to have a "seat at the table"!

What would you do (for a career) if you weren't doing this.

I've been doing this for so long, I can't imagine doing anything else!

What is the best professional advice you've received.

A boss who I admire greatly once told me, mistakes keep us humble. I lean on that when leading others and use it to help us learn. When mistakes are not intentional, we have a great opportunity to become better!

HHRAM Conference and Education Scholarships

HHRAM will provide one HHRAM member with a scholarship to attend the ASHHRA Annual Conference & Exposition, April 23 - 25 in Charlotte, NC. Total scholarship award is \$1,000, per individual. Applications are being accepted through April 15, 2023.

HHRAM Conference Scholarship:

HHRAM will provide one HHRAM member with a scholarship to attend the Fall Conference September 27-29, 2023 in Brainerd, Minnesota. The scholarship package includes one conference registration fee. Applications are being accepted through August 15, 2023.

Education Scholarship:

HHRAM has established a scholarship program to encourage undergraduate and graduate level academic pursuits for a career in healthcare and or healthcare human resources. HHRAM members, HHRAM member's dependent children, employees from a HHRAM member's workplace or current HHRAM members pursuing PHR or SPHR Certification are eligible to apply. This scholarship awards \$500 and may be used to pay for tuition, books, supplies, certification test and fees associated with academic pursuits in healthcare and/or healthcare human resources. Applications for the Fall semester are being accepted through July 1, 2023.

Visit the HHRAM website to obtain an application! Please email the HHRAM Scholarship Director, Heidi Powell at hpowell@bigforkvalley.org if you have any questions.

Save the Date for #ASHHRA23



ASHHRA Annual Conference & Exposition
Registration is available at www.ashhra.org
April 23 - 25, 2023; Charlotte, NC; #ASHHRA23

ASHHRA Benefits of Membership

Your annual membership dues go a long way as an investment in growing your career, professional development, leadership skills, and peer network. Your annual dues includes the following:

FREE Webinars with CEUs

ASHHRA hosts two webinars per month and ALL webinars are free for ASHHRA members. Your attendance means you can earn up to **20 CEUs** per year towards **CHHR, HRCI and SHRM certifications**.

ASHHRA On-Demand Education

ASHHRA's learning portal offers free and discounted on-demand education at complimentary and discounted rates for members. Education includes CHHR exam preparation, conference session recordings and webinars.

ASHHRA Exchange

ASHHRA's members-only online community allows you to access your healthcare HR peers around the country at your convenience, 24/7. Start a discussion, respond to other posts, share resources, and even message your peers directly. This is a great resource to help you make informed business decisions.

Discounts

ASHHRA members enjoy discounts on:

- o SHRM Membership
- o ASHHRA Annual Conference and Exposition registration
- o Career Center job postings
- o PwC Saratoga Hospital Consortium – HR Metrics Tool (*up to a \$2,500 discount!*)
- o CHHR Exam fee and discounted On-Demand study tools

HR Pulse Magazine

Members receive the print copy of each quarterly issue and access to the digital versions of this highly-rated member benefit. This quarterly journal covers cutting-edge issues in HR specific to healthcare, along with best practices, case studies and organizational messages.

CHHR Exam Scholarships

Distinguish yourself and demonstrate your expertise by earning the Certified in Healthcare Human Resources (CHHR) designation! ASHHRA offers CHHR Scholarships throughout the year *exclusively* for members, covering the cost of the exam.

Labor Activity in Healthcare Report

ASHHRA has partnered with labor experts for over 20 years to produce the Labor Activity in Healthcare Report, proving members critical insights on labor activity throughout the nation.

Job Description Database

Access a growing list of sample job descriptions for the healthcare field whenever you need them.

Policies Toolkit

Reference these sample policies to help you develop new or enhance current policies.

Recognition

Each year, ASHHRA recognizes the significant achievement of its members in a number of categories. Become a member and share your achievements on a national level!

Financial Assistance

As an ASHHRA member, you can apply for a grant or scholarship to help you attend the ASHHRA annual conference!

Leadership Opportunities

Grow your leadership skills and make an impact on the healthcare HR field by joining an ASHHRA committee, task force or even the ASHHRA Board of Directors. Experience the personal rewards of getting more involved and making lifelong connections with your fellow ASHHRA volunteer leaders!