



The Source

November 2007



Southern Wisconsin - Northern Illinois
SHRM Chapter 71

Letter From the President:

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Upcoming Events:

December—No Meeting

Happy Holidays!!!

Dear BHRA Members,

In the spirit of the upcoming Thanksgiving holiday, I'm taking time to reflect on the past year. I hope that if you are a returning BHRA member, you've found this year informative and enriching. We've offered a variety of programming events in the hope that we can hit upon something for every HR professional. Since January, our programs have included an expert HR panel to bring you career advice, a legislative breakfast to keep you informed of policy and legal updates, and information about human relations, building a recognition culture, behavioral analysis, a soft skills training program, and taking diversity to the next level in the workplace. We are in the process of finalizing our 2007-08 programming calendar and hope that you'll find this year's topics even better.

I saw many of you at the annual WISHRM State Conference in LaCrosse on October 10-12. The agenda was full of interesting topics, speakers, and other fun events centered around an Oktoberfest theme. As you might guess, there was plenty of bratwurst, spaetzel and beer! The State Council and conference committee put many hours of hard work into the event, drawing huge crowds to this GREAT conference. The 2008 conference will be held in Green Bay, so start planning to attend.

The BHRA November 13 dinner meeting includes our annual Sponsor a Student night. In addition to the networking, educational, and mentoring benefits, remember college students love a free meal! Please consider these advantages to you, the student, and the HR profession, and sponsor a student from the UW-Whitewater Student SHRM Chapter. Our speaker Maria Flores, EEOC Program Manager, promises a look at workplace discrimination from the Commission's perspective.

In closing, I'd like to remind you of the benefits of combining your BHRA membership with a membership to SHRM. If you've not been a SHRM member, take advantage of the \$15 discount offered to new members. In addition to being involved in professional organizations on both a local and national level, your membership gives you access to the SHRM website offering a wealth of information on HR-related topics, best practices and cutting edge news at your fingertips.

I hope to see you at the meeting on November 13!

Lori Rhead, SPHR
President

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BHRA Financial Report

Expenses, Income, Asset Report—End of Fiscal Year July 2007

EXPENSE ACCOUNTS	FYTD EXPENSES
Office Supplies	\$79.33
Website Expenses	\$600.00
Bank Fees	\$421.36
Audits	\$0.00
Membership	\$0.00
Membership Book	\$533.97
Programs/Speakers	\$300.00
Seminars	\$1,485.92
Meeting Meals	\$5,242.84
Play Day	\$0.00
Promotions/Prizes	\$1,010.72
Board Expense	\$850.78
Professional Development	\$1,041.37
Scholarships	\$1,000.00
HR Games	\$0.00
SHRM	\$500.00
Wage Survey	\$0.00
SHRM Dues	\$320.00
TOTAL EXPENSES	\$13,386.29

INCOME ACCOUNTS	FYTD INCOME
Advertising	\$900.00
Dividends	\$88.69
Membership Dues	\$5,685.00
Meeting Sponsor	\$200.00
Seminar	\$2,390.00
Meeting Meals	\$4,944.00
Play Day	\$0.00
Wage Survey	\$100.00
SHRM Income	\$25,976.82
TOTAL INCOME	\$40,284.51

Current Account Information (7/27/2007)

Checking Account	\$753.06
Money Market Account	\$30,177.65
Regular Savings	\$0.00

BHRA Budget Update

August 1 2007—July 31, 2008

EXPENSE ACCOUNTS	2006-2007		2007-2008
	ACCT #	Actuals	BUDGET
Office Supplies	100	\$79.33	\$100.00
Website Expenses	110	\$600.00	\$3,500.00
Bank Fees	200	\$421.36	\$600.00
Audits	210	\$0.00	\$0.00
Membership	300	\$0.00	\$0.00
Membership Book	310	\$533.97	\$150.00
Programs/Speakers	400	\$300.00	\$1,000.00
Seminars	405	\$1,485.92	\$1,400.00
Meeting Meals	410	\$5,242.84	\$5,500.00
Play Day	415	\$0.00	\$0.00
Promotions/Prizes	420	\$1,010.72	\$1,000.00
Board Expense	500	\$850.78	\$350.00
Professional Development	600	\$1,041.37	\$1,800.00
Scholarships	700	\$1,000.00	\$1,000.00
HR Games	705	\$0.00	\$500.00
SHRM	710	\$500.00	\$500.00
Wage Survey	800	\$1,000.00	\$1,000.00
SHRM Dues	900	\$320.00	\$1,000.00
TOTAL EXPENSES			\$19,400.00

