



Blackhawk Human Resource Association

November 2004
Newsletter



**Serve the
Professional,
Advance the
Profession**



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Message from the President

We had an outstanding turnout at our joint meeting with the Rock River Safety Council on October 12. Tom Osterholz, Manager, & Brenda Rice, Accident Prevention Specialist, with Tricor Safety Consulting Services, provided a very informative presentation on Return-To-Work Programs. The presentation was a very good overview of Workers' Compensation Insurance administration and recommendations to reduce claim costs. In addition, sample Return-To-Work Program sample forms were provided to participants. We also had a door prize drawing at the meeting – Tina LaDue from First Community Credit Union won a very nice BHRA denim shirt. Congratulations Tina!

On October 28, BHRA once again hosted a new networking event for BHRA Members, HR Happy Hour, at Café Belwah. This event is an opportunity to get to know other HR Professionals and engage in conversations that we may not otherwise have the time to do so. Please plan to join us on December 2nd for the next HR Happy Hour. More information will be announced in mid-November.

Our next meeting is Tuesday, November 9, 2004. The meeting will be held at Best Events (Kandu) in Janesville, and we will begin with a social period at 5:30 p.m., the dinner and program will begin at 6:00 p.m. Michael Maciekowich from Astron Solutions will present information on performance evaluation systems.

I hope to see you at many of these upcoming events!

Brian Gohlke, SPHR

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We're on the Web!
www.bhraonline.org

Wisconsin SHRM
www.wishrm.org

National SHRM
www.shrm.org

HR Certification
Institute
www.hrci.org

HR Voice
<http://www.shrm.org/government/hrvoice>

MEETING SCHEDULE FOR BHRA 2004/2005 SEASON

DATE	TIME	LOCATION	SPEAKER	TOPIC
Nov 9th	Dinner	Best Events	Michael Maciekowich, Astron Solutions	Performance Management
Jan 11th	Dinner	Butterfly Club	Mary Jo Villa, SPHR, Bliss Communications	HR Role Models
Feb 8th	Dinner	Alfresco	None	HR Games/Sponsor a Student Night
March 11th	Breakfast	Holiday Inn Express	Legislators	Legislative Update
April 12th	Lunch	Rock Co. Job Center	Ed Wood, SPHR	HR for Supervisors/Managers
May 10th	Dinner	Dominico's	Milton Perkins, MHRM, SPHR	The Value of Human Capital: Understanding Cultural Nuances

BHRA November Meeting Announcement

Join us for a dinner meeting on November 9 at Best Events (Kandu), 1741 Adel St., Janesville. Michael Maciekowich of Astron Solutions will be speaking about current trends in performance management, including, but not limited to, "new pay", compensation and business strategy, total compensation, and various performance management models.

RSVP now for the November's meeting at www.bhraonline.org. See you there!

HR HAPPY HOUR- Won't you join us?

Come and join your HR friends for some informal networking time and unwind from that long day of problem solving! HR Happy Hour will be held on the last Thursday of each month. (except for November, since that is Thanksgiving.) You don't need to sign up in advance. We will send a global email a few days before the gathering as a friendly reminder, and also to announce the location. To best accommodate all of our members, we will rotate between Janesville and Beloit locations. The next event will be held on **Thursday, December 2nd from 5:00 pm – 7:00 pm**. at a location to be announced. This will be a little social get-together to celebrate the holidays, since there is no regular meeting in December. For more information, contact Jackie Swanson or Jennifer Anderson.

Legislative Update

President Bush Signs Bill to Increase Access to Technology for the Employment of People with Disabilities

Last week the President of the United States signed legislation into law that provides federal funding to state programs that aid people with disabilities and provides access to technology and services that assist in gaining full employment.

SHRM worked diligently with Congress and the White House to bring this law to fruition. The goal of the Assistive Technology (AT) Act is to ensure that people have access to the technology they need to fully participate in schools and workplaces.

Although improvements have been made in including more individuals with disabilities in the workplace, the proportion of individuals with disabilities in American workplaces remains very small. Therefore, an important component of the AT Act is the effort to promote public awareness about services available to employers and employees.

Background:

Federal funding for the program is provided via state grants that fund access to technology programs, research and development projects, information-system improvements, and educational efforts on what is available and how to use AT. These programs were first established in 1988 and reauthorized in 1998. Funding for AT state projects was due to expire this year. The bill signed last night by the President re-authorizes the program through 2010.

Additional Resources:

For further information regarding the Assistive Technology Act, please contact Sarah F. Pierce at Spierce@shrm.org or David Namura at Dnamura@shrm.org. To access information on an AT project in your state, please visit:

<http://www.resna.org/taproject/at/statecontacts.html>

To access the federal government's New Freedom Initiative for American's with Disabilities, please visit: www.disabilityinfo.gov.

WAGE AND BENEFIT SURVEY

Seeking your input - It's time to start thinking about the wage and benefit survey for 2005. We will be working with the UW Whitewater Student Chapter on this project. Anyone interested in meeting to discuss the content and format for next year's survey, please contact Lori Rhead at 363-2630 or rheadl@beloit.edu.

