



Blackhawk Human Resource Association

January 2005
Newsletter



**Serve the
Professional,
Advance the
Profession**



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Message from the President

Happy New Year!

Welcome back to the second half of the BHRA Programming Year.

Although, there was no December BHRA meeting, the BHRA Board was busy with planning for the remainder of the year. There are a number of activities coming up and we hope you plan to participate.

The first order of business was to select a candidate for the vacant Board position. After discussion of the nominated candidates, the Board approved the recommendation of Bernice York. Bernice is the Human Resources Manager at Cotta Transmission Company in Beloit. She obtained her PHR certification in May 2004. Bernice will start on the Board beginning January 18, 2005 and she will also serve as the Membership Committee Chair. Please join me in congratulating Bernice on her selection to the Board.

The Board is also completing the award application for SHRM Chapter Achievement Plan for 2004. The award reviews the chapter organization, operation, programming, professional development and community relations. BHRA has received the Superior Merit Award by SHRM in for the past several years and we hope to achieve this top honor again for this past year.

The Programming and Legislative Committees have some great sessions set for the next several monthly meetings. In January, there will be a session on HR Role Models and in February will be our annual "Breakfast with Your Area Legislators". Both sessions promise to be informative and interactive. Please sure to attend.

The Annual Seminar is planned for March 31. The agenda has been set and you get more information soon. This year there will be some new features added to increase the value of this session. Look for more details on this professional development opportunity.

Our next meeting is Tuesday, January 11, 2005. The meeting will be at the Butterfly Club in the Beloit area and we will begin with a social period at 5:30 p.m., the dinner and program will begin at 6:00 p.m. The topic for the meeting is "HR Role Models" and several senior HR Professionals from BHRA will join us. Please be sure to attend this interactive session.

I look forward to seeing everyone at our upcoming events!

Brian Gohlke, SPHR

BOARD OF DIRECTORS, 2004-2005

President:	Brian Gohlke, Director of HR, Blackhawk Technical College
President-Elect:	Jackie Swanson, HR Generalist, Scot Forge Co.
Vice President:	Jennifer Anderson, HR Rep., Freedom Plastics
Past President:	Jennifer Revels, HR Manager, Bliss Communication
Secretary:	Amy Parkhurst, HR Rep., Freedom Plastics
Treasurer:	Heather Niles, HR Manager, Mercy Health System

MEETING SCHEDULE FOR BHRA 2004/2005 SEASON

Meeting Date	Time	Location	Speaker	Topic
Jan 11th	Dinner	Butterfly Club	Mary Jo Villa, SPHR, Bliss Communications	HR Role Models
Friday, Feb 11th	Breakfast	Holiday Inn Express	Legislators	Legislative Update
March 8th	Dinner	Best Western	none	HR Games / Sponsor a Student Night
April 12th	Lunch	Rock County 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

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 normally be held on the last Thursday of each month. 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 verify 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, January 27th** from 5:00 pm – 7:00 pm. at Suds O'Hannahans in Beloit. For more information, contact Jackie Swanson or Jennifer Anderson.

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

Wisconsin SHRM
www.wishrm.org

National SHRM
www.shrm.org

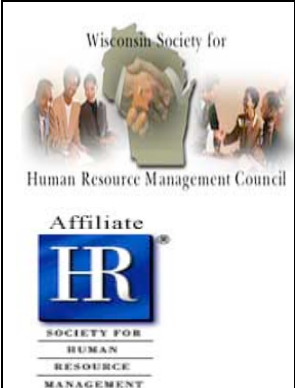
HR Certification
Institute
www.hrci.org

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

Legislative Update

Our legislative breakfast has been confirmed for February 11, 2004 at the Holiday Inn Express. As many of you know we ask representatives from both State and Federal levels to attend this breakfast. We are looking for any questions/concerns that you would like to see addressed by the panel ahead of time so that they can better prepare. Please forward your information to hendeek@ci.beloit.wi.us or call 608/364-6617 by January 3, 2005

17th Annual State Legislative and Legal Conference

	<p>Coming on Wednesday, March 9, 2005</p> <p>US Bank/Boardman Law Firm, LLP. <u>1 South Pinckney Street</u> <u>Madison, WI 53703</u></p>
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Don't miss this year's conference –

Get an update on recent legislative and legal issues!

