

Chapter News



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SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

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

Message from the President



Vicky Fowler, SPHR
President

Happy 2012!! Well, another year has come and gone and we are once again starting anew for 2012. As part of that process, CIC-SHRM wants to let you know what we have in store for you.

First off, let's say a great big "Thank You" to an outstanding member that will no longer be serving on our chapter board in 2012: **Pattie Curry** served as Past-President for 2011 and was President for the two years prior to that and previously was Membership Chair. Pattie has served our chapter tirelessly over the last several years and she will now continue to serve at the IL State Council level as a District Director. Pattie's leadership and dedication to the HR Profession has been outstanding and, I personally will continue to count on her expertise in the HR arena.

Secondly, I would like to say a great big "Welcome" to our new Board member, Indra Perry, and those that are returning or changing positions. They will all be officially inaugurated during the January 18, 2012 membership meeting:

Mary Curl – President-Elect; Chris Marecki – Vice-President; Indra Perry – Secretary; April Cook – Membership Chair; Kim Elder – Diversity Chair; and, Ginette Comstock – Public Relations Chair.

2012 will be another busy year for the chapter as we will be working on several new initiatives such as: implementing our new Workplace Diversity Award; creating a new partnership with a Leadership Springfield team & several local employers to assist/orient new hires moving into the area with programs/services/people around our city.

We are also offering a Mini-Health Fair "free" to members at the January 18, 2012 membership education/luncheon meeting.

I look forward to serving as your chapter President for 2012 and working with the Board to support the CIC-SHRM, Advance the HR Profession and Support the HR Professional.

Vicky I. Fowler, SPHR
CIC-SHRM President

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"2012 will be another busy year for the chapter as we will be working on several new initiatives..."



Member Spotlight

Kim Elder
Human Resources Generalist
Lincoln Land Community College

Background:

Kim is very proud to be a native of central Illinois, "I was born and raised in Central Illinois and have no desire to ever go anywhere else." She graduated from Taylorville High School and attended Lincoln Land Community College where she now works as a Human Resource Generalist. Kim is also the proud mother of 2 sons, Collin and Carter.

Nature of Work in HR:

Kim has been working as an HR professional for more than 12 years. She has served as an HR Assistant at United Cerebral Palsy Land of Lincoln and as a Benefit Analyst at Decatur Memorial Hospital. In her current position as an HR Generalist at Lincoln Land Community College she assists in all aspects of HR management and she is very happy to be working at her alma mater.

Biggest Challenges in HR:

"I think the biggest challenge in HR at this time is the management of health care costs." Kim is certainly not the only one that feels this way. Employers of all sizes are having great challenges coping with the increasing cost of health insurance and other employee benefits as well. In addition to the increasing costs, the health insurance market has been and continues to be going through substantial changes. Keeping track of all of these changes and making the required adjustments will continue to be a challenge for employee benefit managers for many years to come.

Trends in HR:

Kim sees another challenge just around the corner in the Human Resource field. "A trend I see coming in HR is adjusting procedures to the new generations coming into the workplace. It is inevitable that our workplaces will eventually be taken over by millennials. This will require change and no one likes change." A strong understanding of this and other trends is a vital attribute found in HR leaders like Kim.

Future Plans:

And how does the future look for Kim? "I plan to raise my babies in the happiest environment possible and begin looking for a house of our own soon!" On the professional side, her enthusiastic look at the future of her career is an encouragement for all. "I plan to continue my work for Lincoln Land and realize daily that the sky is the limit."

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Kim Elder
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"I think the biggest challenge in HR at this time is the management of health care costs."

CIC-SHRM MEMBERSHIP MEETING

Wednesday, January 18 at the UIS PAC Restaurant

NOTE SPECIAL START TIME!

Mini-Health Fair: 10:00 – 11:30 a.m.
 Registration & Networking: 11:15 a.m.
 Lunch: 11:30 a.m.
 Business Meeting: 11:45 a.m.
 Presentation: 12:00 – 1:00 p.m.

PRESENTATION: Legal Issues in HR Management for 2012

As the name suggests, we will examine legal issues that remain “hot” and those which should continue to draw attention by the courts and media in 2012. We will also look at new and proposed legislation. The objective is to give HR personnel a “heads up” as to issues to be sensitive to in 2012.

ABOUT THE SPEAKER: **John A. Kauerauf** joined Sorling, Northrup, Hanna, Cullen & Cochran, Ltd. in 1986 on graduation from law school, and practices in the areas of employment law and business law with particular concentration in representing health care, religious, and not-for-profit entities.

