



# The Source

May 2006

Southern Wisconsin - Northern Illinois  
SHRM Chapter 71

## Letter From the President:

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### Upcoming Events:

5/9/2006  
Dinner meeting

6/23/2006  
Snappers fun day!

Dear BHRA Members:

This is officially my last letter for the BHRA newsletter as your President. We will be swearing in the new president, Jennifer Griffith, at our meeting on May 9<sup>th</sup>. What an incredible year it has been! This role has been such a learning experience for me. I was given the opportunity to work with a tremendously talented board of directors who are all there to advance the HR profession and serve the HR professional. We have some amazing initiatives just taking shape now, and I know those will blossom under Jennifer's leadership.

Another great thing is that our membership numbers have really grown this year, and I've gotten the opportunity to know many of you on a professional and personal level. I am so proud of this organization and what it has to offer our profession. I thank you all from the bottom of my heart for giving me the opportunity to serve you.

We will be having a 40<sup>th</sup> anniversary celebration at our May 9<sup>th</sup> meeting. It will be a dinner meeting at Best Events in Janesville. We were able to track down many past presidents, and we are expecting several to be in attendance. This will be a great opportunity to thank those who helped to make this association what it is today. We will have a special 40<sup>th</sup> anniversary commemorative pin for all members in attendance. Doug Soat, from Soat Consulting will be our speaker for the event. You can register online at [www.bhraonline.org](http://www.bhraonline.org) or contact Elaine Schultz, our Dinner and Reservations Chairperson.

Thank you all for a great year! It was my honor to serve as your president.

Sincerely,

Jackie Swanson, PHR  
President, Blackhawk Human Resource Association

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[www.bhraonline.org](http://www.bhraonline.org)



*You are invited to help us celebrate 40  
years of serving the HR profession!  
May 9th, 2006*



Please be sure to join us at the final meeting of the season on May 9<sup>th</sup> as we celebrate 40 years of excellence. Each BHRA Member will receive a commemorative pin at the meeting. We would also like to take this opportunity to recognize as many past presidents of the chapter as we can locate. We will be presenting a special gift to each of the past presidents. In addition, we will be swearing in our new President, Jennifer Griffith, SPHR, and voting for new board members. Doug Soat, from Soat Consulting will be our speaker, and our topic is HR Metrics/Audits. We hope to have a full house at this very special meeting.



**You can register online at: [www.bhraonline.org](http://www.bhraonline.org).**



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## Upcoming Meeting Information

***Our May meeting has been switched to a dinner meeting!***

Meeting Date	Time	Location	Speaker	Topic	Format
May 9, 2006	5:00 pm	Best Events, Janesville	Doug Soat, Soat Consulting	HR metrics/ Audits	Speaker

## *Join us in celebrating 40 years of Serving the HR Profession!*

We encourage you to attend the May 9th, 2006 dinner meeting! To RSVP, contact Elaine Schultz, PHR at (608)755-4297, or [elaine.schultz@micorp.com](mailto:elaine.schultz@micorp.com), or RSVP on the website at <http://www.stayinvolved.com/splash/bhra.htm>. Please RSVP by May 2, 2006

**WHEN:** Tuesday, May 9th, 5:00 pm, Sign-in, 5:30 pm dinner; 6:00 pm presentation; 7:00pm social hour, cash bar

**WHERE:** Best Events, 1741 Adel St.

**TOPIC/SPEAKER INFORMATION:**

Doug Soat has had over 30 years of experience as a psychologist and human resources executive. He specializes in industrial/organizational psychology- and human resources consulting. His human resources consulting includes human resources audits. He worked for 18 years as a human resources executive and internal corporate psychologist. He was Vice President of Human Resources for SSI Technologies and Vice President of Employee Development for Sentry Insurance. He has been an external consulting psychologist for the past 14 years. He has worked with client companies in numerous industries ranging from \$ 12 million to over \$ 2 billion in annual sales.

He had a book published in 1996 by Artech House (located in Norwood, MA and London), a publisher specializing in technical books. It is called *Managing Engineers and Technical Employees*. He also has had numerous articles published in various professional journals (e.g., *Personnel Administrator; Journal of Clinical Psychology; Training ; Industry Week; Personnel; National Underwriter; Wisconsin Business Journal; and HR Magazine*). He had a novel published called *A Psychologist's Nightmare*.

Dr. Soat has a bachelor's degree in psychology from Cornell University, master's and Ph.D. degrees in psychology from Marquette University, and an M. B.A. in management from the University of Wisconsin-Whitewater.

