

## Letter From the President:

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### Upcoming Events:

May Meeting  
5/12/2009

Building an Effective  
Organization

Pontiac Convention  
Center

Dear BHRA Members:

Time has certainly flown by this programming year! I would like to take the time to thank all of our members for their dedication to BHRA this year. I would like to send out a special thank you to all of our Board Members and volunteers. Without these individuals, we would not have had such a successful year.

It is also with great pride and honor that I am able to announce that I was recently notified that once again, our chapter has earned the Superior Merit Award from SHRM for the 2008 calendar year. This designation is awarded based on our scope of work in carrying on and supporting the mission of SHRM. Congratulations to all!

I hope to see many of our members at our final program of the year on May 12. This breakfast meeting will be a great way to start up your day, as it is promised that this Team Building program will be highly entertaining and interactive, but most importantly, something we all can take back and disseminate into our workplaces. In addition to this great topic, we will also elect next year's Board of Directors and swear in our new President, Elaine Schultz.

I have thoroughly enjoyed the last year and was honored to serve as President of this wonderful organization. I am certain we will continue to grow even stronger as an organization as we move forward. Thank you all for a great year!

Melissa Benson, SPHR  
President

## 2008/2009 BHRA Board Members:

President & UW Whitewater Liaison/Director, Melissa Benson, SPHR:  
(608) 373-2389  
[Melissa.benson@bourns.com](mailto:Melissa.benson@bourns.com)

President-Elect & Programming & Legislative Director, Elaine Schultz, PHR:  
(608) 755-2497  
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Vice-President & Secretary & Communications Director, Nicole Bushey, PHR:  
(608) 754-2710  
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Past President, & Foundation Director, Lori Rhead, SPHR:  
(608) 363-2630  
[rheadl@beloit.edu](mailto:rheadl@beloit.edu)

Treasurer, Wendy Cuevas  
(608) 314-1151  
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Membership Director, Christine Moss,  
(608) 756-6518  
[cmoss@mhsjvl.org](mailto:cmoss@mhsjvl.org)

Professional Development Director, Marsha Bingham:  
(608) 361-4512  
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## May 2009 Programming

### Join Us for the May Breakfast Meeting

**WHEN:** Tuesday, May 12th, 7:30am Sign-in  
Breakfast, Business Meeting and Presentation at 8:00am

**WHERE:** Pontiac Convention Center

**TOPIC:** Building an Effective Organization

This meeting will wrap up our programming for the 2008-2009 year. We will elect new board members, and thank Melissa Benson for her year of Leadership to our organization.

Please note that this meeting will last until **9:30 a.m.** to insure we can have ample time for the business and education presentation planned.

### PROGRAM OVERVIEW:

No matter how you mix it up, effective organizations have one outstanding trait: employees that work well together to achieve results.

Join us to learn more from Jeff Messer - Experiential Learning Coordinator at Blackhawk Technical College.



*Board Members cont.*

Member Relations, Meeting  
Arrangements & Diversity  
Director,  
Colleen Koerth:  
(608) 743-4421  
[ckoerth@blackhawk.edu](mailto:ckoerth@blackhawk.edu)

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Director  
Shannon Moe:  
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**Attention**

## 2009 Greater Rock County Wage and Benefit Survey Available!

BHRA co-sponsored the 2009 Wage and Benefit Survey with Rock County Development Alliance, Alliant Energy, Forward Janesville and The Greater Beloit Chamber of Commerce. Astron Solutions, a New York firm providing human resources consulting services, was contracted to administer the survey.

The survey results are now available and will bring you current information on the pay rates of selected jobs and the fringe benefits practices of employers in the greater Rock County area.

Participants in the survey receive the survey report at no cost. Member organizations that declined participation, but would like a copy of the survey results, may purchase the report for \$50. Non-member organizations may purchase the report for \$100. If you have further questions or to request a copy, please contact Melissa Benson at [melissa.benson@bourns.com](mailto:melissa.benson@bourns.com) or at 608-373-2389.



