



Southern Wisconsin - Northern Illinois
SHRM Chapter 71

The Source-

Letter From the President:

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Upcoming Events:

2/14/06
Registration deadline for breakfast meeting

2/17/06
Breakfast Meeting:
Holiday Inn Express,
Janesville

Message From The President:

Dear BHRA Members:

I don't know where the time is going, but February is now upon us! It is the perfect time to plan on attending our "Breakfast With Your Legislators" annual meeting, which will be held on Friday, February 17th at the Holiday Inn Express in Janesville. This is your opportunity to voice your concerns as an HR professional to those in decision making positions! We hold the meeting on a Friday, as it works out better with our legislators for planning purposes. You can register online at www.bhraonline.org! If you have any pressing questions or issues, email them to our Legislative Director, Kelly Hendee, or any of the members of the Legislative Committee prior to Monday, February 13th.

Another thing to consider at this time of year is the next testing window for the PHR/SPHR/GPHR exams, which will be held this spring! We have three newly certified professionals in our chapter that I would like to recognize. They are Jennifer Revels, SPHR, Bernice York, SPHR and Marsha Bingham, PHR. If those of you reading this have considered testing, but haven't decided yet, why not talk with one of these people to find out the secret of their success? Or contact our Certification Chair, Melissa Benson, PHR. If there is enough interest we will form a study group, and the chapter does own the SHRM Learning System, which is free for the use of any BHRA member. Now is the perfect time to begin planning to earn your professional certification. What are you waiting for?

I hope to see everyone at our February meeting!

Sincerely,

Jackie Swanson, PHR
President, Blackhawk Human Resource Association

Blackhawk Human Resources Association
Serving HR professionals, Advancing the HR profession.
www.bhraonline.org



Upcoming Meeting Information

Meeting Date	Time	Location	Speaker	Topic	Format
February 17, 2006	7:30 am	Holiday Inn Express, Janesville	Area Legislators	HR legislative	Speaker
March 14, 2006	11:30 am	Rock County Job Center	Bob Gregg, Boardman Law Firm	Casual Day Gone too Far – Dress Code	Speaker

Blackhawk Human Resource Association
Contacts:

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President-Elect & Programming Chair
Jennifer Griffith, SPHR:
(608) 754-2710
jgriffith@freedomplastics.com

Vice-President & Workforce Readiness/Wage Survey co-Chair, Lori Rhead, SPHR:
(608) 363-2630
rhead@beloit.edu

Past President, Brian Gohlke, SPHR:
(608) 757-7773
bgohlke@blackhawk.edu

Secretary & Membership Chair, Bernice York, PHR:
(608) 368-5623
byork@cotta.com

Treasurer & Website Chair, Heather Niles, PHR:
(608) 756-6804
hniles@mhsjvl.org

Mark Your Calendars!

We encourage you to attend the February 17th Breakfast meeting! To RSVP, contact Elaine Schultz, PHR at (608)755-4297, or elaine.schultz@micorp.com, or RSVP on the website at <http://www.stayinvolved.com/splash/bhra.htm>. Please RSVP by February 14th.

WHEN: Friday February 17th , 7:30am, Sign-in/breakfast 7:45am; Presentation to follow.

WHERE: Holiday Inn Express, Janesville

TOPIC/SPEAKER INFORMATION:

Legislative Breakfast

Federal Level- Controlling Health Care Costs & Initiatives

Most recent update on FMLA regulations revisions

State/Local Level -Assembly Bill 763 & its companion bill, Senate Bill 403; amending the WI Concealed Weapons Law.

Wisconsin – getting and keeping business (JOBS) in Wisconsin
UIAC Proposed Reform Bill 2005

Legislators who have committed to speaking;

Chuck Benedict, Representative 45th Assembly District

Brett Davis, Representative 80th Assembly District

Judy Robson, Beloit State Senate District 15

Mike Sheridan, Representative 44th Assembly District

Debi Towns, Representative 43rd Assembly District

If your organization would like to sponsor one of our meetings, please contact Jennifer Griffith, SPHR, jgriffith@freedomplastics.com

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Job Opportunity @

Beloit Clinic, S.C.

Assistant Administrator / Human Resources

Beloit Clinic, S.C., a multi-specialty physician clinic, has a great opportunity for a seasoned Human Resource professional. The clinic has 400 employees and 56 doctors in six locations in Wisconsin and Illinois.