Mr. Kauerauf's employment law practice includes advising clients on all aspects of the employment relationship as well as representing clients before the Equal Employment Opportunity Commission, National Labor Relations Board, U.S. Department of Labor, Illinois Human Rights Commission, Illinois Department of Human Rights, Illinois Department of Labor, Illinois Department of Employment Security, as well as Illinois and federal courts, and local governmental entities. Mr. Kauerauf's clients include health care facilities, locally owned businesses, franchises and employment practices liability insurers of the same. He also serves as the local counsel for out-of-state entities with places of business in Central Illinois.

HEALTH FAIR PARTICIPANTS:

- Lens Crafters - eye glass cleaning
- The Massage Club- free chair massages
- The Chiropractors of Springfield - spinal check
- Springfield Community Federation - Dermascan - sun exposure check
- First Care Health Care - blood pressure and glucose checks
- Central Illinois Community Blood Center - blood typing

As a reminder:

Registrations must be made through C-Vent before January 13!
Registrations after this date cannot be accepted.

Guests may attend a CIC-SHRM Chapter meeting one time for free.
Repeat guests are required to pay for the meeting and meal.

No-Shows will be invoiced.

This program has been approved for 1 general credit hour!

❖ **SPECIAL THANKS TO COMMUNITY OUTREACH AND DEVELOPMENT FOR SPONSORING THIS MEETING.**



Let's Get Certified

Enhance your professional credentials -- now is the time -- **PHR, SPHR!**

WINTER 2011 TESTING WINDOW

PHR/SPHR: December 1, 2011- January 31, 2012

SPRING 2012

PHR/SPHR: applications accepted 1/9/12 – 3/9/12

Testing Window: 5/1/12 – 6/30/12

WINTER 2012

PHR/SPHR: applications accepted 7/9/12 – 10/5/12

Testing Window: 12/1/12 – 1/31/13

Refer to www.HRCI.org for further details on testing registration.

SHRM Foundation News

Why Should Employers look for the Assurance of Learning Assessment on recent graduates' résumés?

SHRM's Assurance of Learning Assessment is the new universal benchmark for undergraduate- and graduate-level HR students. After passing the exam, students will receive a Certificate of Learning informing hiring managers that they have sufficient knowledge to enter the workforce. *This assessment replaces the PHR certification exam for students because traditional students are no longer eligible to take the PHR under the HR Certification Institute's eligibility requirements.* For more information and details about the assessment, visit us online at www.shrm.org/assessment or contact Nancy Woolever, nancy.woolever@shrm.org.

Encourage students to take the Assurance of Learning Assessment for Graduates of HR Degree Programs. Registration for the spring 2012 window opens on January 1, 2012 at www.shrm.org/assessment. Questions? Contact the Assurance of Learning hotline at assessment@shrm.org or 1-800-283-7476 x3926 (EXAM).



CIC-SHRM Calendar

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:

2012 Meeting Schedule

- January 18, 2012
- March 21, 2012
- May 16, 2012
- July 18, 2012
- September 19, 2012
- November 14, 2012

2012 Special Events

- **New Member Orientation**
February 15, 2012 and October 3, 2012
- **12th Annual HR Conference**
April 18, 2012
- **CIC-SHRM Member Social**
August 2, 2012
- **Diversity Conference**
October 17, 2012

Watch for more details on these and other CIC-SHRM events in 2012!!

Guest Essay SHRM 01-2012

Time Again for the Liberal Arts?

As we move further into a high tech economy, we need people who can connect pieces, find common denominators, and assemble collective information to create new ways of doing things. Now is not the time for linear thinking and a collection of silos. We need an ability to negotiate across silos and create from this assimilation new concepts and new approaches.

Let's look at what many would consider unthinkable. I offer as an example Irving Hockaday Jr. Irving held a degree in English from Princeton and law degree from University of Michigan Law School. One would immediately ask: "What does any of this have to do with running a business?" Answer: the ability to assimilate and interrelate new knowledge.

Irving's first CEO position was at Kansas City Southern Industries, a railroad conglomerate. He bought Kemper Funds, one of the first money market funds in this country. He went from KCSI to become the CEO of Hallmark Cards where he served with distinction. He has served on boards ranging from the Kansas City Area Life Sciences Institute, Crown Media Holdings, Estee Lauder Companies, Ford Motor Company, Aquila Inc., Dow Jones & Company, Sprint Nextel Corporation, and Kansas City's prestigious Midwest Research Institute.