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## ANNUAL WI SHRM STATE CONFERENCE

October  
14th—16th



### Save The Date...

The 23rd Annual Wisconsin SHRM State Conference will take place at the [Kalahari Resort in Wisconsin Dells](#) on October 14 – 16, 2009. Due to teachers' conventions during this week, you are encouraged to book your hotel stay as soon as possible.

### Keynote Speakers:

[Phil Keoghan, No Opportunity Wasted, The Amazing Race](#)

[Michael Brandwein,  
The Real Truth About Sticks & Stones: The Leading Secret to Leadership](#)

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**Congrats**

## 2009 BHRA Scholarship Awarded

Each year, Blackhawk Human Resource Association (BHRA) awards student scholarships. These scholarships are available to the children of BHRA member company employees or students attending the University of Wisconsin-Whitewater, a BHRA sponsored chapter. The students must be juniors or seniors majoring in Human Resources or a related field.

This year's recipient is Kristi Prokop. Kristi is currently pursuing an undergraduate degree in Human Resource Management from UW-Whitewater, planning to graduate in May, 2009. Kristi is very active in the UW-Whitewater SHRM student chapter as she held the Vice President role in the fall of 2008 and became President of the organization this spring. She has held an Executive Internship with Target Corporation in New Berlin. Following graduation, Kristi would like to work as a Human Resources Generalist. Congratulations to Kristi!



## THANK YOU TO OUR BHRA VOLUNTEERS!

Thank you to all members who actively volunteered throughout the 2008-2009 programming year! A special thank you goes out to our entire Board of Directors. Without all of our volunteers' efforts, we could not have been successful.

**Outgoing Board Members:**

Wendy Cuevas  
Christine Moss  
Lori Rhead  
Pati Shea

**WI State SHRM Conference Planning Committee Members:**

Lisa Henke  
Stacey Riechers

**Certification Class Instructor:**

Bernice York

**Membership Committee:**

Colleen Koerth, Chair  
Adrienne Brunhoefer  
Lesa Crawford  
Christine Moss

**Scholarship Committee:**

Melissa Benson, Chair  
Adrienne Brunhoefer  
Mary Griffith  
Becky Rudolph

**Website Committee:**

Jennifer Griffith, Chair  
Nicole Bushey  
Elaine Schultz  
Joe Simpson

 *Thank You* 

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## BHRA Receives Chapter Champion Award

The SHRM Foundation has awarded BHRA its Chapter Champion award. This award is given to recognize exceptional commitment, leadership and support to the Foundation's annual fundraising campaign. BHRA is proud to support the SHRM Foundation, whose mission is to maximize the impact of the HR profession on organizational decision-making and performance by promoting innovation, education, research, and the use of research-based knowledge. The Foundations accomplishes this by supporting human resource professionals through scholarships, research grants, and educational products. To see SHRM Foundation news link to the website at <http://www.shrm.org/about/foundation/about/Pages/default.aspx>

## SHRM Foundation 2009 Campaign Information

The SHRM Foundation's 2009 Annual Campaign is underway. This is your opportunity to other HR professionals making a personal financial contribution to kick-start this year's fundraising efforts.

As you might know, for the past several years, the SHRM Foundation has received 100% participation in their national Leadership Campaign. This means that every single member of the SHRM Foundation, SHRM, and HR Certification Institute Boards of Directors has made a personal financial donation to the SHRM Foundation.

A personal financial donation from you to the SHRM Foundation will demonstrate your commitment to the Foundation's mission and work. The money you contribute will goes directly to fund critical HR research and to support professional development. The SHRM Foundation funds \$750,000 in research grants, \$170,000 in scholarships and awards, and produces the Effective Practice Guidelines series and educational DVDs.

Please consider making a personal donation. Thank you in advance for your continued support!



