
The Butler/Warren County Buzz



Happy 4th of July!

BWSHRM would like to wish all of our members a safe and happy Independence Day!

We will not be meeting in July, our next monthly meeting will be on August 6th at Wetherington Country Club.

A MESSAGE FROM THE PRESIDENT

Are you working more and enjoying it less? In a recent SHRM article, it was reported that a new SHRM poll finds that the pressure to work long hours and over vacation is generally self-imposed vs being forced by a manager. 35% of those polled said they did frequently, and another 35% said they did occasionally, but only 21% of this total blamed their supervisor.

Well, why do we do it? Most responded they do it to meet project or performance goals, others to advance their careers. The recession might be causing some employees to improve their visibility at work - 10% said they feel a great deal of pressure to work longer hours than in the previous year.

You can find out more about this and the potential effects at the SHRM website. Whatever the reasons, if you fall into this cohort, make sure you do find time for yourself, your family and your sanity!

Linda P. Stryker, PHR
President, B/WSHRM

President

Linda Stryker, PHR – HR Manager
Square D/Schneider Electric
5735 College Corner Road
Oxford, OH 45056
513-523-4176
Linda.stryker@us.schneider-electric.com

Secretary

Lisa Wray – HR Administrator
Miami Conservancy District
38 East Monument Avenue
Dayton, OH 45402
937-223-1278
lwray@miamiconservancy.org

Membership Advocate

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

School-To-Work Advocate

Jeff Harvey, PHR - HR Specialist
Great Miami Valley YMCA
105 N. Second St.
Hamilton, Oh 45011
513-887-0001
jharvey@gmvyymca.org

College Relations Advocate

Chad Johnson – HR/Public
Relations Manager
Neturen America Corporation
2995 Moser Court
Hamilton, OH 45011
513-863-1900 x.11
chadjohnson@fuse.net

Vice President

Angela Sherrick, SPHR – Sr. HR Generalist
General Revenue Corporation
11501 Northlake Drive
Cincinnati, OH 45249
513-605-7402
asherrick@generalrevenue.com

Treasurer

David Beckett, CEBS
Principal
Mercer Health & Benefits, LLC
525 Vine Street, Suite 1600
Cincinnati, OH 45202
513-632-2624
dave.beckett@mercercor.com

Certification Advocate

Sandy Stude, SPHR – Corporate Director,
HR
Amtex, Inc.
1500 Kingsview Drive
Lebanon, OH 45036
513-933-6215
[sstude@amtexna.com](mailto:ssstude@amtexna.com)

Legislative Advocate

Jackie Cordell, PHR
Human Resources Consultant
bwshrmlegislativeadvocate@yahoo.com

Foundation Advocate

Katie Frey, PHR - HR Consultant
Mercy Health Partners
4600 McAuley Place
Cincinnati, OH 45242
513-981-6201
kafrey@health-partners.org

Diversity Advocate

Alicia King – Sr. HR Representative
Square D/Schneider Electric
5735 College Corner Road
Oxford, OH 45056
513-523-4176 x.291
alicia.king@us.schneider-electric.com

Public Relations Advocate

Brittany McIntyre - HR Assistant
Amtex, Inc.
1500 Kingsview Drive
Lebanon, OH 45036
513-933-6267
bmcityre@amtexna.com

Past President

Kristi Cain, SPHR – Director of HR &
Safety
Crane America, Inc.
3440 Office Park Drive
Dayton, OH 45439
937-293-6526 x. 246
kristi.cain@craneamerica.com

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 Field Services Director Remembered Fondly

Ann M. Byrnes, field services director for the Society for Human Resource Management (SHRM), died May 27, 2009, at her home in Phoenix, Ariz., from an aneurysm. She was 54.

Byrnes joined the SHRM staff in August 2005. She worked as a field services director in the Member Services Division for the Southwest Central Region based in Phoenix, which covers Arizona, Colorado, Kansas, New Mexico and Utah. She served as regional manager for the North Central Region based in Cincinnati, Ohio before transferring to Phoenix.