His civic contributions included the Civic Council of Greater Kansas City, Chairman of the Board of the Tenth District Federal Reserve Bank and the Civic Council of Greater Kansas City.

How can an English major with a law degree become proficient in so many diverse roles? I lived in Kansas City where Mr. Hockaday was one of the most admired businessmen in the region. I remember a news interview in which a reporter asked Mr. Hockaday how he could transverse such a broad universe with such success. He answered: "My success was made possible by my degree in English." He explained further: "My English degree taught me to think."

The liberal arts have long been out of favor, being seen as having no commercial value. That attitude grew as we looked increasingly for technological skills, but at a cost. Individuals schooled in technology tend to be linear thinkers, unable to step outside the box. Irving was not so constrained. He using his analytic skills to assimilate and interrelate new knowledge and use it as a base for innovation and business success.

Needless to say, I have great respect for the liberal arts. During my 17 years as a CEO, I repeatedly used skills from my training in philosophy to analyze and problem solve. I know I will never be able to persuade anyone of that, but I believe it to be true.

At the risk of a little crowing, let me cite another personal example. I met a former Peace Corps volunteer who was sent to Kansas City to study the feasibility of starting an HMO. As we conversed, he suddenly commented: "I have this group of business leaders and union managers on my board. I need someone who can think. Mike, by the way, held a degree in romance languages from Bowdoin College. His frustration was that these board members could not hear one another. Time and again I heard people agreeing using different idiom, not realizing they were in agreement. I broke the stalemate by saying: "If I'm hearing us right, are we saying.....?" Around the table exasperated board members would exclaim: "That's exactly what I was saying!"

When my wife and I were leaving a celebration of our opening, the board's attorney pulled us aside and pointedly said to me: "You are the one who made all this possible." I demurred, but he came back even more strongly. I was both embarrassed and puzzled. After all, there were eleven board members. Eventually, the light bulb came on. The board attorney attended all board meetings. He watched me helping the board over many impasses, identifying common denominators that led to board action. As Mr. Hockaday so amply demonstrated, it's the ability to acquire, assimilate, and use new knowledge that counts, not the package of knowledge that comes with a degree.

John Macek, a CEO for 17 years, publishes *Bosshandbooks* (www.bosshandbooks.com) and is author of *My Life Preferences* (www.mylifepreferences.com.)

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Educational Discount for CIC-SHRM Members!

The Central Illinois Chapter of SHRM is partnered with Lorman Education Services!

In order to stay up to date in today's ever changing regulatory environment, you are eligible to receive a **15% discount** on all continuing education programs.

Register online or call 866-352-9539. Please use **priority code 16129** and **discount code Y6101017** when registering

[Http://www.lorman.com/training/SHRMCIC/](http://www.lorman.com/training/SHRMCIC/)

UPCOMING LORMAN COURSES

- 1/5/2012 COBRA: A Little of Everything is Changing
- 1/6/2012 Avoiding the Legal Landmines of Employee Separation and Release Agreements
- 1/10/2012 Administering the Family and Medical Leave Act Under the Current Regulations
- 1/10/2012 Do's and Don'ts for Internal Investigations of Employment Issues
- 1/11/2012 California Wage and Hour Law: Essential Payroll Practices for Companies Doing Business in California
- 1/12/2012 Workforce Planning Strategic Analytics
- 1/17/2012 Performance Appraisals That Motivate and Limit Legal Liability
- 1/18/2012 Workers' Compensation Handbook Best Practices
- 1/19/2012 Inclement Weather Pay Policies
- 1/20/2012 Effective Employee Orientation: Establishing The Culture and Protecting the Organization
- 1/23/2012 How to Set Up and Manage a Travel Program
- 1/24/2012 Meeting Your Fiduciary Responsibilities Under ERISA
- 1/25/2012 Do's and Don'ts for Internal Investigations of Employment Issues
- 1/31/2012 Smoking Discrimination in the Workplace: On and Off the Clock
- 2/3/2012 Electronic Record Retention: Mistakes HR Professionals Can Avoid
- 2/7/2012 Control Costs and Increase Efficiency With P&C Claims Predictive Models
- 2/8/2012 Satisfying OFCCP's Internet Applicant Rules
- 2/10/2012 Understanding Your Summary Plan Descriptions
- 2/14/2012 Creating Successful Employee Surveys
- 2/15/2012 Non-Resident Employee Withholding
- 2/16/2012 Is a Benefits Portal Right for Your Company?
- 2/17/2012 Employment Law Compliance: Disciplining or Terminating a Workers' Comp Claimant
- 2/21/2012 Fair Labor Standards Act: Coverage and Compliance Issues
- 2/23/2012 Satisfying OFCCP's Internet Applicant Rules
- 2/27/2012 Learning on the Job: Creating Legally-Sound Internship Programs
- 2/28/2012 Employment Law Compliance: Disciplining or Terminating a Workers' Comp Claimant
- 2/29/2012 Telecommuting: The Next Wave of Wage and Hour Litigation
- 2/29/2012 Workers' Compensation Update

