



## The Butler / Warren County Buzz

- **December 1st – Monthly Meeting @ Wetherington CC**
- **Message from the President – Angela Sherrick**
- **Special Discount!!**
- **2011 Board of Directors List**
- **Apply for Certification**
- **HRCI Exam Deadlines**
- **Happy Holidays!!**



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

**"Using Assessment Tools to Improve Employee Selection & Development"**

If "people are an organization's greatest asset", then there are few more costly mistakes than a bad hire or a poor promotion. The use of assessment tools can provide objective data to inform the selection decision and help a company put the right person in the right role. Assessments don't replace a strong behavioral-based interview but assessment results can deepen the discussion just by helping an organization really define what they want in a specific hire. This presentation will answer the following:

- \* How can you use assessment tools to support and improve your talent selection and development?
- \* How do you choose the "right" assessment to meet the needs of your organization?
- \* How can assessment data help improve interviewing and improving the odds of selecting the right person?

**Kristi Dinsmore, Director of Client Professional Services for Sinclair Community College**

Prior to joining Sinclair, Kristi was Vice President, Consulting Services for Right Management Consultants where she focused on leadership development, specifically coaching senior executives and high-potential talent. From 1999 through 2003, she was Director of the University of Dayton's Center for Leadership & Executive Development where she created custom-designed development offerings for Fortune 1000 senior executives. She has experience working in the retail, consumer products and technology industries with both global and national companies. Since joining Sinclair, she has focused on leveraging her corporate and leadership development experience to meet client management and consulting needs in the area of individual and organizational effectiveness.

She is a qualified interpreter of numerous assessment instruments and offers client companies her strengths in understanding key business issues and market conditions and developing solutions to address organizational effectiveness in a changing environment. Her focus is on aligning the individual's strengths, motivators and behaviors to maximize their ability to provide value to the organization. Kristi holds a B.A. from Miami University and an MBA from Duke University's Fuqua School of Business.

**We hope you can join us on Thursday December 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, November 29th by emailing Michelle Ezerski at [michelle.smith@uhealth.com](mailto:michelle.smith@uhealth.com) or by calling 513-298-7831.**

**\*\*\*This meeting has been approved for 1 general credit hour\*\*\***

## **President's Message – December 2011**

Good day BWSHRM Members!

I hope you have all had a chance to complete our year end member survey. If you haven't, please use this link to complete it now by following this link. <http://www.surveymonkey.com/s/98YLLT9>, it should take 5 minutes or less and will help us in planning your 2012 calendar of events for BWSHRM!

During our December 1<sup>st</sup> meeting, all regular members will have an opportunity to vote on the 2012 Board of Directors. Included in this newsletter is the 2012 listing and please feel free to let me know if you have any questions regarding this process.

I want to personally thank each and every member of our Board for giving their time during regular monthly meetings, planning sessions, monthly board meetings and on special committees – without your commitment to advancing the HR profession, the BWSHRM Chapter would not enjoy the success that we have had during the past year.

I hope everyone has a safe and Happy Holiday Season and I look forward to a bright 2012!

Angela Sherrick, SPHR

President

## **Special Discount: Oct 1<sup>st</sup> – Dec 31<sup>st</sup>**

New members joining October through December can receive up to 3 extra months of membership for the regular 12-month 2012 membership rate.

That's getting 15 months for the price of 12! If you know someone who may benefit by becoming a member of BWSHRM, please let them know about this special discount!! Follow this link to more information on membership:

[http://www.ohioshrm.org/shrmChapters/butler/BWSHRM\\_Membership.cfm](http://www.ohioshrm.org/shrmChapters/butler/BWSHRM_Membership.cfm)

**BUTLER / WARREN COUNTY  
SOCIETY FOR HUMAN RESOURCE MANAGEMENT  
2011 BOARD OF DIRECTORS ELECT**

**President – 2<sup>nd</sup> year of 2 year term**

Angela Sherrick, SPHR – HR Manager  
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**Secretary – 2<sup>nd</sup> year of 2 year term**

Kristi Cain, SPHR – Director of HR & Safety  
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**Legislative Director**

Marc Fleischauer, SPHR – Attorney at Law  
Coolidge Wall Company, L.P.A.  
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**Membership Director**

Debra Rainer - Manager, Human Resources  
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**Workforce Readiness Director**

Brian Richards – Operations Development Manager  
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**Past President & College Relations Director**

Linda Stryker, PHR – HR Manager  
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**Vice President – 2<sup>nd</sup> year of 2 year term**

Michelle Ezerski - Human Resources Assistant  
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**Treasurer – 2<sup>nd</sup> year of 2 year term**

Jeff Harvey, PHR - HR Specialist  
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**Certification Director**

Sherrie Acheson, PHR  
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**Diversity Director**

Brenda Kuhnel, PE, LEED AP  
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**Public Relations Director**

Shawn Pierce – Employment Manager  
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**SHRM Foundation Director**

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# Apply for Certification

## When to Apply

We accept applications for our certification exams twice a year for the two [exam testing periods](#). Apply early to make sure that your registration is confirmed and that you get your choice of exam date, time and location.

## How to Apply

Apply online by [creating](#) an Online Profile to obtain an User ID # and password. If you already have your 12-digit User ID # and password you may begin the online application process by entering them as your login information to access your [Online Profile](#).

## What You Need to Fill Out the Application

You will need to give us the following information:

- Email address -- During the application process, we will send all communications by email, to the email address you list in the application
- Full name as it appears on your government-issued ID -- At the test center, you will be required to present an unexpired, government-issued ID. Make sure the name on your application matches the ID you will present at the test center.
- Mailing address --We will mail score reports and certificates to the "primary" address that you list on your application
- Demographic information --This will include information such as your age, sex and company name. We request this information so that we can learn more about certification candidates. We do not use this information to determine who is eligible to take an exam. We do not discriminate on the basis of race, religion, national origin, sex, sexual orientation or disability.
- 12-digit User ID number (If you are already certified or you have applied in the past, you already have this User ID number. This ID number is different from your SHRM member number-if you have one). You will need your User ID number and a password to review and modify your applications online, to schedule exams and to communicate with us before and after you become certified. If you submitted a paper application, please allow 10 business days for the information to be available in your online file.)
- Info changes --After applying, you can review or modify your contact information online. Please note that only our staff can make name changes.
- Qualifying HR work experience -- You must fill out the Qualifying HR Work Experience section of the application unless you recertify by exam or you are CA certification candidate. The position or positions you list in this section must exactly match the [approved position codes](#). If you cannot find an exact match for your job title on the position code list, you must list that

job title as “Other” on your application. Then fill out and submit a [Supporting Documentation form](#) and attach an official job description to show that the position was at a professional level and that at least 51 percent of the daily activities were HR focused. If you do not provide this information, you will not be eligible to take the exam. Because of the volume of applications we receive, we cannot pre-approve applications for eligibility.

- SHRM Member Number (if you have one)
- Felony Conviction Statement -- In compliance with the accreditation that the HR Certification Institute received from the National Commission for Certifying Agencies (NCCA) in 2008, we ask that you answer a felony (serious crime) conviction statement.
- Affirmation -- You will be asked to affirm that the information submitted on the application is complete and true. The affirmation also attests that you have read the [HR Certification Handbook](#) and agree to be bound by all policies and procedures outlined in it.
- [Application Fee](#) Payment

### **HR Certification – Exam Deadline and Fees**

<b>Testing Dates</b>	<b>Applications Accepted</b>	<b>Late Applications Accepted*</b>
<b>Spring</b>		
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
<b>Winter</b>		
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/](http://www.hrci.org/deadlines_fees/)