	2006-2007		2007-2008
	ACCT #	Actuals	BUDGET
Advertising	120	\$900.00	\$600.00
Interest	250	\$88.69	\$100.00
Membership Dues	300	\$5,685.00	\$4,000.00
Meeting Sponsor	350	\$200.00	\$200.00
Seminar	405	\$2,390.00	\$2,500.00
Meeting Meals	410	\$4,944.00	\$4,600.00
Play Day	415	\$0.00	\$0.00
Wage Survey	800	\$100.00	\$300.00
SHRM Income	900	\$25,976.82	\$1,000.00
TOTAL INCOME			\$13,300.00

BUDGET/ACTUAL INCOME over/ (under)		(\$6,100.00)
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Upcoming Meeting Information

2007/2008 BHRA Board Members:

President & Community Relations Co-Director,
Lori Rhead, SPHR:
(608) 363-2630
rhead@beloit.edu

President-Elect & Programming Co-Director
Kelly Hendee, PHR:
(608) 364-6617
hendeek@ci.beloit.wi.us

Vice-President & Professional Development Director/
Certification,
Melissa Benson, PHR
(608) 373-2389
Melissa.benson@bourns.com

Past President, & Website Co-Director,
Jennifer Griffith, SPHR :
(608) 754-2710 Ext. 1305
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Secretary & Newsletter,
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Treasurer
Elaine Schultz, PHR:
(608) 755-4297
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Membership
Bernice York, SPHR:
(608)368-5623
byork@cotta.com

Meeting Date	Time	Location	Speakers	Topic
Nov 13, 2007	5:00pm	Pontiac Center 2809 N. Pontiac Dr. Janesville, WI 53545	Maria Flores, Program Manager for EEOC	Overview of EEOC & Sponsor a Student Night

Mark Your Calendars!

We encourage you to attend November's dinner meeting!

WHEN: Tuesday, November 13th, 5:00pm Sign-in, Dinner 5:30pm; Presentation to follow.

WHERE: Pontiac Convention Center, 2809 N. Pontiac Dr. Janesville, WI 53545

TOPIC: Overview of EEOC & Sponsor a Student Night

Maria Flores will be giving a behind the scenes glimpse of what her office experiences have been on a daily basis. Besides a great insight, Maria is planning to answer as many questions as we can ask her, so please bring as many as you can!

PRESENTER'S BIO:

Maria Flores began her tenure with the U.S. Equal Employment Opportunity Commission (EEOC) in 1991 as the EEOC Milwaukee office's first bilingual/Spanish-speaking investigator to investigate and resolve employment discrimination complaints. She also served in a dual-capacity on the Milwaukee office's "Systemic" team where she specialized in investigating complex, class action and systemic discrimination cases.

In 2001 and 2004 Maria received national EEOC Chair awards for her collaborative work on, and successful resolution of, high-profile, immigrant worker cases which had national impact and significant litigation results.

A Program Manager since 1999, Maria is responsible for coordinating and conducting EEO training, educational outreach and technical assistance throughout five of the six Midwest states which comprise the EEOC Chicago District. She has a proven record as a speaker and trainer to diverse audiences on employment discrimination issues and also actively serves on a number of nonprofit boards and committees related to EEO and diversity.

If your organization would like to sponsor one of our meetings, please contact Lori Rhead, SPHR, rhead@beloit.edu

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Board Members cont.

Member Relations Director,
Rhonda Bachman:
(608) 314-8408
rhonda!@assuredstaffing.net

Legislative Co-Director
Troy Thompson:
(608) 283-6746
tthompson@axley.com

Diversity Director
John Emmart, D. Minn, CEAD,
SAP:
(608) 756-6803
jemmart@mhsjvl.org

Workforce Readiness & Wage
Survey Co-Director
Stacey Riechers:
(608) 295-1881
Stacey.riechers@expresspersonnel.com

Workforce Readiness Co-Director
Terry Moe:
(608) 741-3524
Terence.Moe@dwd.state.wi.us

Dinner & Reservations Director
Pati Shea:
(608) 752-4830
patishea@grande.com

Seminar & Special Events
Director
Christine Moss, PHR:
(608) 756-6518
cmoss@mhsjvl.org

ATP "Advancing the Profession"

Share your Successful, Strategic HR Practices

To fulfill its mission to *advance the HR profession* (ATP), the Society for Human Resource Management (SHRM) would like to hear from HR professionals around the country regarding successful, strategic practices within their organizations that clearly demonstrate HR as a key contributor to organizational success.

