



Ohio SHRM State Council

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A Message from the Director

Bob Bethel, SPHR, SHRM-SCP

Last year while writing an update for the November newsletter, there was two inches of snow on the ground and it was 19 degrees. This year it is sunny and 73 degrees! Just like HR, you never know how the weather may be different from one year to the next. It has been an interesting, challenging year in the world of HR. We've had a ruling from the Supreme Court allowing same sex marriages throughout the country, proposed changes to the FLSA regarding white collar exemptions, changes to the Affordable Care Act (ACA) with the passage of the Protecting Affordable Care for Employees (PACE) Act, and additional reporting requirements due to the next phase of the ACA. Who knows what next year will bring? More change, to be certain.

My focus will certainly change next year as I transition from the Ohio SHRM State Council Director to the Past State Council Director position. Craig Kwasniewski will be the State Director for the next two years and I'm confident he'll do a fine job. I want to thank all of the 2015 Chapter Presidents and Core Leadership Area Directors for their participation on the State Council this year. It is a real pleasure to work with such professionals. I want to give a special shout out to Sandy Manjura and the Ohio Human Resource Conference Committee for the great job they did with the OHRC this year. Great speakers, great food, great fun, and great coordination are the best words to describe what they accomplished. Sheri Caldwell and the rest of next year's committee are already hard at work getting ready for next year's conference with the theme of "Play Like an HR Champion." I can hardly wait to see what they will produce!

A Message from the Director (cont.)

One of the goals we achieved this year was to update a strategic plan for the State Council. With Nancy Conway's help we did that at our May meeting. Our strategic initiatives are to: 1) Develop a communication strategy; 2) Expand and grow conferences; 3) Undergo State Council Structure Planning; and 4) Develop a Financial Strategy. We need to maintain focus on those strategies as we enter the New Year. We also developed new mission and vision statements. The State Council's Mission is "Provide strategic leadership, education, and support to organizational leaders." Our Vision is "To be the leader connecting, influencing, and engaging Human Resources in Ohio."

SHRM's Volunteer Leaders' Summit will be held in Washington D. C. again from November 19 – 21. If you're a new chapter president, certification leader or membership leader, I hope you'll attend. This is a very valuable experience for you. The Summit promises to be a great event again this year for those beginning or continuing in leadership roles in local chapters and/or the state council.

As I did last year, I want to remind you of some upcoming SHRM related tasks. The Chapter Leadership Information Form (CLIF) must be turned in to SHRM no later than December 1, so please complete that form, even if you have not filled all the positions on your board. On December 4 we will hold our Ohio SHRM State Council Leadership Day. I hope incoming/continuing presidents will attend and bring other chapter leaders with you. Of course, the SHAPE is due by January 31, 2015.

Thank you for all of the work you do as volunteers. It takes a lot of time for each of you, either taken from work or personal time, both of which can be a sacrifice. However, leadership seems to be a calling for many, so you find a way to get things done. If we weren't involved with SHRM, my guess is many of us would be involved in something else. It is what we do.

It has been a pleasure to serve in the role of State Director. Getting to know dedicated HR professionals from around the state and the North Central region has been a lot of fun. Please contact me if I can be of service to you. The State Council is a vehicle to support the SHRM chapters in Ohio, which means serving you, the Chapter Presidents and other volunteer leaders. As several of you have already done, please take advantage of the financial support the State Council can provide for you as leaders and for your chapters. You can review the State Council website, www.ohioshrm.org, or contact me at bob.bethel@theea.org for details.

Thanks for serving. I look forward to seeing you soon.

CLA Updates

Membership – Karen Sating

The SHRM In-Chapter Membership monthly report for August 2015 for the North Central Region chapters was recently released. This report represents Ohio SHRM members in chapter only, primary designation, not total chapter membership. The Ohio Region results reflect a decline of 3.27% in SHRM Members in Chapter; an increase of 0.92% in SHRM Members At-Large; and a slight decrease of 0.28% Members in the State. Thank you Ohio chapter Membership CLA's for your continued efforts. Please continue to provide SHRM with your chapter's membership updates by sending Crystal Adair, Member Engagement Associate East, (crystal.adair@shrm.org) a list of the new SHRM members in the chapter, as well as those SHRM members who have left the chapter. Please include the SHRM member's name and SHRM membership ID number to properly code the individual to your chapter.

Congratulations to the following chapters for achieving Membership Superstar and Star designation – August 2015! – Lima SHRM, Toledo Area HRA, SHRM Western Reserve Chapter, Muskingum Valley HRMA, Greater Lorain County Chapter SHRM, Greater Wilmington Human HRA, Licking County HRA Association and Cleveland SHRM.