Her work in HR included more than 20 years as an HR practitioner, three years with another national association, and several years as a volunteer leader. She served as president of the Butler County (Ohio) HR Association; president of the Greater Cincinnati HR Association; co-chair of the 1990 Ohio State HR Conference; and Ohio SHRM State Council Director from 2004-2005.

Byrnes received her bachelor's and master's degrees from Xavier University of Cincinnati; her master's degree was in business administration.

She received her Professional in Human Resources (PHR) certification in 1983 and her Senior Professional in Human Resources (SPHR) certification in 1995.

"Ann used to say that she was one of the luckiest

people in the world because she was working her dream job at SHRM," said SHRM Field Services Director Martha Ramirez, PHR, a supervisor and close friend of Byrnes.

The first impression Pamela J. Green, SPHR, SHRM's chief membership officer for the Member Services Division, had of Byrnes was how much she loved her job.

"What I came to know was that not only did she love her job, but she loved the profession, working with the members and she loved the travel," Green said.

Co-workers noticed the importance of family in Byrnes' life. Her desire to be closer to her parents, who were relocating from Cincinnati, was one reason she transferred to Phoenix, pointed out Larry Burk, SPHR, field services director for the Southwest Central Region. They died shortly after she moved to be near them.

Byrnes shared a close bond with other family members, too.

"I recall spending an evening in Phoenix with her sister, Beth, Beth's husband, Bart, and their son, Bryce—their closeness and mutual love touched my heart—joy was there," said Burk.

Byrnes will be remembered for her warm spirit and sense of humor.

Green recalls Byrnes' attempts to tell a funny story, only to erupt in laughter

before reaching the punch line.

"What made me laugh wasn't the story itself, but that when she saw I didn't get it right away, she'd wave her hand and say 'oh, well guess you had to be there' almost every time. It was her signature line to end the story, but she'd keep laughing. I think I'll miss that the most."

Colleagues will miss her, says Burk, who remembers Byrnes "as a warm and giving person, always trying to help those around her, and this is a legacy for all of us to follow."

Ramirez says she, too, was touched by Byrnes.

"Ann was a person that made life better, more interesting, and kinder for all the people around her," Ramirez said. "She will be greatly missed by all who loved her."

A viewing was held from 6:30 to 8:30 p.m. June 4 at Geo. H. Rohde & Son Funeral Home, 3183 Linwood Ave. in Cincinnati. Funeral services were to be at 10:30 a.m. June 5 at Guardian Angels Church, 6531 Beechmont Ave. in Cincinnati.

All donations in honor of Ann M. Byrnes are asked to be made to MSKCC-Bryce Faber NB Research Fund, 1275 York Ave. in New York or to the [SHRM Foundation](#). The fund is in behalf of her 9-year-old nephew Bryce Faber who has had NB, or neuroblastoma.

Written by Aleita Johnson, editorial intern for SHRM.

SOTOMAYOR'S NOMINATION: A WATERSHED EVENT?

Although it might be too early to tell, the nomination of Sonia Sotomayor to the U.S. Supreme Court could mark a pivotal point in history—especially for diversity and inclusion.

In recent history, appointments to the highest U.S. court have reflected societal trends, and some nominations mark watershed moments. Thurgood Marshall's appointment to the court in 1967, for example, was a pivotal point of the civil rights movement, while Sandra Day O'Connor's nomination in 1981 came as attitudes about the role of women in the workplace were experiencing a major shift.

Now, Sotomayor's nomination comes in the midst of one of the biggest demographic shifts in U.S. history, as the number of people of Hispanic descent continues to climb rapidly and they have become the largest racial/ethnic minority group in the United States, according to U.S. Census figures.

However, her nomination might represent much more than a breakthrough for Hispanics and could signal a fundamental shift in how diversity is viewed and treated in the United States.

