

AFFILIATE OF



2004 / 2005 OFFICERS



MAY 2005



President, Rich Lencyk
Director of Human Resources and Safety
Crane America Services
Ph 937-293-6526 / Fax 937-395-0396
E-mail rich.lencyk@craneamerica.com

Vice President, Jeff Harvey, PHR
Employment Officer
First Financial Bank
Ph 513-867-4977 / Fax 513-785-3430
E-mail jeff.harvey@firstfb.com

Secretary, Kristi Cain, SPHR
Human Resources Generalist
Amtex, Inc.
Lebanon, OH 45036
Phone: 513-933-6205 / Fax 513-932-7276
E-mail KCain@amtex-lh.com

Treasurer, Karen Smith, PHR
Director of Human Resources
Abilities First Foundation
Middletown, OH 45044
Ph 513-423-9496 / Fax 513-423-1717
E-mail karen.smith@abilitiesfirst.org

Legislative Advocate, Joyce Deeter, SPHR
Benefits / Employee Relations Manager
Dayton Technologies
Monroe, OH 45050
Ph 513-539-5425 / Fax 513-539-5713
E-mail joyce.deeter@davtech.com

Past President,
Fred P. Francis Jr., PHR, President/CEO
Francis Consulting, Inc.
Middletown, Ohio 45042
Phone: 513-425-9959
Fax: 513-425-9259
Email: fpf9959@sbcglobal.net

Membership Advocate, Gail Sexton
Human Resource Manager
Keir Educational Resources
Middletown, Ohio 45044
513-422-4860 ext. 102
gsexton@keirsuccess.com

Education Advocate, Dave Schul, SPHR
Work Force Readiness Director
Miami University / United Way
Middletown, OH 45042
Ph 513-422-9686 / Fax 513-422-9686
E-mail dschul@cinci.rr.com

Diversity Advocate, Sandy Stude, PHR
Manager, Human Resources
Amtex, Inc.
Lebanon, OH 45036
Ph 513-933-6215 / Fax 513-932-7276
E-mail sstude@amtex-lh.com

Public Relations Advocate
Jamie McCord Capehart, SPHR
Sr. Director of Human Resources
Franklin, OH 45005
Ph 513-420-5802 / Fax 513-420-5812
E-mail mccape4@yahoo.com

Chapter Foundation Advocate
Angela Sherrick, Human Resources
Generalist
General Revenue Corporation
Cincinnati, OH 45249
Ph 513-605-7402
Fax 513-469-1463
E-mail asherrick@generalrevenue.com

Student Chapter Advocate
Christine M. Cavanaugh
Assistant Vice President
Human Resources
300 High Street
P.O. Box 476
Hamilton, Ohio 45012
(513) 867-4879 Telephone
(513) 785-3430 Fax
E-mail Christine.Cavanaugh@firstfb.com

MAY 11th SEMINAR

Sponsored by CBS University

Five Strategies to Better Stress Management at Work

Learn about how stress at work impacts stress at home, Tips and techniques of stress management and working with co-workers under stress.

Speaker: Angela D. Kraft-Diver, MSSA, LISW, CCDC III

Angela is a licensed independent social worker with Partnership, EAP and Southwest Ohio Counseling Associates. She is a graduate of Case Western Reserve University and has been in the social work and counseling field for eleven years.

COST: Members \$13.00/person - Non-members \$15.00/person

DATE: Wednesday, May 11, 2005

**TIME: 7:15 AM – Registration/Networking
7:30 AM – Continental Breakfast
8:00 AM – SEMINAR**

LOCATION: Beckett-Ridge Country Club

Directions to the Beckett-Ridge Country Club:

Take 75 to Union Center Blvd (exit 19), go west two miles to Beckett Rd. and turn right. Go another mile to Beckett Ridge Blvd. and turn right. Follow Beckett Ridge Blvd. approximately one mile and turn right at the clubhouse sign. Clubhouse sits up on a hill and the meeting room is on the second floor.