Workforce Readiness

This year the BHRA board has added a new program - Workforce Readiness. As HR practitioners, we are directly linked to the workforce of the future and have the ability to improve the quality and skills of those coming into the workplace. Whether we are hiring for entry level or highly skilled positions, we all know the value of a well-prepared workforce. What we don't often consider is how that preparation occurs - can teachers and/or families prepare students for all aspects of employment?

Workforce Readiness (previously known as the School-to-Work Program) has been an initiative of SHRM for several years. The program's key components are preparing students to enter the workforce by making education aware of workplace needs and assisting adults who are entering or re-entering the workforce. Workforce Readiness programs/events facilitate collaboration between education, employers/HR and the community. Being involved is a very visible way to advance the profession and serve the professional.

Many of us are already involved in community programs and can share the knowledge we have about our workforce needs. To help us assess current resources, promote activities and involve our members in this effort, we are looking for feedback from employers or individuals who already participate in workforce readiness activities. If you are involved with resume review, job shadowing, mock interviewing, or some other workforce preparation program, please contact Theresa Carroll (Adecco 608-752-1800 or theresa.carroll@adeccona.com) or Lori Rhead (Beloit College 608-363-2630 or rheadl@beloit.edu).

2005 Wisconsin SHRM Student Conference and HR Games

Mark your calendars!!! The 2005 Wisconsin SHRM Student Conference and HR Games will be held Friday, February 25 and Saturday, February 26, 2005 at the lovely UW-Oshkosh campus in Oshkosh, Wisconsin.

HR GAMES

The preliminary rounds of the HR Games will be taking place on Friday, February 25. The semi- and final rounds of the competition will take place on Saturday afternoon February 26. The competition is for undergraduate students only. The three-member teams will compete in a "Jeopardy" style format against other student chapter teams. All contestants must also be SHRM national student members. For more information on the HR Games, visit the SHRM student web page at www.shrm.org/students/hrgames.

BHRA ANNUAL SEMINAR

Mark your calendars now for the 2005 Annual BHRA Seminar!

Date: Thursday, March 31st
Location: Rock County Job Center 1900 Center Ave. Janesville, WI
Sessions: AM (approx. 9 am - Noon includes lunch)
PM (Noon includes lunch 1 pm - 3:30 Approx.)

As in the past, we will have 3-4 different topics/speakers.
New this year - Vendor booths

During the lunch hour, we will be having a variety of vendors in a separate room with information about the services they provide. If any of our members have suggestions on potential vendors to invite, please contact:
Lesla Crawford, Seminar Coordinator at: (608)-373-2803.

Foundation Article

Your Foundation at Work: HR Student Scholarships

Each year, the **SHRM Foundation** provides \$13,000 to support the development of future HR leaders through national student awards and scholarships. The Leonard R. Brice, SPHR, Undergraduate Leadership Award and the **SHRM Foundation** Graduate Student Leadership Award, presented each June, are designed to recognize and encourage the development of leadership skills in students preparing to enter the HR profession. The **SHRM Foundation** Student Scholarships, awarded in the fall, recognize outstanding academic achievement. In recognition of the important work of SHRM chapter advisors to the student membership program, the Foundation sponsors the annual Advisor of the Year Award. For more information on Foundation sponsored awards & scholarships, visit www.shrm.org/foundation.

The SHRM Foundation: *Investing in Your Future as an HR Leader*

WELCOME NEW BHRA MEMBERS!

Jennifer Durate – Prent Corporation
Mike Masterson – Beloit Box Company
Jason Nordby – Mortenson, Matzelle, & Meldrum Inc.
Deborah Olsen – Parker Community Credit Union

BHRA Scholarship Information

Blackhawk Human Resource Association Scholarship: Now Accepting Applications!

The Blackhawk Human Resource Association is proud to announce that we are now collecting applications for our educational scholarships. These scholarships are available to children of employees of BHRA member companies.

Two (2) \$500.00 Scholarships will be presented to college juniors or seniors presently majoring in human resource management. These scholarships are also open to UW Whitewater students who are majoring in HR and who are *also members of SHRM*.

Full scholarship details, requirements and application packets have been sent out to all member companies of the Blackhawk Human Resource Association via email. The deadline for applications to be submitted to us will be Friday, December 17th. The two winners will be announced at our monthly meeting in January of 2004.

We are very excited to be offering these scholarships, and hope that our members will take full advantage of this opportunity to give the gift of education to a young person!

If you would like further information, or to request scholarship materials, please contact the Scholarship Chairperson, Jackie Swanson, PHR at (608) 676-2288, x-1103, or email jswanson@scotforge.com.

BHRA Website

www.bhraonline.org

Have you visited the BHRA website lately? There are several newer features that you may not be aware of – check them out when you get a chance! Everything listed below is accessible from the menu on the left side of the screen when you access the website. For some of the items, you may have to log in. Your user name will be your first initial & last name. The default password is “bhra”. You may change this yourself to something easier to remember. If you don’t know your password and the clue given doesn’t help, you may contact Jennifer Anderson at anderjl@freedomplastics.com for help.