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## 2009 SHRM Annual Conference and Exposition

Start making plans to attend the 61st Annual Conference in New Orleans June 28-July 1, 2009 The SHRM Annual Conference & Exposition is a chance for you to gather with some of the greatest minds in human resources, academia, business, globalization and leadership. Learn real strategies and techniques for improving your work and your workplace.

Visit the web address below for more information:

<http://www.shrm.org/conferences/annual/>

To enhance your experience at the conference and in New Orleans, please join your fellow SHRM members from Wisconsin at the official hotel of the Wisconsin SHRM Delegation, the Omni Royal Orleans. To reserve a room at the Omni Royal Orleans for the special \$189/night rate, please contact the WI SHRM office at 608-204-9827 to receive the reservation form.

We are also pleased to announce that the Badger Bash, a premier networking event for attendees from Wisconsin, will be on the evening of June 29, 2009. Location and time to follow in early 2009!!

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## Recertification—Tips for Earning Credit Hours

Earning recertification hours does not have to be costly or take you far from your work or home. You can earn many hours through your daily work responsibilities and other professional activities. In fact, you may already be doing activities that could count for recertification credit and not even know it!

### Ways to Earn Credit Hours

Sixty (60) recertification credit hours are required every three years to maintain your certification. Credit may be earned in the following categories:

- Continuing Education No Max
- Instruction 20 Hrs Max
- On the Job Experience 20 Hrs Max
- Research/Publishing 20 Hrs Max
- HR Leadership Roles 10 Hrs Max
- Professional Membership 10 Hrs Max
- OR you may take the exam again!

### Examples of Low Cost Recertification Activities

Did you know that you can earn up to 10 recertification credit hours by being a national member of SHRM or another national HR association? You can also earn up to 10 credit hours by holding a leadership position related to the HR field such as mentoring an HR professional or HR student or hold a volunteer position for a professional organization.

Many of your on the job HR responsibilities could be eligible for up to 20 hours of recertification credit hours the first time you perform the activity. For instance, you can receive credit hours for creating an HR budget, or developing an employee handbook or any other activity that ties into the HR Body of Knowledge.

Have you ever led an HR related workshop or training session at work or outside of your job? Teaching a sexual harassment workshop at work or leading a performance management seminar can earn you up to 20 hours for the first time you present the program.

Earning credit yours through continuing education courses does not have to cost you much money or take you out of the office. You can earn up to 20 hours from on-line professional development courses from shrm.org, HR.com or other professional organizations. Many web casts are offered as a benefit at no additional cost to members. You can find pre-approved program by visiting [www.hrci.org/cepreapprovals/sdae](http://www.hrci.org/cepreapprovals/sdae).

For more information on how to recertify, watch a step by step virtual tour on the hrci.org website at <http://www.hrci.org/recertification/vrt/>.



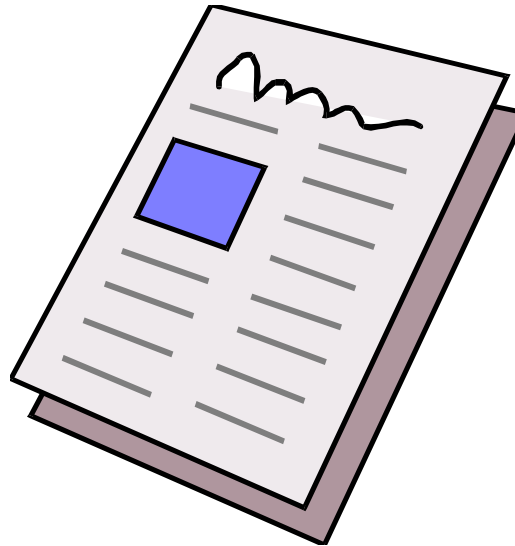
**Other Contact information:**

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>



Have a wonderful summer!  
Our next BHRA Newsletter will be released in August 2009. Stay tuned!

**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 Bushey at North American Pipe Corporation at (608)754-2710 Ext. 1279 or email [nbushey@northamericanpipe.com](mailto:nbushey@northamericanpipe.com).*