The election of Barack Obama as president and his subsequent nomination of Sotomayor clearly are historical milestones that show how diversity has entered the American mainstream, some diversity experts claim. "Twenty to 30 years ago, you just didn't see or even talk about Hispanics in the workplace, and it used to be that interracial dating or marriages were very rare," said Lee Gardenswartz, a partner with the Los Angeles-based consulting firm of Gardenswartz and Rowe. "But now, things have completely changed, and these are ideas, events and attitudes that have entered the mainstream which didn't even seem possible when I was younger." Sotomayor's nomination to the Supreme Court is a culmination of the demographic shift, but something more significant underlies her appointment, Gardenswartz and her business partner Anita Rowe say. Her selection to the court indicates that diversity and inclusion have become engrained into U.S. culture and workplaces, they believe.

Beyond Tokenism

One hazard in nominating someone from a minority to a very visible position like associate justice to the U.S. Supreme Court is that many critics will view it as a token gesture or as a way to fill some type of diversity quota. However, Sotomayor clearly possesses the qualifications for the job and has more courtroom experience as a federal judge and district attorney than any of the other Supreme Court justices did when they were nominated.

Obama's choice of Sotomayor appears to be influenced heavily by her experience and talent— meaning that the president picked her not just because she was a woman of Hispanic descent.

"The president made it very clear when he started the selection process that he would look closely at experience and qualifications, so I don't think his choice of Sotomayor was based solely on her sex and ethnic background," said Cornelia Gamlem, president of GEMs Group Ltd., a consulting firm based in Herndon, Va. "By looking at her competencies, background and knowledge, the president was able to select someone with both a diverse personal and legal background."

While Sotomayor's strong qualifications for the job might surprise some people, business leaders who understand the value of hiring employees from diverse backgrounds will most likely see Sotomayor's nomination as a natural progression of affirmative action and diversity programs.

"Employers that have strong affirmative action programs and policies will understand today's talent pool is very much more diverse than even 10 years ago," said Gamlem. "The fact that Obama was able to choose a candidate with Sotomayor's talent, experience and diverse background should challenge many businesses and HR professionals to think about their perceptions and talk about the process and the diversity of identifying and selecting qualified job applicants."

con't page 4

Her nomination to the Supreme Court and confirmation hearings, which are set to begin July 13, 2009, could be a catalyst for businesses to re-examine their hiring and talent identification processes. Sotomayor's confirmation hearings most likely will grab the attention of the media and the public, which could launch some interesting discussions on diversity and inclusiveness, according to Anita Rowe.

"To start these conversations, I would ask my clients to look at all the available talent, and then consider just what they might be missing if they only look for talent from traditional sources or groups," Rowe said. "The talent is out there, and businesses will make themselves more competitive by breaking the molds and tapping into nontraditional and diverse sources of talent."

A Feeling of Inclusiveness

The pride among Hispanics when Obama selected Sotomayor was almost palpable. Her nomination could have a powerful impact for employers and employees alike, some observers say—as Hispanics gain a sense of empowerment and see that they are a vital part of society and the workforce.

"Having a court that speaks to all of America, including women and people of color and people of modest economic means and background—a court that all of the population can see itself reflected in—is very important," said Ramona Romero, president of the Hispanic National Bar Association.

The impact of Sotomayor's nomination could be far-reaching and should help Hispanics from all walks of life gain more confidence and attain a true sense of belonging.

"Her nomination is giving many Latinos the sense that they are now truly engaged," Rowe said. "I believe this will be reflected in the workforce and that Latino workers will feel that they are now connected and what they do and say truly matters."

Bill Leonard is senior writer for SHRM Online.

"COST-EFFECTIVE" HR INFORMATION- SHRM'S EFFECTIVE PRACTICE GUIDELINES

As connected HR professionals, you have a great tool at your fingertips that we hope you are using. SHRM Foundation offers a variety of products for HR professionals, including *Effective Practice Guidelines*. This free series presents important research findings in a condensed, easy-to-use format for busy HR professionals.

