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2005 / 2006 OFFICERS



September 2005

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SEPTEMBER 20th SEMINAR, A Joint meeting with Ohio Employers Council

This program has been approved for 1 recertification credit hours toward PHR and SPHR recertification through the Human Resource Certification Institute (HRCI). For more information about certification or recertification, please visit the HRCI homepage at www.hrci.org.

How to Cope with the Employment Litigation Explosion

Peter and Martin will do an informational legal skit from the employer and employee perspectives. Both Peter and Martin have outstanding reputations in employment law and have received **rave reviews** on this program; so you don't want to miss this.

- SPEAKERS:** Peter Newman, Roetzel & Andress and Martin McHenry, Haverkamp, Brinker, Rebold & Riehl Co. LPA.
- COST:** Members \$12.00/person - Non-members \$15.00/person
- DATE:** Tuesday, September 20, 2005
- TIME:** 7:15 AM – Registration/Networking
7:30 AM – Breakfast/Seminar
- LOCATION:** Miami University – Hamilton, Harry T. Wilks Conference Center.

Directions to MUH: State Rt. 129 West in to Hamilton, turn left on Rt. 127 (Martin Luther King Blvd.), turn right on Knightsbridge Dr., left on Peck Blvd. Miami Hamilton is on the right.

Please reserve your seat by **Friday, September 16th** by emailing Kristi Cain at kcain@amtex-lh.com or by calling (513) 933-6205.

President's Message

It is my pleasure to welcome you to another new year for Butler/Warren SHRM! Our Board has been busy this summer planning an exciting program schedule for you. I know you will find these programs to be both enjoyable and rewarding.

Our first meeting in September will be a joint meeting with OEC. Peter Newman and Martin McHenry will present a program on "How to Cope with the Employment Litigation Explosion." The meeting will be held at Miami University-Hamilton campus.

Last year, under Rich Lencyk's leadership, Butler/Warren SHRM received a 2004 Superior Merit Chapter Award. This award goes to those chapters that show excellence in areas such as professional development, chapter operations, HR leadership in the community, and advancing the HR profession. Our chapter has been recognized as superior for 13+ years in a row!

You will want to look in this newsletter for information on the upcoming Ohio Human Resource Conference at Sawmill Creek Resort in Huron. This year's conference will be held September 14 – 16. Check out www.ohioshrm.org for more details. This conference is a great opportunity to network with other HR professionals as well as to gather knowledge in order to enhance your professional development.

The Board looks forward to an exciting year and as always we welcome any comments or suggestions that would help strengthen our chapter. Thank you.

Jeff Harvey, PHR

Your Foundation at Work: Research-Based Knowledge

The **SHRM Foundation** promotes the use of "research-based knowledge". What does that mean for you? It means enhanced credibility. Imagine proposing a new program to senior management and being able to cite solid research to demonstrate the benefits of your proposed change. The Foundation is funding practical research every year to help you do just that. Current research projects focus on critical areas such as *Technology & HR*, *HR Measurement*, *Global HR*, and *The Changing Role of the HR Professional*. Research results will help provide research-based answers to questions such as: How should an organizational mentoring program be structured for maximum effectiveness? How do HR leaders make a strategic impact on their organizations? To review **SHRM Foundation** research findings, visit www.shrm.org/foundation.

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

Reminder - 2005-2006 Membership Dues

Invoices for the 2005-2006 membership dues for BWSHRM were sent out at the end of May. Many have been received to date, but if you have not sent in your membership dues, please do so. If you did not receive an invoice, please email me at karen.smith@abilitiesfirst.org and I'll get one out to you. Our budget is based in part on dues received, so it is imperative to know where we stand in terms of paid members. Thanks for your attention to this.



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

New Members Contest - Back by Popular Demand!

If you missed participating in the New Member's Contest from years past, you are in luck! Back by popular demand, the winner of the 2005-2006 New Members Contest will have their 2006 State Conference fee paid by Butler/Warren SHRM. That's a value of \$325.00!

While some contests are a drawing based purely on luck, this contest is one where you have control of the results. The winner is determined not by putting your name in a hat but by you reaching out to other HR professionals and helping them see the benefit of joining the Butler/Warren SHRM Chapter. By helping people join SHRM, you accumulate points toward the prize, The 2006 State Conference.

We have a good year planned with excellent speakers and useful information. Let's all pull together and build this Butler/Warren Chapter of SHRM by each one of us, reaching out to bring in new members.

Would you like to be more involved in your local chapter?

With the start of a new program year, we are looking for HR professionals who are interested in becoming more active on various committees as well as being more involved in the planning and programs offered for our BWSHRM members.

The following committees are looking for volunteers for the 2005-2006 program year:
Education Committee
Membership Committee
Program Committee
Diversity Committee

If you are interested in volunteering for any of these committees, please contact Angela Sherrick at asherrick@generalrevenue.com or 513-605-7402.

