



The Butler / Warren County Buzz

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Attention HR Professionals! Butler/Warren County Society for Human Resource Management Presents:

MOTIVATING FOR HIGH PERFORMANCE TODAY

This presentation is designed to clarify a leader's role in the motivation of performance. Participants will leave this session with a vision of a "High Performance" workplace, and will understand how to co-create and maintain this workplace. A Practical Principle for leading "High Performance" in the 21st Century is shared.

What you will learn:

- What are the "motivators" of performance today
- How reinforcements impact performance outcomes
- How to motivate performance through feedback

Presenter: Wayne J. Owens, M.Ed.

Wayne's expertise is in Organizational Effectiveness, 21st Century Leadership, Management/Supervisory Development, Team Building, and Workforce Engagement.

His passion is to provide uncomplicated and pragmatic solutions that maximize your organization's resources, develop and maintain High Performance, and cultivate a workplace of accountability and quality of work-life.

Wayne earned his Master of Education Degree from Xavier University in 1994 with an emphasis on Adult Education, Human Resource Development. He is a member of the American Society for Training and Development, serves as an outreach faculty member at Northern Kentucky University, and has received a variety of accommodations for his outstanding work including "Facilitator of the Year", 1994, Hamilton County, Ohio.

Specialties

Wayne's areas of expertise include Leadership, Management/Supervisory Skills, Team Building, Facilitation, Coaching for Interpersonal Skills, Train the Trainer, and Customer Service.

We hope you can join us on Thursday September 1st, 2011 at Wetherington Country Club.

Directions:

Take I-75 to Tylersville and turn west. Go to the entrance of Wetherington Homes, which is just past Shell & Meijer, turn right and follow to the stop at corner of Country Club Lane. Turn right at stop sign and follow road to left. It takes you into Country Club parking lot.

Cost is \$13.00 for members and \$15.00 for non members.

7:15 AM – Registration and Networking

7:30 AM – Breakfast

8:00-9:00 AM – Presentation

Please reserve your seat by Tuesday, August 30th by emailing Michelle Ezerski at michelle.smith@uchealth.com or by calling 513-298-7831.

*****This meeting is pending approval for Strategic Credit Hours*****

President's Message – September 2011

I hope everyone has enjoyed the summer and has “beat the heat” that we’ve had this year! As we start our program and succession planning for next year, I would like you all to think of ways that we can improve your investment with BWSHRM. What types of programs would you like to see? Would you be interested in becoming a board volunteer next year? Anyone with ideas or who may be interested in more information should feel free to contact me directly at angela.sherrick@pac.com or via phone at 513-217-3208. I’d be glad to hear any of your thoughts!

Just a reminder, the OHIO SHRM Conference is coming up September 21-23 at Kalahari Resort. Visit http://www.ohioshrm.org/hr_conf/index.cfm for more information.

One last thing – we now have the ability to accept your payment for meeting or membership fees online via PayPal! Please request an electronic invoice at the time you register with Michelle and our Treasurer will forward the invoice to your email address for payment – it’s as simple as that!



I hope to see you at the September meeting and at the OHSHRM Conference!

Angela Sherrick, SPHR

President

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Diversity Today

By Brenda Kuhnel, PE, LEED AP

Work-Life Balance: We hear a lot about that these days. Used to be in the majority of the “nuclear family” homes, the husband went to work and the wife stayed home taking care of the household, including the children. Equal Rights for Women changed a lot of that for us, but not always for the better.

Women went out into the workforce and society has increased its capacity to work. However, this comes at a price. Depression and many other psychiatric conditions are more prevalent than they were a few decades ago. Children, as a group, seem to be having a lot more problems. Unemployment is at a very high level now. The people that are working are often over-worked and there are willing and capable people that are underutilized. Society, and women themselves, often think poorly of women that stay home. So many problems; how can this be solved? Send the women back home? You KNOW I am not going down that path!

A more plausible solution would be share the work inside and outside the home more among those that are willing and able. Increasing headcount at businesses should not really increase overall costs if managed properly. Yes, there would be a few more HR people and expenses that are calculated, at least partially, by capitation, e.g., unemployment insurance premiums, would rise some but this should be able to be offset by increased wellness, including less absenteeism and stress-related medical conditions.

Our life expectancy has dropped for the first time since it has been tracked. We obviously have found the point at which “The System” will fail us. (Failure points are something engineers consider a lot.) We are far better off facing this issue straight on and determining the solutions, before it gets dictated to us, probably by the government. How does a maximum 32-hour work week for all employees sound to your CEO? Would good employees be easier to find if the job requirements were reduced to what was REALLY needed? What if employees had multiple avenues they could choose to work, e.g., standard 32-hour work week option, even a standard 48-hour workweek option for those truly willing and able to work additional, etc., to match the different needs of a variety of families?

With today’s computer and communications systems, we have only just started finding ways in which we can get the work done productively and profitably. With the previous communication systems -- desk phones and face-to-face interactions -- the 40-hour workweek at one common location was required because the structure was needed to ensure interactions occurred. That is no longer the case.

We simply cannot continue to let our society decline, but no handful of people can change it. Change will occur with personal responsibility to live within ones’ means, including a cushion for unanticipated expenses and losses, and taking real amounts of time and “doing nothing” with our children (when children will actually talk). Change will also occur if employers look at the HUMAN resources that are available within society and work more towards shaping the job requirements, and benefits, to meet the

available pool of people that would be willing to take the job, e.g., “Must have reliable transportation; pay \$9.00/hour; hours available based on company need”; how realistic is that?

