



CHAPTER NEWS

March / April 2008 Edition

This newsletter is for CIC-SHRM members only for informational purposes and not intended to render advice or judgment.



President's Message



If you are like me, spring cannot get here soon enough! The weather has a way of dampening your spirit. But I'm happy to report that the spirit of your CIC-SHRM volunteer board has not dampened! We have been (spring) feverishly planning some exciting events for our chapter. First up is the 9th Annual Legislative Conference on April 23rd.

We already have an amazing line up of topics and speakers. We heard what you had to say and we are delivering!

Senator Larry Bomke will be speaking about current and future employment legislation within the state of Illinois.

We are also very pleased to announce that Sue Meisinger, President & CEO of the Society for Human Resource Management, will be speaking at our conference! She will be doing a presentation on "HR Competencies: Setting the Stage for Success". We are very honored to have her presenting.

These are just two of the offerings that we have planned. The conference is shaping up to be dynamic and exciting. We hope you plan to attend. Check your email for more information soon!

We are also excited about our upcoming Member Recognition Dinner. Last year was the first full-blown dinner that we offered our membership, and it was an overwhelming success. Please join us on June 18th for networking and recognition as we award the HR Professional and HR Champion of the Year, as well as recognize the hard work and dedication of our membership!

In the meantime, please join us at our next chapter meeting at 11:30 a.m. on March 19th at the University of Illinois at Springfield – PAC Restaurant. Donna Rogers, SPHR of Rogers HR Consulting will be presenting on HR Training and Development programs. I will be unable to attend the March meeting, but the business portion of the meeting will be left in the very capable hands of President-Elect Pattie Curry. Enjoy the program!

*Your CIC-SHRM Chapter President,
Nicole M. Ralph, PHR*

CIC-SHRM Calendar

2008 Luncheon Meetings

Third Wednesday of every other month. Registration begins at 11:15 a.m., luncheon begins at 11:30 a.m. at the University of IL at Springfield. Meetings will be held on the following dates:

- March 19
- May 21
- July 16
- September 17
- November 19

Board Meetings

Second Wednesday of every month at 11:30 a.m. Meetings will be held at Illinois Bankers' Association Training Center

- March 12
- April 9
- May 14
- June 11
- July 9
- August 13
- September 10
- October 8
- November 12
- December 10

All members are welcome.

Special Events

April 23 – HR Conference

June 18 – Social Recognition Event

October 15 – Diversity Event



SHRM 2008 Annual Conference and Exposition

June 22-25, 2008 | Chicago, Illinois

On February 21, at the Illinois State Leadership Conference SHRM announced a discount offer to local chapters who enrolled 10 or more members. We must all submit our enrollment forms together to receive this discount. We should have a chapter enrollment form soon, so check your email for details, and please hold off enrolling so that we can all take advantage of this offer!

If we could drum up enough interest our chapter could also contemplate chartering a coach for the trip there and back. Dave has volunteered to coordinate this effort, if the interest is there. If the coach trip has any appeal to you, please let Dave know: dryan@mel-o-cream.com 483-7272 work or 971-1144 cell phone.

Member Spotlight

Photo
Not
Available

Tim McCormick has a B.S. in Public Relations from the University of Florida and is married with 3 children (Melissa, 14; Ryan, 12; and Caroline, 9).

Tim's responsibilities include HR work as a business owner, which has involved managing up

to 70 employees. He currently manages the benefits department at TJ Nicoud Insurance Agency.

Tim believes recruiting/retention and managing the impact of the soon-to-be-retired baby boomer generation are among the biggest challenges faced in the HR profession.

In terms of upcoming HR trends, Tim feels that the "quality" of the available work force is decreasing dramatically and the need to recruit and retain quality employees will drive average wages up significantly in the short term (5-10 years).

Professionally, Tim would like to make TJ Nicoud the #1 choice for quality benefits management in Central Illinois.

Personally, he would like to spend more time with his children while they are at home and (10 years down the road) buy a beach home in South Carolina.

Congratulations CIC-SHRM for achieving the "Chapter Champions" designation!



This special honor recognizes exceptional support for the SHRM Foundation in 2007.

Contributions to the SHRM Foundation fund innovative academic research, educational programs, practitioner resources and scholarships.

SAVE THE DATE!

Please mark your calendars for CIC-SHRM's 9th Annual Legislative Conference on Wednesday, April 23, 2008.