Below is a list of topics that are currently on the website, available for you to use. Check them out today, by going to: <http://www.shrm.org/about/foundation/products/Pages/default.aspx#1>

- [Learning System Design](#)
- [Human Resource Strategy](#)
- [Retaining Talent](#)
- [Developing Leadership Talent](#)
- [Implementing Total Rewards Strategies](#)
- [Employee Engagement and Commitment](#)
- [Selection Assessment Methods](#)
- [Performance Management](#)

This information is made possible by generous tax-free donations. We hope that as you use and enjoy this material, you consider making a donation to help continue the efforts to bring this quality of information to you.

To make a donation to the SHRM Foundation, please visit: <http://www.shrm.org/about/foundation/contributions/Pages/default.aspx>

ACHIEVE HR CERTIFICATION

PHR • SPHR • GPHR

The HR Certification Institute's credentials are valued throughout the global HR industry because our exams test knowledge gained from experience working in the HR field as well as forward-thinking HR practices, policies and procedures that professionals are expected to know in order to perform their jobs effectively.

Prove that you have mastered and can successfully apply relevant human resource principles and disciplines throughout your career by obtaining HR credentials and maintaining them through recertification from the HR Certification Institute.

Choosing to obtain your HR credentials is a career-long commitment that demonstrates to your peers and your organization that you are driven to be successful in HR management. Earning your HR credentials can:

- Increase your professional confidence because you have validated that you know and can apply the core HR practices.
- Set you apart from your peers when applying for new professional opportunities.
- Result in greater respect from the organization in which you work.

More than 250,000 HR professionals worldwide have received their HR credentials from the HR Certification Institute. With three core certifications available, the HR Certification Institute is the leading independent, internationally recognized certifying body for the HR profession. Start your commitment to setting a higher standard for yourself and achieve your HR credentials from the HR Certification Institute.

THREE CORE CERTIFICATIONS AVAILABLE

The HR Certification Institute offers three core certifications: Professional in Human Resources (PHR®), Senior Professional in Human Resources (SPHR®) and Global Professional in Human Resources (GPHR®). The PHR exam focuses on the technical and operational aspects of human resource practices, U.S. laws and regulations. The SPHR exam focuses on the strategic and policy-making aspects of HR management in the United States. The GPHR exam focuses on the skills and knowledge necessary to successfully operate in a global marketplace. In addition, the GPHR exam covers major employment laws from Canada, China, the European Union, India, the United Kingdom and the United States.

Our exams are administered via computer-based testing at centers throughout the world. The PHR and SPHR exams are four hours in length and consist of 225 multiple-choice questions. The GPHR exam is three hours in length and consists of 165 multiple-choice questions.

To determine which exam is best for you, take the HR Certification Institute's Online Assessment exams at www.hrci.org/assessmentexam. These exams will help you determine your strengths and weaknesses in each of the functional areas and allow you to become familiar with the format and difficulty level of the exam questions.

2009 EXAM TESTING WINDOWS, DEADLINES AND FEES

PHR AND SPHR

SPRING EXAM WINDOW

May 1 – June 30, 2009

Registration Deadline

March 13, 2009

Late Registration Deadline

April 17, 2009

WINTER EXAM WINDOW

December 1, 2009 – January 31, 2010

Registration Deadline

October 9, 2009

*Late Registration Deadline**

November 13, 2009

GPHR

SPRING EXAM WINDOW

May 1 – May 31, 2009

Registration Deadline

March 13, 2009

Late Registration Deadline

April 17, 2009

WINTER EXAM WINDOW

December 1 – December 31, 2009

Registration Deadline

October 9, 2009

*Late Registration Deadline**

November 13, 2009

	Application Fee <i>(nonrefundable)</i>	Exam Fee	Total Fees Due
PHR			
SHRM member	US \$75	US \$175	US \$250
Nonmember	US \$75	US \$225	US \$300
Student/recent graduate**	US \$75	US \$45	US \$120
SPHR			
SHRM member	US \$75	US \$300	US \$375
Nonmember	US \$75	US \$350	US \$425
GPHR			
SHRM member	US \$75	US \$300	US \$375
Nonmember	US \$75	US \$350	US \$425
Student/recent graduate**	US \$75	US \$45	US \$120

* A US\$50 late fee will be assessed on applications received after the regular deadline but on or before the late deadline.

