



Ohio SHRM State Council

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A Message from the Director

Bob Bethel, SPHR

I hope the summer is going well for everyone. I was delighted to see several of you at the 2014 SHRM Annual Conference in Orlando. I can't speak for others, but I felt like it was probably the best Annual Conference I have attended. I am pleased to say that I did not have one speaker that disappointed me. I thought Laura Bush delivered a great closing session and the Tim McGraw concert was excellent. I especially enjoyed the North Central Region social event at The Epcot Center.

I was pleased also with the way SHRM handled the current certification controversy. Not everyone heard this, but Elissa O'Brien, SHRM's VP of Membership, gave a sincere apology and acknowledgment that SHRM could have and should have done a better job of communicating about the changes in the certification program. She delivered this apology and acknowledgment at two of the meetings for volunteer leaders that took place on Sunday morning. While I (and probably you, too) still have some questions about the future of HR certification, I believe the management of SHRM and the SHRM Board of Directors is hearing and paying attention to the concerns of SHRM members. Hopefully they will continue to resolve some of the ongoing issues. If you have any questions about the certification issue, please feel free to contact me at bbethel@employersassociation.com or our Certification Director, Bob Rakoci, at bob.rakoci@norandex.com. You can also view the information posted on our Ohio SHRM webpage at www.ohioshrm.org.

It won't be long until we'll be gathering again for our next State Council Meeting in September at Kalahari in Sandusky. This meeting will take place on Wednesday, September 17, just before the start of the State Conference. More details to follow at a later date. If you haven't already registered for the State Conference, I encourage you to do so ASAP to take advantage of the lower price that is still in effect until July 19th. Don't forget members of the State Council have up to \$500 available from the State Council to use for Professional Development, so if you need that assistance, please complete the Reimbursement Form available on the State Council website or contact me for a copy.

Have you considered taking on a greater leadership role on the State Council? You will soon see an opportunity posted to run for the office of Ohio SHRM State Council Director-Elect and Treasurer-Elect. If you are interested, please respond to the posting and/or contact me with questions.

Please contact me if I can be of service to you. The State Council is a vehicle to support the SHRM chapters in Ohio, which means serving you, the Chapter Presidents and other volunteer leaders. As several of you have already done, please take advantage of the financial support the State Council can provide for you as leaders and for your chapters. You can review the State Council website, www.ohioshrm.org, or contact me at bbethel@employersassociation.com for details.

CLA Updates

College Relations - Heather Wiley

Franklin University Student Chapter participated in Case Competition

Dr. Garry McDaniel and Dr. Gary Stroud hosted a group of four students from Franklin University's Student SHRM Chapter to attend the North Central Regional SHRM Conference in Milwaukee on April 25 & 26, 2014. Dr. McDaniel said, "Our students participated in a formal case competition with 16 teams of graduates and undergraduates from various universities. It was a great learning experience for our students and we all look forward to competing again next year." In addition, Dr. McDaniel and Dr. Stroud conducted several one-on-one mentoring sessions with students and a workshop on "How to bring you're a-game on the job."



Pictured left to right: Kimberly Effinger, Dr. Stroud, Kimberly Boltenhouse, Dr. McDaniel, Amie Book, and David Alice.

Benefits of Sponsoring a Student Chapter

If your chapter has considered or been asked to sponsor a student chapter and you're on the fence, consider these benefits:

- Student Chapter members can serve as registrars at your monthly meetings, seminars, and other events. This frees up your board members to network with your meeting guests.
- Students could provide articles for your chapter newsletter, from an update on their student chapter activities or a report on a special assignment!
- You could even use student chapter members to compile an interactive webpage for your chapter.

On the flip side, your professional chapter can offer some great advantages to the students – like internships and job shadowing opportunities, or even mentoring and practice interviewing.

For other great ideas on how you and the student chapter can benefit from this great partnership, visit the Volunteer Leader Resource Center on SHRM.org!

Certification – Bob Rakoci

In addition to the current PHR, SPHR and GPHR credential programs offered through HRCI, SHRM has made the decision to also offer a new certification program based on competencies needed in Human Resources. Our goal as the State Council level is to remain impartial towards both programs, and to do our best to make sure that you have enough information to make your own decisions. So, over the upcoming months we can all expect to see a steady flow of information as developments occur. To date, we've had a conference call with Steve Browne with updates from the Membership Advisory Council, one with Nancy Conway, our North Central Regional Director, and another with Elissa O'Brien, national SHRM VP of Membership. Thanks to the efforts of our Website Director, Mike Medoro, the next time you visit www.ohioshrm.org just click the "Important Information – New!" link to the right as a shortcut to the CLA Certification portion and click the available links to view the most current information for your professional development use and for sharing with others in your Chapter.

For example, on the link to the Volunteer Leaders Resource Center is access to the following tools:

Volunteer Leaders' Resource Center

NEW SHRM Competency Certification

CEO Update (June 3, 2014)

New SHRM Competency Certification Pre-Recorded Webinar (21 minutes)

SHRM Certification Volunteer Webinar Slides



















SHRM Certification FAQ

Membership – Karen Sating



Congratulations to the following chapters for achieving

Membership Star or SuperStar designation – May 2014!