SHRM will gather these practices and select a variety to highlight as examples in a number of ways including:

- Public relations efforts
- Educational programs
- Published content

Do you have an effective practice or program worthy of being spotlighted?

- Does this practice demonstrate HR's business knowledge within the organization?
- Does this practice help align employees with the organization's vision and business goals?
- Does this practice have a direct, measurable contribution to the organization's bottom line?
- Does this practice elevate the credibility of HR's leadership at the senior management level?
- Does this practice drive the performance of the organization by engaging employees and enabling them to perform at their highest level?
- Does this practice dramatically reduce organizational costs?

If you answered "yes" to at least one of the questions above, please consider sharing your effective practice by clicking on this link <http://www.shrm.org/chapters/resources/atptoolkit/ToolkitFormBestPracticesProf04.doc> and completing the attached form. Please include supporting results or materials whenever available.

Please complete the form and submit it to SHRM's Public Affairs Department by e-mailing to kbowl@shrm.org or faxing to 703-535-6492. If you have any questions, please do not hesitate to contact SHRM.

Your Foundation @ Work ~ Selection Assessment Methods

Organizations compete fiercely in the war for talent. An enormous amount of time and money are invested in recruiting strategies to attract the best candidates. Yet, when it comes to actually assessing which job candidates are likely to perform effectively and make significant contributions, many organizations fall short. One reason is that executives and HR professionals often have misconceptions about the value of using assessments. However, when you review the research, it is clear that using proven assessment techniques can result in significant productivity increases, cost savings and bottom-line results for your organization. To learn more about which assessment methods are backed by solid research, download the SHRM Foundation's free report *Selection Assessment Methods* at <http://www.shrm.org/foundation/1104pulakos.asp>.

The SHRM Foundation: *40 Years of Advancing the HR Profession*





Hawk Internship Program

UW-Whitewater Career Services



The 'Hawk Internship Program is a new addition to the collection of internship programs coordinated by UW-Whitewater departments and offices. This program, coordinated by UW-Whitewater Career Services, has been crafted to fill some of the gaps in the campus' existing system of support for students engaging in internship experiences. The program will serve as a repository for paid "career development" internship opportunities in the Walworth, Rock, and Jefferson tri-county area, exclusively for UW-Whitewater students. The program seeks to benefit economic development in the region by showing our current college students, soon to be members of the young college-educated workforce, that there are employment opportunities here. It is a great opportunity for employers to fulfill temporary staffing needs; recruit, work with, and screen potential employees; find motivated and enthusiastic students with new ideas for old problems; and heighten their organization's visibility on campus and enhance their organization's image in the community.

For a position to be approved for the program, it must meet the following guidelines:

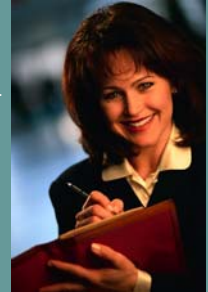
- o It is open to UW-Whitewater students only.
- o It is open to students from all majors. Qualifications for the position should instead focus on relevant skills needed for success.
- o The primary work location is in Walworth, Rock, or Jefferson County.
- o For summer positions, the student would work either part-time or full-time for approximately 12 weeks.
- o It is a paid position at approximately \$10 an hour.
- o It is structured well and will provide a quality career development experience, as determined by Career Services staff.
- o **Limited funding support may be available from the university** on a case-by-case basis. The funds will assist employers in providing compensation for the student intern.

Career Services is currently recruiting employers to get involved in the program and to offer opportunities for the summer of 2008. Employers and organizations interested in more information or getting involved in the 'Hawk Internship Program should contact Laura Morrow, Career Services Internship Coordinator, at (262) 472-1606 or at MorrowL@uww.edu. Information can also be found online at www.uww.edu/career/internships.html.

Recertification—Need Assistance???

Need help or have questions with recertification? HRCI hosts Virtual Recertification Counselor chats. There are Virtual Counselor sessions that are general (open for all questions) and strategic (focused on the SPHR strategic management requirement). Future dates are:

- General Virtual Recertification Counselor Session: Wednesday October 31, 11 a.m. - noon.
- Strategic Management Counselor Session: Wednesday November 28, 11 a.m. - noon.
- General Virtual Recertification Counselor Session: Wednesday December 19, 11 a.m. - noon.