2011 Leadership Conference a Success!

Submitted by April Cook, Chris Marecki and Christine Haley

Engaging Today's Leaders for Tomorrow's Success was the theme for this year's SHRM Leadership Conference which was held in Arlington, VA. Those who attended from CIC SHRM were Board Members Christine Haley, Chris Marecki, April Cook and Chapter members Dave Ryan and Donna Rogers. The goal of the conference is to collaborate and share information with SHRM staff and other volunteer leaders.

We were honored to be able to attend and represent our chapter. Overall the conference was not only educational but motivational as well. It was truly designed to help us explore new ways to make a difference not only as volunteers but as HR professionals. We attended breakout sessions for us to share ideas with chapters across the country. The general sessions featured key note speakers such as Hank Jackson, Jose Berrios, Pamela Green, Ryan Estis, and Scott Milligan.

In addition to attending all of the sessions, we attended an open house at the SHRM headquarters which gave us an opportunity to meet the staff. We were also lucky enough to meet Hank Jackson! Donna Rogers also coordinated a dinner with all volunteers from Illinois.

We also absolutely have to mention that the Peoria, IL Chapter won the prestigious Pinnacle award for their Workforce Development Program.

All in all we all came back with a bunch of great ideas and motivated for a super 2012!



CIC-SHRM Board members, April Cook, Chris Marecki and Christine Haley attended the 2011 Leadership Conference.



Members of the CIC-SHRM Chapter pose for a photo with representatives from other Chapters at the 2011 SHRM Leadership Conference in Arlington, VA

Thank you to our January Meeting Sponsor: Springfield Health Check

Springfield Health Check provides wellness programming for businesses and community events from a human resource perspective. Wellness fairs provide basic metrics, as well as options for healthy behavior choices, and are available at no cost. With a core of seven services, each host site can choose additional providers or activities based on their workforce needs. Currently SHC has 30 community providers who participate in our wellness events. Ongoing wellness programming is also available for companies who are working to address specific health issues of their workforce.

www.springfieldhealthcheck.org
2524 Farragut Dr.
Springfield, IL 62704



Chapter Chatter

CIC-SHRM Leadership Team

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

President	Vicky Fowler, SPHR 866-669-3429 President@cic-shrm.org
President Elect	Mary Curl 217-789-9340 PresidentElect@cic-shrm.org
Vice President	Chris Marecki 217-241-6224 VicePresident@cic-shrm.org
Diversity Committee Chair	Kim Elder 217-786-2214 Diversity@cic-shrm.org
Membership Committee Chair	April Cook, SPHR 217-843-2230 Membership@cic-shrm.org
Public Relations Committee Chair	Ginette Comstock, SPHR 217-528-2323 PublicRelations@cic-shrm.org
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Treasurer	Christine Haley 217-787-9400 Treasurer@cic-shrm.org
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Please share your news with the Chapter. Email your news to publicrelations@cic-shrm.org for inclusion in the next newsletter

2012 Charity Recipient Announced

During its December board meeting, the CIC-SHRM board voted to designate the American Lung Association as the 2012 Charity.

The American Lung Association was selected based on their support of the CIC-SHRM membership over the last several years.

For the last five years, the ALA has donated meeting space for the Fall Study Group as well as providing a meeting room periodically for the CIC-SHRM Board meetings.

Thank you to this year's annual sponsor:

HUMANA®

Humana Inc., headquartered in Louisville, Kentucky, is a leading health care company that offers a wide range of insurance products and health and wellness services that incorporate an integrated approach to lifelong well-being. By leveraging the strengths of its core businesses, Humana believes it can better explore opportunities for existing and emerging adjacencies in health care that can further enhance wellness opportunities for the millions of people across the nation with whom the company has relationships. More information regarding Humana is available on the company's web site at www.humana.com.

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