

AFFILIATE OF



March 1st – MONTHLY MEETING

SPEAKER: Dr. Thomas Murphy
COST: \$10.00 Students, \$15.00 Professionals
DATE: Thursday, March 1, 2007
TIME: 6:00 PM – Registration/Networking
6:15 PM – Dinner
7:00 PM – Presentation
LOCATION: Miami University, Oxford, OH – Millett Hall - "M" Room
500 E. Sycamore Street, Oxford, OH 45056
SPONSOR: Richard T. Farmer School of Business

**Annual Student Chapter
EVENING Meeting**

FROM THE SOUTH: I-275 to State Route 27 north, from SR 27, continue straight on Patterson Ave., left on High St., right on Tallawanda, left on Sycamore, right into Millet parking lot

FROM THE NORTH: I-75 to State Route 73 West, from SR 73, turn right on Patterson Ave., left on High St., right on Tallawanda, left on Sycamore, right into Millet parking lot

Topic: Scar Tissue: Learning from your Mistakes

Initially a law professor and associate dean of a law school, Dr. Thomas Murphy interrupted his teaching experience with what was intended to be a brief "practical venture" in the private sector. That detour turned out to be 23 years in the supermarket and food manufacturing industry. In 1998 he returned to teaching—his first passion and one he was committed to revisit. Mr. Murphy has blended his practical experience as a senior corporate executive with the traditional and rigorous elements of academe and molded an effective set of leading-edge learning experiences for students. He has taught both undergraduate and graduate students in the U.S., Europe, and the Middle East.

Please reserve your seat by Monday, February 26th by emailing Kristi Cain at kcain@amtex-lh.com or by calling (513) 933-6205.

President's Message

Spring is in the air, or so it will seem by the end of the week as it nears 45 degrees. We are preparing for our March meeting in Oxford which is a joint meeting with the student chapter of Miami University. As professionals, we need to show our support for our future HR professionals. I hope you will join us. Our Board of Directors strives to provide topics that are needed in our HR profession today. Make it a goal to attend more meetings this year and get "connected" to other business professionals. I want to give special thanks to Emily Harris who recently resigned as our Membership Chair. Her effort and persistence is remarkable and we wish her the best of luck in her future endeavors. I also want to thank Marc Fleischauer for stepping up and volunteering for this position.

Kristi Cain, SPHR

President B/WSHRM

Take Pride in how far you have come and have faith in how far you can go

Next Meeting:

April 17, 2007 – Immigration Reform

2006 / 2007 OFFICERS

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HRCI's Question of the Week:

Q. I would like to take the PHR certification exam during the May-June 2007 testing window. If I will meet the two-year eligibility requirement prior to the start of the testing window, but not prior to when I apply, will I be approved to take the test, or do I have to have the two years of experience prior to applying for the testing window?

A. Candidates may apply for the exam as long as they meet the two-year eligibility requirement by the end date of the testing window (in this case, June 30, 2007).



Are you preparing for the generational shift in the workplace?

Swartzkopf Generation Born 1925-1945

Attributes/Expectations

- 7.5% of workforce.
- American Dreamers.
- Loyalty and dedication.
- Command/Control leadership and hierarchy.
- Structure and tradition.
- Has seen dramatic changes in the workplace.
- Wants satisfying work that contributes to the organization.
- Willing to learn in "safe" environments.
- Often uncertain about exercising own judgment.

Swartzkopf Strengths

- Institutional memory and knowledgeable
- Reliable and responsible workers
- Great helpers and supporters
- People, negotiation, problem-solving and organizational skills

Look forward to next month's generation – Baby Boomers!

The Hamilton Business Education Collaborative is sponsoring a **Business Panel and Role Play** for 9th grade students attending Badin and Hamilton Freshman Schools

Thursday, March 29, 2007
 12:30 pm - 2:15 pm
 Hamilton Freshman School
 NW Washington Blvd
 Hamilton, Ohio

The following topics will be covered:

Communication skills

**Motivation: initiative, positive attitude, enthusiasm
 Integrity/Honesty/Respect**

Team Building: dependability, responsibility, excellent attendance

Business leaders from the area will take part in a panel discussion following each role play to answer student questions.

All Butler/Warren SHRM members are invited to attend

Ohio SHRM Legislative Conference

Tuesday, April 24, 2007

Meeting (place TBD): 6:00 AM

Leave for Columbus: 6:15 AM

Conference: 8:00 AM – 2:00 PM

Mtg w/Legislators: 2:00 PM – 4:00 PM

Leave Columbus: 4:15 PM

Arrive (place TBD): 6:00 PM

Conference Fee: \$75 Bus Fee: \$35

The bus has a capacity of 25, so you will want to reserve your spot ASAP, as we expect the spaces to fill quickly. Although we are still working through final details, we hope there will be a total of 6 – 7 HRCI credits provided throughout the day, including a couple of hours on the bus...HRCI on wheels! If you have immediate questions, please contact Dave Beckett, Legislative Affairs Chair, at (513) 762-7661, or dave.beckett@willis.com.

For those that are not interested in attending or "on the fence", there will be mandated health insurance introduced by the OH Legislature within the next few months.....stay tuned.

RICHARD T. FARMER
SCHOOL OF BUSINESS

MIAMI
MIAMI UNIVERSITY OXFORD OHIO

The Richard T. Farmer School of Business seeks to be a premier business program that provides students with the life-long ability to acquire knowledge and translate it into responsible action in a competitive global environment.

Continuing to build upon its reputation as one of the top undergraduate business schools in the country, Miami University's Richard T. Farmer School of Business announced that Business Week has named it as one of the top 25 undergraduate business programs in the nation. Business Week ranked Miami 17th among all American undergraduate business schools and 7th among all public undergraduate business schools. Additionally, the Richard T. Farmer School of Business produces some of the best graduates for Human Resource Management. With its continued development in the design of the majors provided, students are well rounded in all aspects of Human Resources; from Compensation and Benefits to Change management and motivation, students are armed with the knowledge they will need.

The mission of Miami University is to preserve, add to, evaluate, and transmit the accumulated knowledge of the centuries; to develop critical thinking, extend the frontiers of knowledge, and serve society; and to provide an environment conducive to effective and inspired teaching and learning, promote professional development of faculty, and encourage scholarly research and creativity of faculty and students.



Miami University

Miami is committed to serve the community, state, and nation. It offers access to higher education, including continuing education, for those who can benefit from it, at a reasonable cost, without regard for race, creed, sex, or age. It educates men and women for responsible, informed citizenship, as well as for meaningful employment. It provides both disciplinary and interdisciplinary approaches to the pursuit of knowledge and to the solving of problems. It sponsors a wide range of cultural and educational activities which have significance beyond the campus and the local community.

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