

The Butler/Warren County Buzz

September 2 Monthly Meeting



BWSHRM AND OHIO EMPLOYERS COUNCIL PRESENTS:



Speakers: Robin Throckmorton, MA, SPHR

Cost: \$13.00 for members, \$15.00 for non-members

Date: Thursday, September 2, 2010

Time: 7:15 AM – Registration/Networking

7:30 AM – Breakfast

8:00 AM - 9:00 AM - Presentation

Location: [Miami University- Voice of America Campus](#)

Recruiting Solutions that Impact the Bottom-Line

Recruitment needs to be a strategic component of talent management that is directly tied to the business goals of the organization. It is NOT just a tactical function of HR that should be performed in a vacuum. To recruit effectively, hiring must be tied to business needs and the right players and resources must be utilized. In this session, participants will learn how to:

- Partner with management to anticipate future human capital needs relative to business goals
- Proactively develop an internal recruitment program to ensure employees are groomed and developed for current and future roles
- Map a clear process that involves management to efficiently and effectively identify the right recruits for the job
- Utilize the newest sourcing methods to attract key talent
- Measure the results to determine success and areas for improvement and share the data with management proving HR's value to the organization

Robin Throckmorton, MA, SPHR is the President and Executive HR Strategist with strategic HR, inc., a human resources management consulting firm located in Cincinnati, OH. Strategic HR, inc. was a winner in 2008 and 2009 of the Regional Cincinnati Chamber of Commerce Small Business Excellence 10 under 10 Award. Robin has been a generalist and consultant for over 18 years with healthcare, manufacturing, service, and non-profit organizations creating solutions to help them recruit and retain the best and the brightest employees.

Robin is the co-author of Bridging the Generations Gap. She is a frequent speaker for professional associations and conferences on the topics of generational differences, retention, recruitment strategies, and labor trends. She is a frequent expert speaker for Bureau of Labor Resources (BLR). Robin has been an adjunct faculty member of the University of Cincinnati and Xavier University. She was also recognized as an Enterprising Women of the Year Finalist.

Robin holds a BS from Purdue University in Management and a Master of Arts in Labor and Employment Relations from the University of Cincinnati. Robin is also certified as a Senior Professional Human Resources (SPHR) by the national Human Resources Certification Institute. She regularly volunteers for advisory and leadership roles to help serve the human resources profession.

We hope you can join us on Thursday, September 2, 2010 at Miami University Voice of America Campus in West Chester. Please reserve your seat by Monday, August 30th by emailing Angela Sherrick at angela.sherrick@pac.com or by calling 513-217-3208.

Message From the President

I don't know about you, but we have just labored for the last month doing our interim performance reviews and backing up on that, our annual succession planning for 2010. So with spending all this time thinking about the development of our Company's human resources, have you taken the time this year for professional development? With the never decreasing demands of our time from our jobs and our families, we often find it difficult to fit in the continuing education we deserve to keep us at the top of our game. An excellent opportunity to do something for our own development will present itself next month, in September in Sandusky, Ohio, at the annual Ohio SHRM Conference.

There is something for every HR Professional on the agenda; from Leadership to Labor Relations, from Benefits to Brokers, from Recruiting to Retirement! The dates are **Sept. 15 – 17, 2010** and you can earn up to 17.25 total certification hours, of which 6.50 of those hours are approved for Strategic Management Credits and 1.25 have been approved for International Credit.

Please visit the State Conference [website](#) for details and we look forward to seeing you there.

Linda P. Stryker, PHR
President

Hello BWSHRM Members,

I am Jennifer Criswell, President NAAAHR Greater Columbus Chapter (national association of african americans in human resources).

Our annual conference is on September 29, 2010. Pamela Green, SPHR, Chief Membership Officer SHRM is our keynote speaker. Pamela is the founder of NAAAHR Greater Columbus Chapter and we are excited that she is coming home to share her wisdom and expertise with us.

Please let me know if you are interested in attending our annual conference or learning more about the [NAAAHR](#).

Jennifer Criswell
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BWSHRM Local membership drive

Once again, we want to challenge our members to participate in another year of growth by inviting a new member to join our chapter. In return for a new member application, you are invited to join us at the next breakfast meeting at no cost to you. Together, we can make it happen!