Please reserve your seat by Friday, May 6th by emailing Kristi Cain at kcain@amtex-lh.com or by calling (513) 933-6205.

BWSHRM Member of the Month

KRISTI CAIN

We are pleased to announce that Board Member & Chapter Secretary, Kristi Cain, SPHR, has been selected April Member of the Month for her problem solving contributions to several Chapter Projects. She is a Human Resource Generalist with Amtex, Inc. and is involved in all aspects of Human Resources. Kristi is a graduate of the University of Tennessee and has over 15 years HR experience in the manufacturing industry. She resides in Xenia with her husband and two children and is currently pursuing her MBA.

Web cast: "Recertification: It's Easier Than You Think"

[Click here to view this Webcast](#) or go to <http://www.hrci.org/AboutUs/docs/HRCI-MR-TAB1-169.htm>

What Is the Value of Diversity Training?

Diversity training is a fundamental component of a diversity initiative and represents the opportunity for your organization to inform and educate senior management and staff about diversity. The purpose of training is not only to increase awareness and understanding of workplace diversity, but also to develop concrete skills among your staff that will facilitate enhanced productivity of and communications among all employees. It is important to note that training alone cannot resolve other diversity-related issues or challenges that may exist in your organization. However, training -- particularly the kind of training -- does play a vital role in the success or failure of your overall diversity initiative. In addition, diversity training is not a replacement for a diversity initiative, but a component thereof. For more information, follow this web link <http://www.shrm.org/diversity/training1.asp>

Your Foundation at Work: The SHRM Information Center

The **SHRM Foundation** supports the SHRM Information Center through a quarter million dollar grant. The Information Center, a free service to SHRM members, publishes the online White Papers series, maintains the Competitive Practices Database and answers more than 70,000 HR inquiries annually. The Foundation grant ensures that the Information Center has the latest technology and the most current resources to help HR practitioners get the answers they need quickly and easily. For an overview of the Foundation's work, visit www.shrm.org/foundation.

The SHRM Foundation: Investing in Your Future as an HR Leader



Continuous learning courses offered on a variety of topics relevant to doing business in today's world. Course topics include:

- Customer Service Excellence
- Team Building & Diversity
- Supervision and Leadership
- PHR / SPHR Preparation
- Employment Law, Harassment, & Internal Investigations

To learn more about CBS University, please contact our University Director, Rosemary Rulka, M.S., SPHR at (937) 428-4250 / 1-888-222-9508 ext. 202 or
Email: cbsuniversity@cbscompanies.com

2004 Superior Merit Award Chapter 2004 Superior Merit Award Chapter

Butler/Warren SHRM is proud to have received the 2004 Superior Chapter Merit Award designation by the National Society for Human Resource Management. This is the 14th consecutive year that B/WSHRM has received this distinguished national recognition.

President's Message

Our tradition of excellent guest speakers was upheld in high fashion by Linda Gravett, Ph.D., SPHR, who involved all attendees in a dynamic and highly useful presentation on “**Turning Conflict into Collaboration**” - **Managing Conflict across Departments and Functions.**

She reviewed conflict case examples and various conflict management styles. In addition, everyone in attendance completed a conflict management style self-assessment form that will be quite useful in future problem-solving activities.

Skin Cancer Awareness Month

Skin cancer is the most common of all cancers and accounts for half of all cancers in the United States. An estimated one in five people will get skin cancer during their lifetime.

SHRM Membership Special

SHRM is proud to announce its May membership special for all members joining SHRM through the [online membership application](#)! This special offer gives members joining during the month of May a special first year price of \$145 - **\$15 off regular dues.**

As an added bonus, when new members join SHRM in May, they will also receive this **FREE SHRM Tote Bag!**

Promotion Details

Who: New SHRM members joining online during the month of May

What: Discounted Dues and FREE SHRM tote bag

When: May 1, 2005 - May 31, 2005

Where: [SHRM Online Application](#)