** For students/recent graduates, the balance of the PHR and/or GPHR exam fee is required upon meeting experience and graduation requirements.

PROFILE OF A SUCCESSFUL CANDIDATE

Because our exams test on experience-based knowledge, you must have a minimum of two years of professional HR experience and provide evidence that:

- At least 51% of your daily activities are within the HR function, and
- Those activities are at the exempt level (professional) as defined by the Fair Labor Standards Act or its equivalent outside of the United States.

AN IDEAL PHR CANDIDATE

- Has a tactical/logistical orientation.
- Focuses on program implementation rather than creation.
- Has two to four years of exempt-level (professional) generalist experience.

AN IDEAL SPHR CANDIDATE

- Designs and plans rather than implements.
- Has extensive knowledge of all aspects of HR and ultimate responsibility in the HR department.
- Has four to eight years of progressive exempt-level (professional) experience.

AN IDEAL GPHR CANDIDATE

- Develops and implements global HR strategies.
- Manages cross-border HR operations and international assignments.
- Has at least two years of exempt-level (professional) experience in international HR.

FINANCIAL ASSISTANCE AVAILABLE

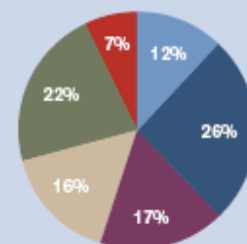
There are many scholarship opportunities available for those pursuing HR certification. For instance, the SHRM Foundation offers a \$750 scholarship to SHRM members pursuing a college degree or professional certification. Go to www.shrm.org/foundation to learn more about this program and how to apply.

Many local SHRM chapters offer certification scholarships as well. Check with the chapter in your area for more details. Finally, an increasing number of organizations offer financial assistance to employees seeking continuing education opportunities.

THE EXAMS ASSESS YOUR KNOWLEDGE IN THE FOLLOWING AREAS:

PHR AND SPHR

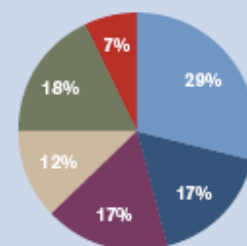
- Strategic Management
- Workforce Planning and Employment
- Human Resource Development
- Total Rewards
- Employee and Labor Relations
- Risk Management



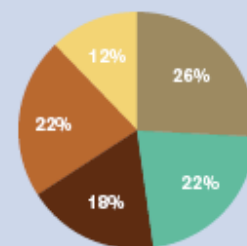
PHR

GPHR

- Strategic Management
- Global Talent Acquisition and Mobility
- Global Compensation and Benefits
- Organizational Effectiveness and Talent Development
- Workforce Relations and Risk Management



SPHR



GPHR

"Earning my certifications brought my resume to the top of the pile and helped me become more established in the HR profession."

Kathryn Johnson, SPHR, GPHR

HR Certification Institute
1800 Duke Street,
Alexandria, Virginia, USA 22314
US Toll Free 1.866.898.4724
Phone +1.703.548.3440
Email: info@hrci.org
Web site: www.hrci.org



08-0773- PR © 2008 HRCI

Omni Recognition Solutions

Omni Solutions Program

The Omni Solutions Program from TharpeRobbins offers value, choice, a pleasant recipient experience and administrative ease for program owners. The Omni System is all about delivering exceptional results.

Products and Presentations

Our diverse product selection and multiple presentation options make every reward a fitting tribute to the employee receiving it.

Software and Security

TharpeRobbins is dedicated to bringing its clients best-in-class technologies that are secure, flexible and rewarding for employees and administrators.