We have a number of excellent presentations scheduled and will send more detailed information and registration materials soon.

We are pleased to announce that Sue Meisinger, President & CEO of the Society for Human Resource Management will be our featured speaker!

We hope you will be able to join us!

Chapter Chatter

New Members – Welcome!

- Laura Scott
- April Cook
- Bobbie Suttie
- Leigh Anne Flatt
- Diane Cavanagh
- Lauren Bowman
- Angela Jason

Melina Tomaras has been promoted to Director, Human Resources for AIG American General.

Desmond Anderson has been hired as a Sr. HR Consultant for AIG American General (replacing Heather Dykes who has moved to Milwaukee).

PHR/SPHR Certification

Submitted by: Vicky I. Fowler, Vice President

The fall 2007 SHRM/HRCI Certification testing window resulted in three (3) newly certified CIC-SHRM members:

Professional of Human Resources Certification (PHR)

Barbara Weatherford, Town & Country Financial Group

Arkeitha Monroe

Senior Professional of Human Resources Certification (SPHR)

Heather Dykes, AIG American General

The fall study group had five other participants who are planning on taking their exams during the Spring 2008 testing window offered by HRCI.

Look for more newly certified chapter members soon!!



White House policy targets those hiring illegal workers

Chertoff says hike in penalties deters employers

By NICOLE GAOUILLE

Los Angeles Times

WASHINGTON — The Bush administration said Friday it planned to raise fines significantly for employers who knowingly hire illegal immigrants, part of a broader effort that includes improved border security after Congress failed to pass immigration-related legislation in 2007.

The hikes in employer fines would be the first since 1999. The new policy is the latest aimed at the most sensitive pressure point in illegal immigration: the businesses that employ the workers.

The Homeland Security department has intensified raids on rogue companies in the past three years, prosecuting executives on criminal charges and arresting workers, who often use valid Social Security numbers, for identity theft.

Homeland Security Secretary Michael Chertoff offered examples Friday of his agency's heightened focus on company executives. He cited the human resources director of a Missouri poultry plant now facing a 10-year prison sentence for hiring illegal immigrants. Chertoff also pointed to the owner of an Indiana company sentenced to 18 months in jail and forced to forfeit \$1.4 million.

"These are the kinds of cases that have high impact on those who would hire and employ undocumented illegal aliens," he said.

He described the new hike in penalties as "part of our effort to continue to make it less appealing for people to break the law" and "a way to keep that pressure up."

Chertoff said the administration was acting to fill the vacuum left by Congress and that fixes were needed to deal with illegal immigration and to improve the system through which people enter the U.S. legally.

"Congress didn't give us comprehensive immigration reform, so we're going to do what we can with the tools that we have, and frankly we've made progress and done quite a bit," he said.

In an hour-long briefing, Chertoff and Attorney General Michael B. Mukasey discussed escalating violence along the Southwest border prompted by "alien smugglers, drug smugglers, gun smugglers and the like," and they called on Congress to provide more funding to combat it. Mukasey called border enforcement needs as "massive."

Mukasey said, "Given the magnitude of the threat, it is imperative that new resources be added."

The increased employer fines will take effect March 27. The minimum penalty would increase by \$100 to \$375. The maximum fine for a first-time offender would jump \$1,000 to \$3,200. And the maximum fine for repeated violations would rise from \$5,000 to \$16,000.

Fines are assessed on a per-person basis, so an employer with 10 illegal immigrants on staff would pay 10 fines.

The two officials said the administration was adding more border agents and prosecutors, as well as extending fencing and vehicle barriers.

SHRM Takes Workforce Readiness to the Next Level National Leadership Conference Report

By Kim Wonnell, SPHR

When I initially stepped into the newly created position of School-to-Work Chair, there was not a lot of direction or focus on what my responsibilities were. In the four years since then, my role has evolved considerably. The position's title has been changed to Workforce Readiness Chair, SHRM has identified it as a Core Leadership Area, and webcasts and conference calls have been provided by SHRM to assist those of us at the state and local levels.

I had the privilege of attending the Leadership Conference last November. One of the conference tracks was specifically geared toward those of us with workforce readiness responsibilities. I went into the session fully expecting to have a vast body of knowledge poured out to take home and implement in the Springfield area. Attendees included several SHRM national staff, state council and chapter WR representatives.