Remember to recertify!

Recertification demonstrates your continued dedication to stay up to date with the rapidly changing HR profession. To retain the PHR, SPHR or GPHR designations, HRCI requires all certificants to recertify every three years. Go to HRCI.org for details on recertification.



Online Recertification is Easy!

For those of you that do not know, HRCI provides an online recertification file that allows you to track your recertification events as they are earned. Simply record your professional development credits as they are achieved. When you've accumulated 60 hours of credits, complete the payment information and submit your application online. It is advised you keep your supporting documentation on file for about six months after your certification expiration date in the event your application is audited. It is very simple!

You should have received a letter from HRCI with a unique HRCI ID number and password to take advantage of online recertification. If you did not receive this mailing or have misplaced this letter, simply to go www.hrci.org and click on "My Recert File." There is a place to click if you don't know your logon information. Simply follow the instructions and you can get set up.

If you have questions about the process, please contact HRCI at hrci@hrci.org, or contact Melissa Benson.

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Volunteer/Committee Opportunities

2008 WI State SHRM Conference Committee

If you would be interested in working on the 2008 WI State SHRM Conference Committee, or you know someone who you think would be a good conference committee member, the nomination process is now open. There is a tight window to have people express their interest as the nomination deadline is Wednesday, November 7th. You can go to the WISHRM website www.wishrm.org to apply.

Website Redesign Committee

BHRA is forming an ad hoc committee to evaluate our website, with the possibility of a complete redesign. If you have had experience with this before, or just have opinions about what our website should be like, we'd like you on our committee! Meetings would be scheduled at the convenience of the majority of the group. The committee will be active for approximately 6 months, during which we will develop a wish list and RFP, review proposals and options, and work through the rebuild. If you are willing to meet 4 – 6 times over the next 6 months and would like to be involved in this project, please contact Jennifer Griffith, SPHR, at 608-754-2710, ext. 1305 or jgriffith@freedomplastics.com.

If you don't feel that you can commit to volunteering your time for this project, but have suggestions for the website design or website host providers, please con-



Sponsor a Student Night



This year's annual Sponsor a Student Night will be held on Tuesday, November 13 (dinner meeting). Sponsorship includes making contact with your paired student prior to the event, paying the registration fee for the student that night, helping the student to acclimate to our chapter and remaining a professional contact for the student throughout the year.

Please contact Melissa Benson at melissa.benson@bourns.com if you are interested in sponsoring a UW-Whitewater student for this meeting.

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Don't Forget to Renew Your 2007/2008 BHRA Membership!

Continue your opportunity to network with over 140 other human resource professionals. A dynamic lineup of programs is planned for the upcoming monthly meetings.

Don't miss out!

Enroll online at www.bhraonline.org or contact Bernice York, Membership Chairperson at byork@cotta.com for additional information.

Unemployed SHRM Members Can Extend Membership for Free!

The Society for Human Resource Management (SHRM) provides active members who are unemployed at the time of their membership renewal a one-time opportunity to extend their membership for up to one year at no cost.

SHRM believes that this continued affiliation to its loyal members will help transitioning members stay current on the issues affecting the HR profession and will provide them with needed resources to assist them in their job search.

Transitioning members will receive all SHRM free and discounted member benefits for up to one year, except for voting privileges and the ability to hold office on a SHRM panel or board.

Visit www.shrm.org/members/transitioning for more information.

Are You a National SHRM Member??



Receive a \$15.00 discount on your National SHRM Membership when you become a BHRA member! Apply online at: https://ecom.shrm.org/TimssSolutionSite2004_TPRO/default.aspx?tabid=124&PRODUCT_DISCOUNT_ID=01114

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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>



Welcomelllll!

BHRA welcomes the following new members:

Maurine Braun, HR Specialist, Prent Goex Corporation
Kathleen Buechel, HR Manager, Simmons Mfg
Wendy Cuevas, VP Human Resource, Blackhawk
Community Credit Union
Ben Huber, HR Generalist, Simmons Mfg
Marilyn Lovejoy, HR Generalist, Blain Supply
Meidi Lundeen, HR Representative, Metso
Tracy Mace, HR Coach, Lowe's Millwork
Janet Nanni, HR Manager, American Purpac Technologies,
LLC
Carol Rufenacht, HR Directory, Patch Products

Next Month's Issue of The Source:

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:

Nicole Larson at Freedom Plastics, Inc. at (608)754-2710 Ext. 1279 or email nlarson@freedomplastics.com.