- **Butler/Warren County SHRM – Star** 
- **Cleveland SHRM – Star** 
- **Lake/Geauga Area Chapter SHRM – Star** 
- **Stark County HRA - Star** 
- **HRA of Central Ohio - SuperStar**  
- **Wayne Area HRA - SuperStar**  
- **Toledo Area HRA – SuperStar**  
- **Muskingum Valley HRMA - SuperStar**  
- **Greater Lorain County Chapter SHRM – SuperStar**  
- **SHRM Western Reserve Chapter - SuperStar**  
- **SHRM - Medina County - SuperStar**  

For more information on Membership Star and SuperStar awards visit: http://www.shrm.org/Communities/VolunteerResources/ResourcesforChapters/Pages/award_info.aspx

Ohio Region is up 1.03% in SHRM Members in Chapter, up .14% in SHRM Members At-Large, and up 0.41% Members in the State and is currently at Star status! Thank you everyone for your continued efforts! Please continue to provide SHRM with your chapter's membership updates by sending Kristine Hofmann (Kristine.hofmann@shrm.org) a list of the new SHRM members in the chapter, as well as those SHRM members who have left the chapter. Please include the SHRM member's name and SHRM membership ID number to properly code the individual to your chapter. Membership updates are due by the 5th business day prior to the end of the month to be processed for that month.

Thank you to everyone for being a volunteer leader and for all that you do!

Chapter Chatter

Here are some upcoming events in our Chapters across the State. Not a member of a local chapter? Not sure you have one near your home or business? Check out the Ohio SHRM website to link to a *Chapter near you*.

HRACO

July 17th – HRACO/Littler Mendelson Employment Law Update will be held at the Fawcett Center, 2400 Olentangy River Rd., Columbus, Ohio. Registration begins at 7:45am with breakfast and sessions are from 8:30 – 12:15.

July 24th – In-transition SIG will meet at 10am at Franklin University, 495 Metro Place S, Dublin, Ohio. Topic: TBD

August 1st – Charity Golf Event sponsored by Motorists Insurance with proceeds benefiting HRACO, COPEC and Future Possibilities. Held at Darby Creek Golf Course in Marysville, Ohio with shotgun start at noon.

GCHRA

	<u>Monthly Chapter Luncheon</u>	<u>Staffing and Recruiting</u>	<u>Legal Briefing</u>
Jul-14	07/10/14	n/a	07/17/14
Topic	Review of Global Trends in HR		Effective Business Communications
Speaker(s)	Karen Bowman, Principle: Deloitte		Susan M. Kurz, Director of Client Services, Keating Muething &Klekamp PLL
HRCI Status	Pending Approval—1 General Credit		Pending Approval—1 General Credit

Events can be seen in more detail and registration is available at: <http://gchra.shrm.org/>

MVHRA

Join Miami Valley Human Resource Association at our August professional development events—a morning workshop followed immediately by our chapter luncheon with featured speaker:

Morning Professional Development Workshop

Tuesday, August 12, 2014 -- 7:45 AM to 11:15 AM (registration and continental breakfast from 7:45-8:00 AM)

Presented by: Jen Beck, CEO and RNC (Registered Nutrition Consultant), Advanced Wellness Coaching

Creating a Culture of Wellness to Keep Your Employees Happy, Healthy and Productive at Work

Register at: www.mvhra.org (click on August 12 on the Events Calendar)

Session Description

Do your wellness program participants seem to fall of the wagon unless you are leading them in some contest or program? Does it feel like you are pulling teeth to “get people healthier”? Do you wish there were a way to motivate your employees to be proactive in improving their health instead of calling in sick when there are crucial deadlines to meet? Have you ever wondered why some people can create lasting lifestyle changes and others seem to go from diet to diet or quit altogether? Learn from the worksite wellness experts at Advanced Wellness, how to create an effective culture of wellness that creates a proactive healthy workforce. We’ll explore the dynamics of an effective wellness culture, the missing link to long term behavior change, and how to maximize your employees’ performance without using a stick or carrot. You’ll walk away with loads of examples and resources to dramatically increase your wellness program’s long term effectiveness, saving you time, headaches and money.

Monthly Luncheon

Tuesday, August 12, 2014 -- 11:15 AM to 1:00 PM

(11:15-11:30 AM Registration & Networking; lunch 11:30 AM to Noon; speaker Noon to 1:00 PM)

Body Language 101 / How You Move Speaks Volumes

Featured Speaker: Dan Edwards, DJ Edwards Group LLC

Register at: www.mvhra.org (click on August 12 on the Events Calendar)

Summary of Program Description:

BODY LANGUAGE 101...Because Words Can Lie, Body Language Doesn't!

Experience Body Language 101, insightful methods of time-tested techniques on how to display and effectively read body language...in ANY situation!

How YOU Move Speaks Volumes!

Research shows that a person makes up their mind about you in the first tenth of a second.

Don't Make CRUCIAL Social Mistakes!

- * When is the best time to shake someone's hand?
- * How close should you stand to someone while conversing?
- * Where's the best place to sit during a business meeting?

And, join us for WINE, NETWORKING, and FUN at our monthly social events...

See www.MVHRA.org to register for our monthly Socials held on the 3rd Thursday of each month (except July) from 5:30 to 8:00 PM at The Wine Loft, located at The Greene, Beavercreek

Human Resource practitioners, those simply interested in the HR function, MVHRA or other area SHRM chapter members, and non-members—all are welcome!