



## **The Butler / Warren County Buzz**

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

## **OSHA Record Keeping**

We hope you can join us on February 2<sup>nd</sup> as Gardner Sorrell presents on the importance of OSHA record keeping.

Mr. Sorrell is currently a Corporate Safety & Health Manager for the Cintas Corporation. He has 23 years of management experience ranging from Front Line Supervisor, Department Manager, Project Manager and Director of Operations to Corporate S&H Manager. He is an active member of the ASSE (American Society of Safety Engineers) and VPPPA (Voluntary Protection Program Participants Association). In addition, Mr. Sorrell is a Board Certified as a CSP (Certified Safety Professional) through the BCSP Organization as well as being a CPM (Certified Project Manager) through Xavier University as recognized by the Project Management Institute. Also, he is trained and active as an SGE (Special Government Employee) and actively assists OSHA (Federal & State) in performing audits of companies pursuing VPP and, ultimately, determining if they meet the required elements to be recognized as a VPP STAR or MERIT organization.

**Please join us on Thursday February 2nd, 2012 at Wetherington Country Club.**

### **Directions:**

Take I-75 to the Tylersville Rd. exit and turn west. Go to the entrance of Wetherington Homes, which is just past Shell & Meijer, turn right and follow to the stop sign 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.**

7:30 AM – Registration, Networking & Breakfast

8:00-9:00 AM – Presentation

**Please reserve your seat by Tuesday, January 31st by emailing Michelle Ezerski at [michelle.smith@uchealth.com](mailto:michelle.smith@uchealth.com) or by calling 513-298-7831.**

**President's Message – February 2012**

Are you aware of the relationship that BWSHRM has with the Ohio SHRM State Council? The council is comprised of several different leadership positions as well as the president of each of the 27 chapters in Ohio. For more information on ways that the Ohio SHRM State Council is partnering with Ohio's HR professionals, go to [www.ohioshrm.org](http://www.ohioshrm.org).

I hope everyone is having a wonderful start to 2012 and I hope to see you all at our meeting on OSHA Recordkeeping on Thursday, February 2!

Angela Sherrick, SPHR

President

**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  
PAC Worldwide Corporation  
3131 Cincinnati-Dayton Road  
Middletown, OH 45044  
513-217-3208  
[angela.sherrick@pac.com](mailto:angela.sherrick@pac.com)

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

Kristi Cain, SPHR – Director of HR & Safety  
Crane America, Inc.  
1027 Byers Road  
Miamisburg, OH 45342  
937-293-6526 x. 246  
[kristi.cain@craneamerica.com](mailto:kristi.cain@craneamerica.com)

**Legislative Director**

Marc Fleischauer, SPHR – Attorney at Law  
Coolidge Wall Company, L.P.A  
33 West First Street, Suite 600  
Dayton, OH 45402  
937-449-5771  
[fleischauer@coollaw.com](mailto:fleischauer@coollaw.com)

**Membership Director**

Debra Rainer - Manager, Human Resources  
Liz Claiborne, Inc.  
8741 Jacquemin Drive  
West Chester, OH 45069  
513-712-1408  
[Debra\\_Rainer@liz.com](mailto:Debra_Rainer@liz.com)

**Workforce Readiness Director**

Brian Richards – Operations Development Manager  
Ample Industries, Inc..  
4000 Commerce Center Drive  
Franklin, Ohio 45005  
937-746-9700  
[brichards@ampleindustries.com](mailto:brichards@ampleindustries.com)

**Past President & College Relations Director**

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](mailto:Linda.stryker@us.schneider-electric.com)

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

Michelle Ezerski - Human Resources Assistant  
ARAMARK Healthcare  
UC Health - West Chester Hospital  
7700 University Dr.  
West Chester, OH 45069  
513-298-7831  
[michelle.smith@UCHealth.com](mailto:michelle.smith@UCHealth.com)

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

Jeff Harvey, PHR - HR Specialist  
Great Miami Valley YMCA  
105 N. Second St.  
Hamilton, OH 45011  
513-887-0001  
[jharvey@gmvymca.org](mailto:jharvey@gmvymca.org)

**Certification Director**

Sherrie Acheson, PHR  
513-300-6514  
[Acheson.Sherrie@gmail.com](mailto:Acheson.Sherrie@gmail.com)