To request a membership application, please contact our Membership Advocate:

Marc Fleischauer, SPHR – Partner, Porter Wright Morris & Arthur, LLP
1 S. Main St., Suite 1600, Dayton, OH 45402
937-449-6720 or mfleischauer@porterwright.com

Or visit our website at www.ohioshrm.org/butler and click on the membership link for more information. If you are a SHRM National Member, your local dues are only \$45 per year. If you want to join our local organization only, your local dues are only \$90 per year.

We hope to see you soon!



SHRM Foundation News:

Graduate Programs Directory

As a college professor I am excited to tell you about a service that SHRM Foundation has for you. Are you thinking about getting your master's degree, or is your company looking for opportunities for recruitment, the SHRM Foundation's Graduate Programs Directory can help.

The SHRM Foundation offers an on-line, comprehensive directory of close to 200 master's degree programs in human resource management, HRD, I/O psychology, and more. The directory provides information on programs of study, location, curriculum, tuition, student demographics, and more. Full-time, part-time, on-line and distance learning programs are included. Access to the on-line directory is free to SHRM members; visit the [SHRM Foundation website](#).

SHRM Foundation Raffle

Feeling hungry? Want to support a good cause? For the months of August and September if you make a donation to the SHRM Foundation you will have a chance to win a \$50 gift certificate to Outback Steak House. We will be doing this on the honor system, so go to the SHRM Foundation web site <http://www.shrm.org/about/foundation/contributions/Pages/default.aspx> to make your donation, then email Tom@MobleyHRC.com and your name will be entered into the drawing. We will also be collecting donations at our September meeting. The winner will be drawn at at our October meeting.

Greetings,

As the Nominating Committee Chair for 2010, it is my pleasure to inform you of the upcoming election for the Ohio SHRM State Council. During this period we will seek nominations for the elected position: State Director Elect

If you would like to make a nomination for this position, or nominate yourself, please click on the link to review the detailed [job description](#) and complete the [nomination form](#).

Below is the series of events for this year's election:

- Election nominations accepted: August 13 – August 26, 2010
- Review of nomination by Nomination Committee
- Informational Interviews set up for each nominee
- Voting commences
- Nominees notified of Election results
- Announcement of Newly Elected Officer At State Conference

Note that all interested nominees will be notified of their selection as a candidate prior to the start of the election and candidates will be notified of the election outcome prior to the state conference. If you have any questions, please don't hesitate to contact me at 513.703.9699 or at tom@mobleyhrc.com

Thomas Mobley, SPHR
Nominating Committee Chair
Long Range Planning Committee

Disability Employment Resource Page

SHRM recently created a [resource page](#) to help employers find a wealth of resources, articles and links to help source, recruit, retain and develop people with disabilities, a pool of talent too often overlooked by employers.

To get you started, here are some quick tips on ensuring all candidates have access to your application process:

- Evaluate each candidate for the job based on whether he or she has met the employer's requirements for the job, such as education, training, employment experience, skills or licenses.
- Do not assume that certain jobs are more suited to persons with disabilities
- Treat an individual with a disability with the same dignity and respect you would give any applicant.
- Do not assume that staff would need special training to learn how to work with individuals with disabilities.
- Make sure that any medical examinations required are also required of all other applicants and are performed after a job offer has been extended.
- Do not assume that a work environment will be unsafe if an employee has a disability.
- Ensure that the recruitment process is accessible to all individuals by providing reasonable accommodations that qualified applicants will need to compete for the job (e.g., applications in alternative formats).
- Do not assume that a person does not need an accommodation because he or she does not have a visible disability.
- Check your worksite to ensure people with disabilities are able to participate in all aspects of the application process (e.g., parking spaces for persons with disabilities should be close to the work site entrance and the pathway from the parking area to the entrance should not include abrupt level changes or steps).

These tips were retrieved from the article [Opening Doors to All Candidates: Tips for Ensuring Access for Applicants with Disabilities](#).

Michelle Smith
Diversity Advocate

Are You Using SHRM Connect?

SHRM Connect is a social network built specifically for HR professionals and is available to SHRM Members. On SHRM Connect, members can create a profile, collaborate around communities of interest and network with other HR professionals. To learn more and get connected visit <http://community.shrm.org/>.