The session began with an announcement that Keith Green, a long time employee of SHRM with a strong knowledge of workforce readiness issues, was being appointed to a new position that focused solely on WR. Keith told us that by June 30, 2008, SHRM plans to research, develop and define a Workforce Readiness Strategy and Agenda. The initial goals are to promote and implement one SHRM Workforce Readiness initiative at the chapter/community level and to establish a repository of information about WR activities.

Everyone in the room was abuzz with ideas and questions about how to move this program forward. The first thing I learned is that most of the other SHRM chapters, and even SHRM national had been struggling with this issue as well. There were even questions about how WR should be defined. Some people were continuing to focus on the school to work aspect--How we can prepare the students of today for the world of work. Others more specifically targeted human resources students and how to prepare them for their careers.

Still others were concerned about the existing workforce and its lack of preparedness for current employer needs. The bottom line is that there is not one right answer.

Green told us that in order for him to succeed in his task, he needed input from others in the room. Much of the meeting was spent sharing ideas and questions about how to succeed in our quest. The key idea that came out of the session was that workforce readiness is a national issue with local solutions, and that it is vital that we build and strengthen public/private partnerships. The goal is to take communities from awareness to action to advocacy. The group also watched a video that summarized how critical it is to maintain a well-prepared workforce. The video can be viewed at the following URL and is definitely worth the eight minutes it takes to watch.

<http://www.youtube.com/watch?v=pMcfLYDm2U>

Green then asked for each of the attendees to tell him how they would like to see SHRM carry this initiative forward. Suggestions ranged from providing policy direction to Congress to offering ways for state councils and chapters to share information on their successes and failures. The session provided a great way to network and channel suggestions to bring Workforce Readiness to the forefront at the national, state and local levels.

2008 CHAPTER MEETING LOCATION

Please note that all chapter meetings in 2008, with the exception of July, will be held at the **University of Illinois at Springfield PAC.**

We hope to see you all there!

A Big Opportunity for All Chapter Members

By Dave Ryan

Those of you who read the last installment of the chapter newsletter may recall that I spoke about our *trip to leadership*. If you didn't read it, or don't recall, I will prompt you a bit. One of the things I was most impressed with from the trip was Sue Meisinger's brand of leadership of SHRM National, and her ability to rally the troops. Well you can only imagine how saddened I was to read of her retirement announcement. While I wish her the best, I, in my own selfish fashion thought it's not right for her to go.

Fortunately, we will all get a chance to be with her when the SHRM National Convention comes to Chicago in June. But even before that you will have an opportunity to hear Sue Meisinger, President of SHRM, speak at our CIC-SHRM Annual Legislative Conference, on April 23rd. The chapter contacted her about attending our event, and to our utter astonishment, Sue was able to work us in to her schedule. All of the board members are so very excited to be having Sue join us for an afternoon. This has now become a must attend event for any SHRM aficionado. We are going to limit the seating, but we will give our chapter members first crack at this.

You can learn more about Sue and her accomplishments at SHRM and the rest of her biography at the [SHRM Web Site](#).



Your Foundation at Work: Check Your Premises

Before trying to 'fix' a perceived problem in your organization, first stop and take a moment to check your premises. That is the message shared by Gallup CEO Jim Clifton at the **SHRM Foundation** Thought Leaders Retreat. Based on the polls and research conducted by the Gallup Organization, Clifton asserted that most thought leadership today is either wrong or just a little bit off. Poor decisions in politics and business are often based on wrong premises due to ignorance of pertinent facts on the part of the decision-makers. Before taking action, leaders must take time to listen to the people whose lives are affected. Unfortunately, leaders seldom examine premises. They often accept them as true. People then build their business and people management strategies and programs on these untested assumptions.

For example, we assume that CEO's care about the people in the organization, when in reality they are most concerned with bottom line business results. This means that if HR recommends a new program because it is "good for employees," the CEO is not likely to accept it. HR must build the business case for investing in people based on hard data. HR professionals must become far more financially literate. They must focus on research rather than instinct and assumptions as the basis for their recommendations regarding people management. To be effective, HR must learn to check its assumptions and bring a hard analytical approach to soft people issues. Research has proven that having a spirited and engaged workforce impacts bottom line results, and HR is uniquely positioned to provide strategic leadership in this area.

To read the entire text of Jim Clifton's remarks, visit www.shrm.org/foundation/engaging.asp.

The SHRM Foundation:

40 Years of Advancing the HR Profession

If Training's Your Thing!

Human Resources Development (HRD) is the new hip term for training in corporate America today.