**Diversity Director**

Brenda Kuhnel, PE, LEED AP  
20 High Street  
Hamilton, OH 45011  
Mailing:  
PO Box 181359  
Fairfield, OH 45018  
513-910-9911  
[brendak@creekstoneenergy.com](mailto:brendak@creekstoneenergy.com)

**Public Relations Director**

Shawn Pierce – Employment Manager  
Cornerstone Brands Inc.  
5568 West Chester Road  
West Chester, OH 45069  
513-603-1426  
[spierce@cornerstonebrands.com](mailto:spierce@cornerstonebrands.com)

**SHRM Foundation Director**

Tom Mobley, SPHR  
Mobley HR Consulting  
3294 Shoshoni Court  
Hamilton, OH 45011  
513-703-9699  
[tom@mobleyhrc.com](mailto:tom@mobleyhrc.com)

## HR Certification Information

### Applying 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 a 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 application 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](#). 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.

## 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.

### 2012 Exam Application Submission Dates

	Testing Dates	Applications Accepted	Late Applications Accepted*
<b>Spring</b>			
PHR/SPHR	May 1-June 30, 2012	Jan. 9, 2012 - Mar. 9, 2012	Mar. 10 - April 13, 2012
GPHR/CA	May 1 - May 31, 2012	Jan. 9, 2012 - Mar. 9, 2012	Mar. 10 - April 13, 2012
<b>Winter</b>			
PHR/SPHR	Dec. 1, 2012-Jan. 31, 2013	July 9, 2012 - Oct. 5, 2012	Oct. 6 - Nov. 9, 2012
GPHR/CA	Dec. 1-31, 2012	July 9, 2012 - Oct. 5, 2012	Oct. 6 - Nov. 9, 2012

\*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.

Visit this link for more information - [www.hrci.org/HRCertification/](http://www.hrci.org/HRCertification/)

## Diversity Today

### A Healthy Balance

By Brenda Kuhnel, PE, LEED AP

Previously, I have written about one of the most rewarding experiences that I have had in life – being a Court-Appointed Special Advocate (CASA). That experience also got me back in school, first in an Abnormal Psychology class and now in a Neuroscience class. This endeavor was partly to better understand some of the issues confronting many of the people “in the system” with Children’s Services and partly to understand our “Human Condition” better.

Also, Scott Warwick had noted in his presentation a few months back about the amount of psychiatric medications that our working population now takes. While a large number of those prescriptions are actually for “off-label” uses – treating conditions for which the FDA had not approved its use, but is considered a valid use (e.g., taking the anti-histamine Benadryl to help one sleep, etc.), there is no doubt that the amount of stress and problems we have as a society has increased.

While at a Neuroscience seminar last week, it was noted that the amount of obesity in the US has increased tremendously from 1994 to 2008 – a very short period of time. In 1994, at worst as a society, we were just overweight – a BMI between 25 and 30. In 2008, the incidence of obesity (BMI greater than 30) became very prevalent. What have we done to ourselves in just 14 years?

The two major factors that I see are the increased Globalization of our economy and the pervasive use of computers. While neither of these is going away, it appears the toll on us is not sustainable. Our life expectancy especially compared to European and other developed countries, has not increased as much, and even dropped at one point. This is particularly ironic because the quality of medical care in our country is among the best.

Underlying all of this seems to be that we have less time for each other, especially in unstructured formats. We typically now have both parents working 40-hour (often 40+) work weeks, or single-parent households with that same work life, frenetically careening through life. Our children have become more and more obese, which will impact their health and longevity. Our children’s mental health has certainly not gotten any better.

The “Achievement of Happiness” has taken a huge toll on our society. Interestingly, this stress is something that we do to each other. We do this in the form of choosing stocks merely because of their quarterly financial performance, by expecting others to always be available to us at work and penalizing those that aren’t, by rewarding companies that have not made commitments to their local economies, etc.

Why is all of this a Diversity Issue? Coming back to the opening paragraph, one of the things I have learned about is the “Stress-Diathesis Model”. What this means is that people that have an under-lying genetic predisposition to an ailment -- Diathesis (e.g., obesity, mental illness – two groups commonly discriminated against and seem to be increasing), will start exhibiting the features of the disease, when put under Stress. If the workplace does not act to reduce stress, the impacts to the workplace will become even more stress-inducing to those over-worked ones that are left, until we have even more lawsuits because of the biological basis and the companies stress to the point of failure.