Group E-Mail – Many of you are already aware of the benefits of this. With just a couple of clicks, you can e-mail all BHRA Members to ask them for insight on things from holiday party entertainment to TPA referrals to paid time off policies.

Interest Groups – This is a sub category of the group e-mail feature. The people in these groups are experts or have a high level of interest in the areas listed. To join one of these interest groups, find your name in the member directory, click on “edit”, then on “HR Interests” at the top of the screen, and follow the prompts to

add an interest area. By doing this, you are letting others know that you will be a valuable resource for them to access for information in a certain area and that you are interested in sharing news and ideas with others.

Message Board – This feature was set up to accomplish something similar to what many use the group e-mail feature for. Questions can be posted here, and the answers are viewable by everyone. Dialogue on certain topics can be started, and you can reply to many at once unlike the group e-mail. Unfortunately it can't be set up as a listserv, so no notification will go out once something is posted, but it could be a very valuable tool, so we hope that some of you will try it out!

Jobs – This is a free feature for BHRA members! If you would like a job posted on the website, simply e-mail the description to anderjl@freedomplastics.com. Both members & non-members can access the Jobs area, so you have immediate access to both serious & casual job seekers. Non-members may post jobs for \$50 for 30 days.

Links – Here you will find links to other local chapters, national SHRM, local resources, and HR related websites. If you are aware of a valuable source of HR information on the web, please e-mail the link to Jennifer Anderson at anderjl@freedomplastics.com. She will make sure that all valid references are added to this page.

Advertising Opportunities – There are three ways to promote your business through the BHRA website:

Home Page Logo Link: Your logo will appear on the BHRA home page to link to your website. Cost: \$100 per month.

Banner: Ad will scroll across banner when members and non-members enter the website. Cost: \$50 per month.

Sponsor List: Company name will be listed on sponsor list on the website. Cost: \$25 per month.

If you have any questions or suggestions about the website, please contact Jennifer Anderson at anderjl@freedomplastics.com or 608-754-2710, ext. 1305.

Get Involved... Volunteer... Have Fun!!!

Effective January 1, 2005 several positions on the State Council will become available because the incumbents will reach their term limit.

The open positions include the Secretary, Leadership Director, Conference Liaison Director and District Director- South. Here is a brief description of each:

Secretary – The Secretary is an officer position on the Council and is responsible for recording and distributing Council meeting minutes. The secretary assists the State Director in creating and communicating Council meeting agendas.

Leadership Director - This position provides leadership development opportunities to Council members. The Leadership Director organizes a Leadership Conference for Council members and volunteer leaders of the

Wisconsin SHRM professional and student chapters. Prior experience as a Council member is desired.

Conference Liaison Director – This position ensures that State Conference sites have been selected and negotiates contracts for facility space. The Conference Liaison Director also assists the Legislative and Leadership Directors with facilities/accommodations duties for their respective conferences. Having state conference planning committee experience would be helpful in this position.

District Director – South – This position provides support to the Greater Madison and Sauk and Jefferson County SHRM chapters. The position acts as a resource to help the chapters with their operations and provides opportunities for the chapters in the district to network with each other. Previous experience as a chapter president is desired.

The WI SHRM Council has been a successful organization because the Council members know how to have fun in addition to working hard. If you've been active in SHRM and want to take your volunteering to the next level, the WI SHRM State Council may be for you!

If you would like to be considered for any of these positions or have questions about them, please contact Ed Wood, State Director or Merry Lee Lison, State Director Elect. Go to www.wishrm.org for more information!

INFORMATIONAL LUNCH AT ROCK COUNTY JOB CENTER

On Thursday, November 4th, the Rock County Job Center will once again be hosting their monthly informational lunch for employers. This month's topic is, "Achieving Greater Productivity Through HR Strategies" presented by: Clara Hurd, President - Career momentum, Inc.

What are the critical metrics you should consider that will help your company establish criteria and measure the effectiveness of your selection, coaching and development, and succession planning efforts?

We will discuss these critical factors and as well as how you can use today's state of the art assessment tools to demonstrate and/or improve your effectiveness, calculate the ROI and demonstrate the value of your initiatives, and achieve goals.

Assessments reviewed will include pre-employment, team-building, and individual and leadership performance and development tools.

The meeting begins at 11:30 a.m. with a buffet style lunch. The cost is \$10.00. If you are interested in attending, please contact Shannon Moe at (608) 741-3567, or email s.moe@jobcenter.org.

FORWARD
Janesville

**Our Business
Is
YOUR
Business.**



600 companies working together to affect change...to grow our community...to advocate for business.

We are Forward Janesville.

If your company isn't a member, call us today to find out how our work benefits you and why your support is good for the entire business community.

Ask for Amy at 608-757-3160.
Experience The Power of Community.

If you know a human resource professional that would be interested in joining our association, please spread the word! We can all benefit from each other's experience!

If you have anything you would like to submit to the BHRA Newsletter, please contact Shannon Moe at the Rock County Job Center at (608) 741-3567, or email s.moe@jobcenter.org.