Are you aware of all the resources, toolkits, and vendors available to you? Are you interested in getting a certification in this functional area of HR (sometimes parallel to HR)?

Regardless if your title is HR, Management, Trainer, or VP of EVERYTHING you probably have some responsibility for developing the knowledge, abilities, skills, and habits (KASH) of your employees.

In that case, *Training is Your Thing* and you should attend this informational session sponsored by CIC-SHRM in partnership with Donna Rogers, SPHR owner of Rogers HR Consulting and adjunct professor at UIS. Rogers has a masters in HRD from UIUC.

Rogers started her career in 1991 as a Training Specialist and will share everything she can to make your job easier when "Training is Your Thing"!

Please RSVP now for the March 19th meeting to make sure you don't miss out on this important topic.

Congratulations to Angelina Hickman, the recipient of a student Society of Human Resource Management (SHRM) membership!

Ms. Hickman is an HR Coordinator at H.D. Smith currently pursuing her Master's degree in Human Resources Management at Keller Graduate School of Management of DeVry University.

Ms. Hickman was selected as the recipient of a one-year student membership in national SHRM.

CIC-SHRM March Meeting Sponsor



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To learn more about our services, please contact Diana Jordan at 217-862-1842.

Diversity Committee Planning Events for 2008

The Diversity Committee is currently planning for 2008.

A special event is scheduled for October.

Members interested in joining the Diversity Committee and/or participating in the planning are invited to contact

Chair Robert W. Hotes, PhD., SPHR, CEAP at:
dbldoc@sbcglobal.net or 217-726-6220

Leadership Team

Please call us with your questions or suggestions. We want to hear from you.

President	Nicole Ralph, PHR 786-2342 President@cic-shrm.org
President Elect	Pattie Curry, PHR 245-2183 x1224 PresidentElect@cic-shrm.org
Vice President	Vicky Fowler, PHR 787-5864 VicePresident@cic-shrm.org
Diversity Committee Chair	Robert Hotes, PhD, SPHR 726-6220 Diversity@cic-shrm.org
Legislative Affairs Committee Chair	Cheryl Davis, PHR 535-3510 Legislative@cic-shrm.org
Membership Committee Chair	Janine Griffith, PHR 541-1825 Membership@cic-shrm.org
Public Relations Committee Chair	Angela Tippey, PHR 632-3583 PublicRelations@cic-shrm.org
College Relations Committee Chair	Abigail Detmers, PHR 698-2860 CollegeRelations@cic-shrm.org
Recognition Committee Chair	Lindsey Perrine 793-1005 x201 Recognition@cic-shrm.org
School to Work Committee Chair	Kim Wonnell, SPHR 789-0400 WorkforceReadiness@cic-shrm.org
Secretary	Mary Minder 789-9340 Secretary@cic-shrm.org
Treasurer	Dave Ryan, SPHR 483-7272 Treasurer@cic-shrm.org

Upcoming HR Events

For more information about these and other events, visit www.cic-shrm.org

How to Hire the Best, Handle Problem Employees, and Fire Properly

Willowbrook, IL
March 5, 2008

Collinsville, IL
March 11, 2008

Chicago, IL
March 19, 2008

Steps to Effective Termination Process

Springfield, IL
March 11, 2008

SHRM 60th Annual Conference & Exposition

Chicago, IL
June 22 – 25, 2008

LUNCHEON MEETING NOTICE

March 19, 2008

University of IL at Springfield
PAC Restaurant – Private Dining Room

Program: Training is Your Thing!, presented by Donna Rogers, SPHR of Rogers Consulting

***RSVP for the March 19th luncheon by Wednesday
March 12th**

Reservation Reminders

- ◆ Registrations can be made via rsvphq.com (a link is provided in the e-mailed invitation and on the Event notice posted to our website).
- ◆ Cost for the luncheon is \$15/person. All reservations must be paid at the door unless prepaid Advantage Member. No charge for attending the meeting only (no meal).
- ◆ Guests of members are welcome to attend; guests will receive a complimentary meal only for the first meeting they attend.
- ◆ An RSVP is required in order to secure a meal for each member or guest attending. Reservations made after the deadline will not include a meal. Non-registered attendees will not be eligible for a meal but are welcome to enjoy the meeting and network with fellow members.
- ◆ Please remember to state a menu selection in your RSVP for each person you register.
- ◆ Cancellations after deadline and no shows will be invoiced.