Flawless Execution and Service Excellence

Our commitment to deliver unparalleled client service has helped us become one of the largest, most experienced managed recognition and rewards companies in the world.

Manufacturing and Distribution

Our facilities have the flexibility to consistently manufacture and ship orders on time and on budget.



Products & Presentations

- 19 distinct budget levels in multiple product categories
- Over 1,500 award choices
- Award selections continually refreshed
- Unique "Art Gallery Portfolio" offerings
- Over 200 award suppliers with recognizable brand names
- Elegant presentation boxes with mementos
- Dedicated Account Management Team
- ISO Certified
- Training resources
- Economical logo application for award
- Tuxedo award presentation packaging
- Budget integrity
- Industry-best product warranty
- Efficient award delivery



Software & Security

- PartnerNet offers Internet award ordering for recipients and on-line program reporting for administrators
- 24x7 access
- User-friendly format
- Real-time
- Secure
- Multiple languages
- Easy award tracking
- Many customizable features
- Suite of standard reports
- On-line tutorials
- eCard and eSurvey services



Flawless Execution & Service Excellence

- "Live" Customer Care
- 24/7 Call Center
- Multilingual capabilities
- Dedicated account management
- Cross-functional support teams
- Local area representation



Manufacturing & Distribution

- Over 100 years of experience
- In-house jewelry manufacturing and logo customization
- Approximately 200,000 sq. ft. of facilities
- Environmentally friendly processes
- Crafted in the USA

Omni Solutions



Tharpe**TR**Robbins

Justin Schol, Regional Manager
512 Reading Road #101 · Cincinnati OH 45202
Ph: 513-871-0833 · Fax: 513-871-0933



Award Strategy

Omni Global Solutions
 TharpeRobbins Global Omni Solutions are built with quality, convenience, efficiency and budget in mind. All of our Global Solutions provide a balanced, level-based product mix that takes into account sourcing locations, tariffs and other related costs. Omni Global Solutions also provide multi-language translations and product assortments created specifically for our clients and their employees all over the world.

Omni Cares Solutions

For companies wishing to provide rewards that support the broader interests of today's employees, Omni Solutions offers Omni Cares. This is a unique award enhancement that reflects what's important to today's employees - health and wellness, the environment and charitable donations.

Omni Cares recognizes employees for doing the right thing while simultaneously addressing their concerns about the world, their communities and the environment.

Omni USA

- Awards are sourced and shipped from the USA
- Awards can ship anywhere in the world
- Available in the following languages: English, German, French and Spanish
- Extensive award offering that represents all types of products and categories

Omni EU

- Awards are sourced and shipped from the UK
- Awards ship to Europe, The Middle East and North Africa
- Available in the following languages: English, German, French and Spanish
- Product offering is representative of International expectations
- Electronic items meet International voltage requirements

Omni CANADA

- Awards are sourced and shipped from the USA
- Available in the following languages: English and French Canadian
- Extensive award offering that represents all types of products and categories
- Economical shipping solutions for awards take into account tariffs and duty rates

Omni INTERNATIONAL

- Awards are sourced and shipped from the USA
- Awards can ship anywhere in the world
- Available in the following languages: English, German, French and Spanish
- Product offering is representative of International expectations
- Economical shipping solutions for awards take into account tariffs and duty rates



Health & Wellness Products promote physical and mental wellness through exercise, relaxation, and other health related activities. With many wellness initiatives already in place through employers and health insurance companies, these choices can help your employees reach their health related goals.



These rewards are either made of recycled products or manufactured through green processes. Gifts include eco-friendly bags, jewelry, pottery and natural bath and relaxation products. With growing concerns over the environment, "Green" award choices let your employees choose a beautiful reward that is also good for the environment.



A portion of the cost of each reward is donated to charity. Choices include items such as pottery that benefits the Lance Armstrong Livestrong Fund, Kitchen Aid mixers to support the Susan G. Komen Foundation or beautifully framed art benefitting the Make-A-Wish Foundation.