Calendar year 2015 Membership Star and Superstar award winners will be announced in March 2016. The 2015 award parameters are: To qualify for Membership Star, your chapter must achieve a gain of 0-2.99% for in-chapter SHRM membership; For Membership Superstar, the increase for in-chapter SHRM members is 3.00% or greater.

Chapter audits are starting soon. Each year all chapters are required to submit a copy of their chapter membership rosters to SHRM. The rosters are required in order for the chapter to participate in and be eligible for SHRM's Chapter Financial Support Program (CFSP) and to determine if the chapter meets SHRM's affiliation requirements. SHRM has over 575 chapters, 26 of those are in Ohio. Auditing is a labor-intensive process; but, one that is necessary to ensure that the SHRM records match chapter records as closely as possible.

As Ohio SHRM State Council Membership Director, I serve the needs of both SHRM Chapters in Ohio and those SHRM members who are not currently affiliated with a chapter. I am an available resource and can be contacted via the Ohio SHRM State Council website at <http://www.ohioshrm.org/shrm-members.cfm> or directly via email at karen.sating@manpower.com or phone at 330-723-0192.

Chapter News

Here are some upcoming events in our Chapters across the State. Not a member of a local chapter? Not sure you have one near your home or business? Check out the Ohio SHRM website to link to a *Chapter near you*.

LGA SHRM

Green Rabbits and Coloring Outside the Lines!

When:

Thursday, November 19th
11:00 am - 1:30 pm

Where:

Quail Hollow Resort and Conference Center
11080 Concord Hambden Road
Painesville, Ohio 44077
United States

Presenter: Pat Perry

Session Overview:

This fun and engaging presentation provides insight on how to support and encourage risk taking, creativity and innovation at your workplace. Pat explores why traditional workplace models are killing creativity and offers solutions on how to turn the mundane into the spectacular. The concepts shared promise to be thought provoking both personally and professionally.

FAHRA

Wednesday, November 11, 11:30 a.m. - 1 p.m. Lunch Meeting

Topic: A Culture of Inclusion

Presenter: Leslie Fern, PHR; BGSU

Location: Findlay Country Club

Wednesday, December 9, 11:30 a.m. – 1 p.m. Lunch Meeting

Topic: Personality Types

Presenter: Dave Tippett, The Employers Association

Location: Findlay Country Club

Join our mailing list! Send an email to FAHRA383@gmail.com and ask to join our mailing list! You will receive notification of our monthly meetings and chapter events.

IMPORTANT REMINDER FOR YOUR MEMBERS:

The pathway portal to gain SHRM-CP or SHRM-SCP credentials for 3 years at no cost for PHR and SPHR holders as of January of this year or prior ends on December 31st: <http://www.shrm.org/certification/pathway/pages/default.aspx>

Take a look at the Stark County Human Resource Association home page for some really great ideas provided by Helen Tauscher, Certification Leader: <http://stark.shrm.org/>

CERTIFICATION CONFERENCE CALL 10/8: While only 10 of us were able to attend our first-ever Certification Chapter Leaders conference call, there was a good information exchange among those who participated. Our special thanks to Brian Dickson and Dan Griffiths for their participation. The following responses to questions raised were provided by Cornelia Springer, Director of SHRM Certification Services:

- **Learning Objectives**—Preferred Providers are asked to provide Learning Objectives but they are listed as optional. Will this remain optional or will Preferred Providers be required to enter Learning Objectives for all of their programs in the future.
- **Response:** The Learning Objectives are a required field when organizations fill out their application to become a Preferred Provider. When programs are entered into the system the Learning Objectives are currently an optional field. We also ask for the program description and what we are finding is that the same information is being entered in both places.
- One Chapter Leader indicated that the SHRM system still does not generate program id numbers for webinars, forcing certificants to manually enter these programs.
- **Response:** Activity IDs have always been generated for webinars, however, individuals were not able to claim webinars until the end of the calendar year. This was revised with the July system release. When a certificant enters an activity ID for a webinar it will pull up that webinar and allow the certificant to enter the actual date that they viewed the webinar. They no longer have to wait to enter these until the end of the year.
- Another Chapter Leader inquired whether the Preferred Provider seal (the designation will change to SHRM Recertification Provider in 2016) will be provided in different sizes to accommodate a variety of applications.
- **Response:** We have a .jpg and .pdf version of the SHRM Recertification Provider seal. Marketing is currently working on creating different sizes of the 2016 Recertification Provider seal. We typically send out one size, but will be sending out different sizes when available. In the meantime let us know that we can provide.
- Finally, the question was raised whether SHRM is still going to send a list of who needs to get certified from our chapters?
- **Response:** SHRM is working to resolve some technical challenges and hopes to see progress by end of the month

Here is Cornelia's contact information:

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