A minimum of ten years human resource experience with five of them at an exempt/ manager level. A bachelor's degree in Human Resources, Business Administration or related field is required.

Functional areas of responsibility includes employee relations, employment, policy development and administration, compensation and benefit administration, employee communications, manpower development, compliance with all applicable laws and regulations, employee safety and payroll.

Effective management, communication, public speaking, analytical and problem-solving skills are required.

Interested candidates may submit their resume by:

Email:	aaimers@beloitclinic.com
Fax:	608-364-1248
Mail:	Assistant Administrator/Human Resources Beloit Clinic, S.C. 1905 Huebbe Parkway Beloit, WI 53511

An Equal Opportunity Employer

Certification Chair, Melissa Benson, PHR:
mjben@ssitech.com

Seminar Chair & Play Day Coordinator, Shannon Moe:
(608) 741-3567
s.moe@jobcenter.org

Legislative Chair, Kelly Hendee, PHR:
(608) 364-6617
hendeek@ci.beloit.wi.us

Diversity Chair, John Emmart, D. Minn, CEAD, SAP:
(608) 756-4681 Ext. 227
jemmart@mhsjvl.org

Workforce Readiness & Wage Survey Co-chair, Theresa Carroll:
(608) 754-2710 Ext. 1279
tcarroll@freedomplastics.com

Newsletter Coordinator & Community Relations, Lindsay Hall:
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lhall@gazetteextra.com

Dinner & Reservations Chair, Elaine Schultz, PHR:
(608) 755-4297
elaine.schultz@micorp.com

Student Chapter Representative, Ashley Erickson:
ericksonaa11@uww.edu



Your Foundation @ Work: Collegiate HR Games

February

Since the first national championship in 2000, the **SHRM Foundation** has been a major sponsor of the national HR Games collegiate competition. The competition brings together teams of undergraduate students from SHRM student chapters to compete in a series of Jeopardy-style matches. The matches feature human resource questions drawn from the PHR exam body of knowledge. The HR Games is an excellent way for students to prepare for certification, network with professional members, and enjoy some friendly competition. Don't miss the state championship in February at Alverno College, and the national championship at the SHRM Annual Conference in June! The HR Games is just one way the **SHRM Foundation** is supporting the next generation of human resource professionals. For more details on the HR Games, visit www.shrm.org/students/hrgames.

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

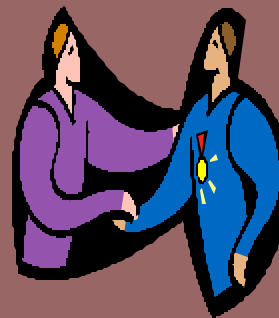
Congrats to PHR/SPHR Recipients!

Three members have recently attained PHR/SPHR certification and will be presented gifts from the chapter at our February breakfast meeting:

Marsha Bingham, Blain Supply, Inc.,
PHR

Jennifer Revels, Bliss Communications, Inc.,
SPHR

Bernice York, Cotta Transmission Company,
LLC, SPHR



What keeps you from being certified??? Contact Melissa Benson, Certification Coordinator at (608) 373-2389 or mjben@ssitech.com to find out how to attain these certifications. BHRA offers study materials and support groups to lead you to success!

2006 Annual BHRA Seminar

Thursday, March 30th - Rock County Job Center
1900 Center Ave. Janesville, WI 53545
8:30 am – 9:00 am registration (refreshments available)

Morning Session 9:00 am – Noon

Topic: Diversity - The Value of Human Capital: Understanding Cultural Nuances

Speaker: Milton Perkins, SPHR, CPC Director, North Central Region

Understanding Diversity is achieved by recognizing, valuing, respecting and including the differences in ethnicity, abilities, culture, education, gender, age, sexual orientation and religion. Further, to celebrate this diversity is to appreciate and value individual differences as a strength. Although the term is often used to refer to the previously mentioned categories, diversity encompasses an infinite range of individual unique characteristics. During this session, we will explore behavioral nuances and tendencies of various individual groups. Additionally, we will expand the definition of diversity, present you with a greater awareness of our differences and similarities, as well as teach you how to leverage those differences as a source of strength. This session will be content rich, and is presented in light-hearted, enjoyable and humorous way.

