



The Butler / Warren County Buzz

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

SHRM is the Solution & 2011 HRCI Overview

Please join us as Sandy Stude, OHSHRM Southern Ohio Regional Director will be sharing with us SHRM is the Solution and the 2011 HRCI Overview.

Learn to use the many tools that SHRM provides you as a member - such things as information, education, advocacy, and networking. Whether you have the SHRM website bookmarked or not, come find out what valuable resources you are missing!

Not certified? Join us to find out what certification means. Certified? Need tips for recertification? Join us to find answers to your questions.

Sandy Stude has over 25 years of Human Resources experience in manufacturing, service and retail. She received her MBA from Xavier University and BA from Wilmington College. She earned her PHR in 1997 and SPHR in 2007. Sandy has served in many different volunteer roles including President, Vice President, Diversity Director and Membership Chair for BWSHRM and HRCI Director for OHSHRM. Her current volunteer roles include HRCI Director for BWSHRM, Southern Ohio Regional Director for OHSHRM, and Treasurer/Secretary for BWOEC. She currently serves as business advisor for Great Oaks
We hope you can join us on Thursday February 3rd, 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 & Encore Café, 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 Friday January 28th by emailing Angela Sherrick at angela.sherrick@pac.com or by calling 513-217-3208.

President's Message – February 2011

If you were able to attend our January meeting, I am sure you enjoyed the great opportunity to network and see many different generations within our group interact to learn more about the how to “Bridge the Generation Gap.” Dr. Linda Gravett always keeps it interesting and this presentation was no exception! I genuinely enjoyed the game of “jeopardy.” It also reminded us how to adapt our communication style so that we could work with our teams to build productivity and minimize conflict with the multigenerational workforce in our environments.

If you have ever wondered what type of information is available as a member of SHRM or if HRCI certification would be right for you, please join us for the February meeting.

And the winter weather, well...I keep reminding myself that Spring is coming soon!!

Angela Sherrick, SPHR
President

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Diversity Today

By Brenda Kuhnel, PE, LEED AP

First, I wanted to let everyone know how much I enjoy meeting with the HR professionals every month; everyone is so nice! Second, I wanted to express appreciation for the honor to be this year's Diversity Advocate for our chapter. Though I am not an HR professional myself (licensed engineer, instead), I have been the fortunate recipient of the efforts of many like you. It is now possible that a group of engineers often contains one or more female engineers, which was not the case just a few years ago. Gone are those awkward days when it was all so new to everyone.

However, even though there are many successes, there are still failures, or perceived failures, which can be just as damaging. It not only harms the parties that are directly involved, it can reach out into the community. Earlier this month, The Hamilton Journal News had the headline "Workers Claim Sex, Age Bias. Two workers are making the claim against Butler County, their employer.

The merits of either side of the case are not the focus of this article, but the potential impact to the community is. Butler County, like most every community, wants to grow and prosper. Cases like this, especially when combined with other experiences, can have many effects. These can be factors in whether a business decides to open in a community; whether that potential employee your company wants to hire, and trailing spouse, will choose to relocate and stay here; or whether two businesses will engage with each other, because one has developed a reputation for not being fair with all employees and the other maintains the highest of standards.

Though I have no other knowledge of the Butler County case, other than what I read in the paper, I do know that I have witnessed incidences of this type more locally than in other parts of the country I have lived. Ohio is a beautiful state with many nice, well-educated people and much to offer. At the same time, there is a negative aura which hurts our ability to grow. Diverse individuals often do not feel there is a place in the community for them, and this harms us all. The "Diversity Pause" does not seem to be as widespread as it should be. A "Diversity Pause" is when one stops to think about how the other person, especially one not like themselves, will be impacted. Or the true goal, one does not think about diversity anymore, because everyone is seen as the individual they are.

When looking at a pool of people to receive negative or positive impacts, does it appear to be a fair representation of the company and the values of our Country? Or has there been some bias, very probably unintentional, that has created that unbalanced pool? How would it look if those actions and demographics were summarized and splashed across the paper as a headline?

As HR professionals, and company leaders, it is our responsibility to pause and take that look, especially when it appears someone else has not. If people are not persuaded by doing what is right, they may be persuaded when they are reminded that their communities, and possibly customers, are watching.

Exam Deadlines and Fees

Our computer-based exams are administered twice a year at test centers throughout the world. Testing centers fill up quickly (particularly at the end of each exam testing period) so apply and schedule your exam early. If you wait until the exam period starts, you might not even be able to schedule an exam appointment at all. This happens rarely, but if it happens to you, you may withdraw from the exam and apply for a 50 percent refund of your exam fee.

2011 Exam Application Submission Dates

	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

*A US\$75.00 nonrefundable late fee is applied to all applications submitted during this time.

Fees

	PHR	SPHR	GPHR	PHR-CA/ SPHR-CA
Price	US\$300	\$US425	US\$425	US\$325
SHRM Member Price	US\$250	US\$375	US\$375	US\$275

All prices include a US\$75 nonrefundable application fee.

A US\$75 nonrefundable late fee will be applied on applications received after the regular deadline.

SHRM Member Rates

To receive the reduced national SHRM member rate, you must have a current SHRM membership and provide your SHRM membership number on the application when you submit it.

College Relations Update

As most of you know, the Butler Warren SHRM chapter has partnered for many years with Miami University and their Student SHRM chapter. We are currently pursuing a number of initiatives and ideas with them. There are three (3) members who are seeking intern assignments. They all appear to have flexible schedules and one is the VP of the student chapter. If you have a project to complete or some extra duties you have not been able to get around to addressing, this is a great opportunity to accomplish your work and to introduce a student to the profession at the same time.

Another activity the student chapter has evinced an interest in is job shadowing. GCHRA has set up one day for the students to job shadow, but not all of the students are available on that day to shadow. This is an activity that is not too time consuming for our members and allows the students to get a taste of the exciting world of HR. (Don't you think we need a TV series about HR?). Again, the students are flexible and can meet times you are able to do this.

If you would be willing to have a student come to your location and do a job shadow, or are interested in providing an intern experience, please contact Linda Stryker.

Linda.Stryker@us.schneider-electric.com or 513-664-4098

HR 101 – Call for Committee Volunteers!

One of the initiatives our chapter plans on rolling out this year is HR 101. The course has been developed by the Ohio State SHRM Council. It is targeted to small organizations that may not have a full time HR resource. Our initial task is to do is to determine what portion(s) of the program we want to present, where we plan to do it, when we can schedule it, determine who we can find to present it, and how we market the program.

We would like a minimum committee of 5, but will find a task for anyone who volunteers. If you have not been active in the chapter, here is a great way to put your foot in the water and contribute with your own unique skills. Contact Linda Stryker by Feb. 15, 2011, for more information.