Blackhawk Human Resource Association  
Contacts:

President & Scholarship Chair,  
Jacqueline Swanson, PHR:  
(608) 676-2288  
[jswanson@scotforge.com](mailto:jswanson@scotforge.com)

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

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

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

Secretary & Membership Chair, Bernice York, SPHR:  
(608) 368-5623  
[byork@cotta.com](mailto:byork@cotta.com)

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

If your organization would like to sponsor one of our meetings, please contact Jennifer Griffith, SPHR, [jgriffith@freedomplastics.com](mailto:jgriffith@freedomplastics.com)

Meeting Sponsor UW Milwaukee continuing education

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## Attention SHRM Members: Children of SHRM Members Scholarship Opportunity

Children of SHRM members have until May 15th to submit their applications for the Sons and Daughters Scholarship Program. Twenty-four (24) scholarships of \$1,500 each will be awarded. SHRM has established scholarships to help finance higher education for the children of its members. The awards are for either the first or second year of study at a four-year college or university. Scholarship details and an application are available on SHRM's website at <http://www.shrm.org/sons&daughters/>

Certification Chair, Melissa Benson, PHR:  
[mjben@ssitech.com](mailto:mjben@ssitech.com)

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

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

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

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

Newsletter Coordinator & Community Relations, Lindsay Hall:  
(608) 755-8301  
[lhall@gazetteextra.com](mailto:lhall@gazetteextra.com)

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

Student Chapter Representative, Ashley Erickson:  
[ericksonaa11@uww.edu](mailto:ericksonaa11@uww.edu)

## Welcome to BHRA! We're glad to have you!

Gail Knottnerus, HR Administrator  
*Harvard Corporation*

Jori Neys, Director of HR  
*Norwood Promotional Products*

Nancy Mayhew, HR Manager  
*School District of Beloit*

Becky Rudolph, Client Service Manager  
*Spherion*

Kristina Huse, HR Representative  
*VP Buildings*

Leslie Bentz, Benefits and Risk Manager  
*City of Janesville*

Jeff Schultz, HR and Safety Manager  
*Ryan Incorporated Central*

Angie Herbert, Business Development Manager  
*Manpower*

Alyson Denio  
*Community Solutions of Wisconsin, LLC*



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## Your Foundation @ Work: The SHRM Information Center

### May

The **SHRM Foundation** supports the SHRM Information Center through a quarter million dollar grant. The Information Center, a free service to SHRM members, publishes the online White Papers series, maintains the Competitive Practices Database and answers more than 70,000 HR inquiries annually. The Foundation grant ensures that the Information Center has the latest technology and the most current resources to help HR practitioners get the answers they need quickly and easily. For an overview of the Foundation's work, visit [www.shrm.org/foundation](http://www.shrm.org/foundation).

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

## VOLUNTEERS NEEDED!



BHRA is seeking volunteers to assist with mock interviews with high school students this spring. A few short hours of your time can make a difference to these students as they prepare for life in the work world.

If you are interested in volunteering, contact Patricia Schneider at Craig High School by calling 743-5315 days or 758-8936 evenings.

**Janesville Craig High School – Wednesday, May 24**  
8:45 - 10:45 a.m. or 12:30 - 2:30 p.m.

**Janesville Craig High School – Thursday, May 25**  
8:45 - 10:45 a.m. or 12:30 - 2:30 p.m.

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Mark your calendars!  
Summer is on its way and it's time for the  
Snappers!  
Blackhawk Human Resources Family Play  
Day!

Date: Friday, June 23<sup>rd</sup>  
Place: Pohlman Field, Beloit WI  
Time: 5:30pm Picnic  
7:00pm Game Time  
Fireworks Following the Game!!



Cost: \$15.50 per person (Includes general admission and all  
you can eat picnic!)  
An additional \$2.00 per person for beer (5:30pm –  
7:00pm)  
4 years and under FREE admission!

With each registration comes a chance to win the first pitch of  
the game!