**** Lunch and Vendor Fair Noon – 1 pm ****

Afternoon Session 1 pm – 4 pm

Topic: Competency Achievement Rewards - The CAR Methodology for Employee Retention

Speaker: Michael Maciekowich, National Director of Astron Solutions

This presentation will review successful employee retention strategies focusing on the combination of individual competency development, achievement and contributions to the organization (ROI), and the corresponding recognition and rewards. Current thinking regarding the importance of all these strategies will be explored. A review of "best practices" will be provided along with strategies for proposing and selling the program internally to senior leadership.

- A. Introduction: Myths of Employee Retention
- B. The Role of Individual and Organizational Competencies in Retention Strategies
- C. Defining ROI and Individual Achievement and Contributions
- D. Recognition and Reward Alternatives
- E. Best Practice Programs
- F. Selling the Program to Senior Leadership

Registration:

All Day Seminar -	\$60.00	8:30 am – 4:00 pm
Morning Session Only -	\$40.00	8:30 am – 1:00 pm - - includes lunch
Afternoon Session Only -	\$40.00	Noon - 4:00 pm - - includes lunch

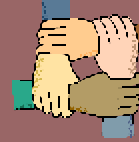
Register on-line at <http://www.bhraonline.org> and pay at the seminar or send the registration form with check or credit card information to BHRA: **BHRA Seminar; c/o Shannon Moe; PO Box 5002; Janesville, WI; 53547-5002**

Any additional questions please contact Shannon at 608-741-3567 – **Registrations should be made by Friday, March 18th.**



Desiring Diversity

By John D. Emmart



What is 'diversity' anyway? What does it mean to have a diverse workforce? Chances are that if you were to take a survey, you would find the answers to these two questions as "diverse" as the people you survey. The Oxford Dictionary defines diversity as *the state of being varied or a range of different things*. These definitions conger up images of color, choices, options, or selections. Diversity defined this way brings to mind a Sunday brunch at a nice restaurant where you have a 'diverse' array of foods of various richness, texture, taste and color. You find diversity in a library you encounter a 'diverse' selection of books varying in size, color, texture, age and style of writing.

Thinking of diversity in this way leaves us with positive images of which we see the benefits. But, do we view workplace diversity as a positive benefit? The fact is that most workplaces are becoming increasingly diverse. People from different genders, races, ethnic origins, ages, cultures, family structures, and lifestyles find themselves working together. Desiring diversity is not about being 'politically correct' or 'doing the right thing'. It's about valuing and appreciating individual differences. Yet, when you value diversity an interesting thing happens: **you see more clearly the sameness in each other**. Desiring diversity has a way of bringing about greater respect because of the uniqueness and commonality we share together.

Desiring diversity in the workplace leads to increased creativity. Some of the greatest accomplishments in civilization emerged when people of diverse backgrounds worked together and exchanged ideas. The Renaissance came out of the East meeting the West during the Crusades. America is known for its inventiveness and advancements due in large part to the diversity brought about being a nation of immigrants.

Desiring diversity means that we are willing to:

- Come to terms with our attitudes, beliefs, and expectations about others while gaining comfort with different ness.
- Believe that diversity is big enough to include everyone-young and old, immigrant and native, black or white, and goes beyond race and gender.
- Recognize that past inequities are in the past and focus should be in the present to reduce stereotypes and discrimination.
- Acknowledge that we human beings resist change, and find comfort in and trust people most similar to ourselves.

Who wants to eat the same food everyday or read the same book? Desiring diversity works! Desiring diversity benefits you and works for all of us.

Other Contact information:

Wisconsin SHRM
www.wishrm.org

National SHRM
www.shrm.org

HR Certification Institute
www.hrci.org

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



*New Member as of January
2006:*

Christina Miholich from
Wersacold Cascade, Inc.

Save the dates:

**WI SHRM Legislative &
Employment Conference**
April 12th, 2006 at the US Bank
conference center in Madison
More info @ www.wishrm.org

**SHRM 23rd Annual Employment
Law & Legislative Conference**
March 13-15, 2006 in
Washington, D.C.
For more information visit:
www.shrm.org

Next Month's Issue of The Source:

- **Information on March's lunch meeting**

*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 or
suggestions for the BHRA Newsletter, please let us
know!*

Contact Information:

*Lindsay Hall at Bliss Communications, Inc at (608)
755-8301 or email lhall@gazetteextra.com.*