The new federal and state legislators have been sworn into office, there appears to be a number of key issues in that could shape employment law and legal actions at both levels. Healthcare and government budgets were greatly debated in last fall's election. The Wisconsin State SHRM Council is hosting this conference as an opportunity to inform and involve HR professionals.

Save this date, join us for this highly regarded annual event, and watch for more details in mid-January.

For more information, visit us at: <http://www.wishrm.org/> or

Contact Brian Gohlke at bgohlke@blackhawk.edu

or call 608.757.7773.

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

Workforce Readiness Update: This month was a great month for fostering partnerships. Not only have we further solidified our work with the Janesville School District, but added the Janesville Charter School for mock interviewing. We have a great list of BHRA volunteers who are interested in this process, but could always use more. Tentatively, we will need assistance in March/April 2005. We would like again to extend an invitation to any of our membership that would like to get involved in this terrific opportunity to make an impact on our local workforce. Contact Lori Rhead at Beloit College at 608-363-2630 e-mail: rheadl@beloit.edu or Theresa Carroll at 608-752-1800 e-mail: theresa.carroll@adeconna.com.

Your Foundation at Work

2004 has been another great year for the Foundation. Thank you for helping make a difference.

Your Foundation at Work: Making a Difference

You know what excellence is. It's people...with talent. People who are dedicated and work hard to continually improve themselves, to be the best they can be. They are able to work with others, to be part of a team and to achieve something bigger than themselves. That's what the HR profession is all about. You work behind the scenes to help your employees and companies achieve excellence. You play a major role in finding talented and dedicated people and you help them develop as individuals and team members. This is an exciting time to be an HR professional. The opportunities to provide leadership in your organization have never been greater, but you must continually increase your professional knowledge and stay one step ahead of the rapid changes taking place all around you. The **SHRM Foundation** helps you to meet these challenges through its support of research, publications and education. The Foundation enables HR professionals like you to make a difference.

The SHRM Foundation: *Leadership for Changing Times*

Rachel R. Steger, PHR

BHRA ANNUAL SEMINAR

Don't forget to reserve Thursday, March 31st for the 2005 BHRA Seminar which is scheduled to be held at the Rock County Job Center. Options are available for attending the full day - \$60, AM Session only including lunch - \$40, or PM session only including lunch - \$40. Once again we will have 4 separate topical speakers, including a motivational speaker for the last session in the afternoon.

Something new this year- we have invited a variety of HR-related vendors to have informational materials available during the one-hour lunch period in a nearby room.

Contact Lesa Crawford at 608-373-2803 if additional questions arise. Registration information will be made available in a few weeks.

THE BLACKHAWK HUMAN RESOURCE ASSOCIATION ANNOUNCES 2005 SCHOLARSHIP WINNERS

The Blackhawk Human Resource Association is proud to announce that we have awarded two scholarships, each in the amount of \$500.00 to two deserving recipients!

The first recipient is Ms. Amanda Leyes. Amanda is the daughter of Randy & Rita Leyes of Janesville. She is a senior at UW Whitewater, majoring in Human Resources Management. Amanda is the President of the UW-SHRM Student Chapter, and serves as a student liaison on the Blackhawk Human Resource Association Board of Directors. She is presently interning in the HR Department at Harley Davidson Motor Co.

The second recipient is Ms. Amber Gordon. Amber is the daughter of Lanier & Laurie Gordon of Beloit. She is attending her junior year of studies at the University of Minnesota with a double major in HR and Industrial Relations. Amber is active in activities such as the University Village Community Council and the Business Association of Multicultural Students. Amber plans to intern this summer in the HR Department for The Target Corporation.

We feel that each of these young women will be excellent additions to the human resources profession, and will help to maintain the integrity, professionalism and standards of our field at the highest level.

We will be presenting the scholarship awards at our January 11th dinner meeting at the Butterfly Club. Please come and show these young people your support.

I would also like to take this opportunity to thank the Scholarship Committee for their hard work again this year. Lori Rhead, Mary Griffith, Dana Foucault, and John Becker.

Jackie Swanson, PHR
Scholarship Committee Chair
President Elect, BHRA

2005 Business Info Lunch Series – Rock County Job Center

On Thursday, February 3rd, the Rock County Job Center will once again be hosting their monthly informational lunch for employers. This month's topic is, "**Employee Turnover – The Hidden Tax**", which will be presented by Bob Handwerk, RHL & Associates, LLC.

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.

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.