To register go to [www.bhraonline.org](http://www.bhraonline.org) or contact Shannon Moe:

Phone (608) 741-3567  
[s.moe@jobcenter.org](mailto:s.moe@jobcenter.org)



## Introducing Board Member Candidates for 2006-2007

**Carmen Harstad**  
Human Resources Manager  
Simmons Manufacturing Company, LLC

- **CAREER HISTORY:** Started with Simmons Manufacturing Company in 1978. Human resource experience includes managerial and director responsibilities covering multi-plant locations in the US and Puerto Rico. In her 28 years of HR experience some accomplishments include: Development of a high performance work organization, peer review, peer Interviewing team, workplace training center, communications Skills training, experiential learning program (ropes course) in partnership with Blackhawk Technical College. She has accomplished total workforce training hours of 19,000 & 17,000 for the past two years while maintaining exceptional productivity numbers and service to the customer.
- **EDUCATION:** Educational training includes Lutheran General School of Nursing, numerous HR seminars through Constangy, Brooks and Smith and others as well as SHRM National and Wisconsin conferences.
- **OTHER:** A member of SHRM since 1978 and Blackhawk Human Resources as well – obtained PHR certification in May 1999. Served on the Beloit Hospice Board of Directors, Zonta Board of Directors, and volunteered over the years to perform student interviews as well as Job Center interviews

**Anna Ladwig**  
Human Resources Representative  
First National Bank & Trust Company

- **CAREER HISTORY:** Started working for First National Bank and Trust Company in 2004. As HR Generalist responsible for staffing, payroll, benefits enrollment, and FMLA. Administrator of employee programs, such as "Commitment to Community", "Thunderbolt Thinking" and "Fitness at First". Manage the HR department's web pages on its intranet site. Serve as the Bank's Coordinator for Stateline United Way.
- **EDUCATION:** Graduated from Loras College, Dubuque, Iowa with a bachelor's degree in HR Management. Completed an internship with Iowa Workforce Development, and involved in the student SHRM chapter.
- **OTHER:** Studying for the PHR Certification test in December, 2006.



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## Introducing Board Member Candidates for 2006-2007

Stacey Riechers  
Manager  
Kelly Services

- **CAREER HISTORY:** Experience has been in the staffing industry. Worked as an engineering and information technology recruiter, trainer and most recently management. My current position is manager of Kelly Services. In this position, I am responsible for human resources functions in the local branch. Majority of my responsibility is in recruiting, placement and human relation issues with our temporary employees. Additional responsibilities include office management and business development.
- **EDUCATION:** Currently pursuing a Masters of Business Administration with a Human Resources emphasis from the University of Wisconsin – Whitewater with an anticipated graduation date of December 2007. Completed Human Resources certificate in 2004 and earned a Bachelor of Arts degree from the University of Wisconsin – Platteville.
- **OTHER:** Member of BHRA since 2003. Assisted with the Membership Committee both in 2004 and 2006 and the Wage Survey in 2005.

## Interested in becoming a BHRA board member? **WE WANT YOU!**

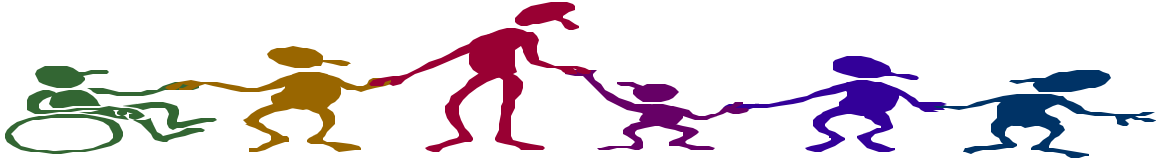


BHRA will be selecting new members for the Board for 2006-2007; there will be four Board positions available. These positions could include responsibilities in one of the following areas – **Dinner & Reservations, Annual Seminar and Social Activities, Legislative chair, and Workforce Readiness.** If you have an interest or want to learn more of how you can contribute to the continuing success of Blackhawk Human Resource Association, please contact Brian Gohlke of Blackhawk Technical College at [bgohlke@blackhawk.edu](mailto:bgohlke@blackhawk.edu) or Jackie Swanson of Scot Forge at [JSwanson@scotforge.com](mailto:JSwanson@scotforge.com).

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*Diversity Works Section:  
We would like your input....*



We are interested in hearing from you! Please let us know if you have any success stories, best practices, etc, related to diversity, we are anxiously awaiting to hear from you!

Email your information to:  
John Emmart, Mercy Health Systems  
BHRA diversity chair  
[jemmart@mhsjvl.org](mailto:jemmart@mhsjvl.org)

Other Contact information:

Wisconsin SHRM  
[www.wishrm.org](http://www.wishrm.org)

National SHRM  
[www.shrm.org](http://www.shrm.org)

HR Certification Institute  
[www.hrci.org](http://www.hrci.org)

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

*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](mailto:lhall@gazetteextra.com).*

## Save the Date:

**2006 WI SHRM Conference** at the Kalahari Resort  
**October 11-13th** (co-hosted by Blackhawk HRA & Jefferson County HRA)