The point of this article is not to provide a specific plan like noted above, but to generate thoughts that will get us onto a higher plane of thought so that we can again be the Great Society. The track we are on is going to encourage the government to come in and provide additional mandates so our society does not decline even further.



SUPPORT THE Ohio SHRM State Council SILENT AUCTION

Wednesday September 21 at the Kalahari Conference Center

Are you a busy HR professional who wants to be more involved with your profession but just can't find the time? Are you looking for a way to sell the value of the HR profession to your employer? Are you or your company looking for a great cause to support? Do you need a tax deductible donation opportunity?

The SHRM Foundation is a 501(c)(3) nonprofit affiliate of the Society for Human Resource Management (SHRM). The Foundation is a legally separate organization, and is not funded by SHRM membership dues.

The SHRM Foundation's work includes innovative academic research grants, scholarships and educational resources. The work of the SHRM Foundation is made possible by your generous tax-deductible donations. **WE NEED YOUR HELP!**

Here are four easy ways to get involved

1. Register to attend the 39th annual Ohio HR Conference September 21 – 23 at the Kalahari Conference Center in Sandusky, Ohio. Register at http://www.ohioshrm.org/hr_conf
2. Encourage your employer to make a tax deductible donation to the Silent Auction (cash or auction items) - **deadline is September 9th**
3. Make a personal tax deductible donation to the Silent Auction (cash or auction items) - **deadline is September 15th**
4. Volunteer to assist with the Silent Auction

Thank you for your support! Please contact Luanne Carr at lcarr@ameritas.com or at 513-595-2522 to make your donation or discuss volunteer opportunities.

Is It Time To Consider an SPHR?

As a [PHR](#), you already understand the value that comes from holding a certification. Have you ever considered, however, that your role as an HR professional may have changed and is more reflective of a Senior Professional in Human Resources (SPHR®)?

Consider that 45 percent of SPHRs have identified their title level as:

- CEO
- Chief HR Officer
- Vice President
- Assistant Vice President
- Director
- Assistant Director

Only 18 percent of PHRs claim one of these titles. If you hold a PHR, but have a Director title or above, you may need a certification that better reflects your HR experience.

The role of HR in the workplace is continually changing. In the past, HR professionals focused mainly on operational tasks and were often viewed as the systematizing, policing arm of executive management. Today, the role of the HR professional parallels the needs of the organization and includes becoming more adaptable, resilient, quick to change direction, and customer-centered.

In this environment, the HR professional is a strategic partner, an employee advocate, a change mentor, yet still has responsibility for operational excellence.

Take a quick quiz:

- Has your role changed since you became a PHR?
- Has the nature of your work become more strategic?
- Are you focusing more on the "big picture" and contributing more to the development and accomplishment of your organization-wide business plan and objectives?
- If your role has not changed yet, do you anticipate that your role will be changing in the coming years?

If you have answered yes to the questions above, you might also want to consider the following question: Is it time for you to earn your SPHR certification?

Calculating Recertification Credit

In addition to being HR-related, qualifying activities must be at least one hour in length. To find the number of recertification credit hours for each activity, count only the educational time spent. Do not include registration, meals, breaks, "pre-work," homework or other non-educational parts of the activity.

Recertification credit hours are calculated to the nearest quarter hour. For example, if a one-day workshop includes five hours and 20 minutes of actual educational time, the number of recertification credit hours awarded would be rounded to 5.25.

Calculating Credit for CEUs, CLEs and College and University Courses

We recognize continuing education units (CEUs), continuing legal education (CLEs) and college and university courses as recertification credits.

If a college/university course:	recertification credits awarded
Earns 1 CEU (Awarded by IACET, International Association of Continuing Education and Training)*	10 recertification hours (based on 10 hours of classroom time per CEU awarded by IACET)
lasts one semester & earns 3 college credit hours*	45 recertification hours (15 hours per college credit hour) EX: $3 \times 15 = 45$
lasts one quarter and earns 3 college credit hours*	36 recertification hours (12 hours per college credit hour) EX: $3 \times 12 = 36$
Earns No college credit*	We award 10 hours for auditing a college course

* in person or online at an accredited college or university

Calculating Credit for Conferences and Seminars

You earn one recertification credit hour for every hour of concurrent session time, excluding meals and breaks. For example, a 75-minute session equals 1.25 recertification credit hours.

You also earn credit for general sessions if the speech lasts at least one hour and is HR-related. Activities during a meal do not count toward recertification credit.

HR Certification – Exam Deadline and Fees

	Testing Dates	Applications Accepted	Late Applications Accepted*
Spring			
PHR/SPHR	May 1-June 30, 2011	Jan. 10, 2011 - Mar. 11, 2011	Mar. 12 - April 15, 2011
GPHR/CA	May 1 - May 31, 2011	Jan. 10, 2011 - Mar. 11, 2011	Mar. 12 - April 15, 2011
Winter			
PHR/SPHR	Dec. 1, 2011-Jan. 31, 2012	July 11, 2011 - Oct. 7, 2011	Oct. 8 - Nov. 11, 2011
GPHR/CA	Dec. 1-31, 2011	July 11, 2011 - Oct. 7, 2011	Oct. 8 - Nov. 11, 2011

Visit this link for more information - http://www.hrci.org/deadlines_fees/