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Federal Legislative Action Alert

YOUR ASSISTANCE IS NEEDED! Urge your Representative to cosponsor [H.R. 5600, the Employee Educational Assistance Act of 2010](#), which would make permanent the tax free status of employer provided education assistance.

Background

Section 127 of the Internal Revenue Code allows an employee to exclude from income up to \$5,250 per year in assistance provided by their employer for any type of educational course at the associate, undergraduate and graduate level. Employers are not required to provide education assistance to their employees, however, if an employer chooses to do so, the benefit must be offered to all employees on a nondiscriminatory basis that does not favor highly compensated employees. Congress has extended Section 127 eight times since it was first established in 1978, most recently in 2001. Section 127 will expire at the end of this year unless Congress acts to renew it or make it permanent.

Issue

Providing tax-free educational assistance is an important tool for employers. Section 127 helps to build and maintain an increasingly skilled workforce, and positions the United States to remain competitive in the global economy. Almost 20 percent of Section 127 recipients are pursuing science, technology, engineering and mathematics (STEM) degrees. More than 35 percent of all degrees pursued by Section 127 beneficiaries are master's degrees and, according to the National Postsecondary Student Aid study of the most recent data on the use of this benefit, utilization of Section 127 has doubled since 1994. Today, more than 1 million employees use Section 127 benefits.

Status

On June 24, 2010, Representative Earl Pomeroy (D-ND) and Representative Sam Johnson (R-TX) introduced [H.R. 5600](#), the Employee Educational Assistance Act of 2010. This bill would also make Section 127 a permanent part of the U.S. tax code.

SHRM Position

SHRM chairs the [Coalition to Preserve Employer Provided Education Assistance](#), a broad-based collection of groups representing business, labor and education. SHRM strongly supports the permanent extension of Section 127 for associate, undergraduate and graduate degrees. We believe that providing tax-free educational assistance is an important tool for employers to attract and retain the best employees, build a skilled workforce, and position the U.S. economy to compete globally. Furthermore, with the current economic downturn, both employees and employers benefit from this tax provision. Through re-skilling and professional development, organizations invest in their most precious resource – their employees.

Action Needed

Please write your Member of Congress and urge them to cosponsor [H.R. 5600, the Employee Educational Assistance Act of 2010](#). To write your elected official using HRVoice, follow these steps:

1. Log onto SHRM Online by clicking [HERE](#).
2. Sign in using your Member ID and Last Name.
3. Once you have completed the HR Advocacy e-list form and entered the SHRM Advocacy Action Center, click the "Take Action" tab at the bottom of the featured **federal** alert highlighted in blue.

If you continue to encounter problems with this site, please contact David Lusk, SHRM's Senior Associate, Member Advocacy, at david.lusk@shrm.org.

MEMBERS IN TRANSITION

BWSHRM would like to say thank to all of our members for their partnership with BWSHRM in serving and advancing the profession. We know that the current economy has been particularly difficult for our members in transition, with that in mind, BWSHRM meetings are free to members who are currently in transition. Please let us know when you rsvp if you are in transition and would like to take advantage of this special offer.



Did you know BWSHRM has a Linked-In group? To join our group visit <http://www.linkedin.com> and search for “Butler/Warren SHRM” under groups. We hope that we can use this tool to better connect our community of HR professionals.

HRCI Update

New Exam Eligibility Requirements for 2011

Beginning with the May-June 2011 exam testing period, the exam eligibility requirements for the PHR, SPHR and GPHR will change. View our [FAQ's](#) for answers to your questions.

PHR Eligibility

- 1 year of demonstrated professional HR experience with a Master’s degree or higher
- 2 years of demonstrated professional HR experience with a Bachelor’s degree
- 4 years of demonstrated professional HR experience with less than a Bachelor’s degree

SPHR Eligibility

- 4 years of demonstrated professional HR experience with a Master’s degree or higher
- 5 years of demonstrated professional HR experience with a Bachelor’s degree
- 7 years of demonstrated professional HR experience with less than a Bachelor’s degree

GPHR Eligibility

- 2 years of demonstrated global professional HR experience with a Master’s degree or higher
- 3 years of demonstrated professional HR experience (with 2 of the 3 being global HR experience) with a Bachelor’s degree
- 4 years of demonstrated professional HR experience (with 2 of the 4 being global HR experience) with less than a Bachelor’s degree