We look forward to a productive coming year!

PROFESSIONAL DEVELOPMENT COMMITTEE

HR CERTIFICATION STUDY COURSE REGISTRATION

The cost of the Certification Study Course is \$250 for Chapter members \$350 for non-members. Other SHRM chapter members price is \$300. The registration form is available through the GCHRA office at 513.554.4747.

SHRM LEARNING SYSTEM

We recommend that participants have a copy of the SHRM Learning System. The course will be taught using this program. You can use a previous edition, share with another colleague / friend, or purchase your own. Those who purchase a copy can order it from SHRM at a discounted rate if you are a GCHRA member or are part of the Study Group. If interested, you can obtain an order form from the GCHRA Office. GCHRA will have a limited number available to participants for a discounted purchase. Preference will be given to GCHRA members

HRCI EXAM

The PHR and SPHR exams are on a computer based system through Prometric. There is an eight- week window in the spring and winter when the test can be taken. The spring testing window is May 1st – June 30th, 2006 and for winter, it is December 1st, 2005 – January 31st, 2006. Registration for the exam can be handled through www.hrci.org. Please note that registration for the GCHRA Study Group does not register you for the exam.

CONTACTS

Should you have any questions, or want additional information, please contact the GCHRA Office at 513.554.4747 or gchracincinnati@aol.com.

We will offer one location for the fall semester on Tuesday evenings starting on September 13th. The sessions will be held at University of Cincinnati-Raymond Walters College, Professional Development Center, 4450 Carver Woods Drive from 6:00-8:30 pm.

- September 13 & 20: Strategic Management
- September 27 & October 4: Workforce Planning and Development
- October 11 & 18: Human Resource Development
- October 25 & November 1: Compensation and Benefits
- November 8 & 15: Employee and Labor Relations
- November 22: Occupational Health, Safety, and Security
- November 29: Review (Q&A) and practice exams

Upcoming Meetings

Date	Time	Topic
Oct. 12	7:15 AM	Registration
	7:30 AM	Breakfast
	8:00 AM	Presentation -TBA Location- Beckett Ridge Country Club
Nov. 9	7:15 AM	Registration
	7:30 AM	Breakfast
	8:00 AM	Round Table with Jeff Shoskin
		Location- Beckett Ridge Country Club

DIVERSITY CONFERENCE

Las Vegas Hosts Annual Diversity Conference and Exposition. Caesars Palace in Las Vegas will be the site of SHRM's annual **Diversity Conference and Exposition**, Oct. 24-26. Join leaders in the field of diversity management at this two-and-a-half-day forum, focusing on emerging issues, current research, and legislative and regulatory compliance.

AVAILABLE IN SHRMSTORE

Making Diversity Work.

<http://shrmstore.shrm.org/shrm/product.asp?dept%5Fid=6&pf%5Fid=48%2E22523Making>
Diversity Work dissects the problems surrounding diversity in the workplace and offers specific, doable strategies focused on creating individual change. Using real-life examples, practical tips, and exercises, Sondra Thiederman guides readers on a journey of self-discovery, intellectual awareness, and healing.

[More about this book](#) [More diversity titles](#)

Legislative Update

Submitted by: Joyce Deeter, Legislative Advocate

For the latest news affecting HR professionals, go to www.shrm.org/hrnews_published. A current issue to consider: Medicare D (all employers have to do something on this, whether or not you have retirees.) For other issues that may affect your company, check out the website.

2005 Ohio HR Conference

- When:** September 14-16, 2005 - 12.5 Recertification Hours
- Where:** Sawmill Creek Resort, 1-800-729-6455 / www.sawmillcreek.com
(Minimum 2 night stay / \$135 per night + tax)
- How to register:** www.ohioshrm.org
- Cost:** \$325 after 8/1
- Golf Outing:** Wednesday September 14. Tee Times begin at 8:45am. Cost is \$ 60 per person for the Nine Hole Scramble. Proceeds benefit HR Scholarships.
- Social Event:** Thursday evening, September 15 from 6:00 – 9:30 pm
Sponsored by UltraSound

For additional information, visit the website at <http://www.ohioshrm.org/ohrconference.htm/>

NEW HR PRODUCTS FROM THE SHRM FOUNDATION

The SHRM Foundation is making research-based knowledge and reports available to HR practitioners in the field. The reports are prepared by a subject matter expert who releases research findings and expert opinion on how to conduct effective HR Practice.

The first report is on PERFORMANCE MANAGEMENT and will be sent FREE to all Contributors to the SHRM Foundation. Copies may be downloaded from www.shrm.org/foundation

The second report is titled "HR in Alignment: The LINK to BUSINESS RESULTS." This is a case study of Sysco Food Services Company in a DVD Presentation. It examines how HR strategy is aligned with the overall competitive strategy to drive business results. It can be purchased from the SHRM Store at <http://shrmstore.shrm.org/shrm/>.