



CHAPTER NEWS

July/August 2006 Edition

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



President's Message

It is summertime, and I hope this issue of the CIC-SHRM chapter newsletter finds everyone enjoying the sun and activities that only the summer months can bring. The year 2006 is already half-over, but our Board still has many events planned for the remainder of the year, helping you to gain value through your local membership.

On July 19th, we will be holding our fourth bi-monthly membership meeting of the year by hosting David Weis, a Licensed Clinical Professional Counselor who has been in the behavioral health field for over 20 years. He will be presenting “**Depression: A Workplace Health Issue**” in order to help us, as HR professionals, to be better equipped with the knowledge we need to support those in our workplace who are battling depression. David will be providing us with an overview of depressive illness, information on screening for depression in both EAP and primary care settings, treatment protocol for depression – what works, what doesn't—and trends in managing depression in the workplace. I hope each of you can join us in learning more about this seemingly personal topic that is becoming a more prevalent issue for us in today's workplace.

Members also continue to have the opportunity this summer to become more involved in the chapter through committees and Board positions with nominations being gathered throughout the next two months. Please contact me at president@cic-shrm.org if you are interested in participating in a committee or on next year's Board. During this year's election, we will be looking for nominations for Treasurer, Legislative Affairs Chair, Public Relations Chair, Workforce Readiness Chair, and Recognition Chair. We are also looking to add a new position to the Board—College Relations Chair—in order to place a focus on building relations with educational institutions in Springfield and the surrounding areas. There is no better way to create value in your CIC-SHRM membership than to get involved on the Board. Again, please contact me with your interest.

Finally, don't forget the 7th Annual Illinois State Conference and Exposition in DeKalb August 1st and 2nd. As an attendee at five previous state conferences, I can personally attest that they keep getting better, and the cost remains affordable. Please consider using your professional development budget this year to attend this conference. You will not regret it.

Enjoy what remains of Summer 2006, and I look forward to seeing you at the July meeting!

Have a great day,

Penny L. McCarty, SPHR
CIC-SHRM Chapter President

New Meeting Location for 2006

Remember - Our 2006 meetings will be held at Hoogland Center for the Arts, located at 420 S. Sixth Street, Springfield.

CIC-SHRM Calendar

2006 Luncheon Meetings

Third Wednesday of every other month. Registration begins at 11:15 a.m., luncheon begins at 11:30 a.m. at Hoogland Center for the Arts. Meetings will be held on the following dates:

- July 19
- September 20
- November 15

Board Meetings

Second Wednesday of every month at 11:30 a.m. Meetings will be held as follows:

- July 12
- August 9
- September 13
- October 11
- November 8
- December 13

All members are welcome.

Special Events

- August 1-2: 7th Annual Illinois State Conference, Dekalb, IL
- October 4: New Member Orientation, LLCC
- October 18: Special 2-hour event “Choose Your Altitude – Leadership Training for Your Organization to Take the Leap” David Hart of the Jump Institute/Team Fastrax, Hoogland Center for the Arts 8:00-10:30 a.m.

SHRM PROFESSIONAL DEVELOPMENT

Essentials of HR Management

July 13-14—Indianapolis, IN

July 27-28—Denver, CO

August 10-11—Charlotte, NC

HR Scorecard

August 7—Chicago, IL

SHRM Academy

“Building Business Strategy”

“Creating an HR Strategy”

“Managing Individual and Organizational Change”

August 28-30—San Diego, CA

HR Generalist

July 24-26—St. Louis, MO

August 14-16—Los Angeles, CA

CCL Leadership Development for HR Professionals

August 14-18—Colorado Springs, CO

Visit www.shrm.org/seminars for further details!

The Diversity Committee continues to seek volunteer members who are willing to add their time and talents to this effort. Future initiatives discussed include the spotlighting of outstanding company initiatives relating to diversity and collaboration with other professional and civic organizations.

If you are interested in participating, contact Bob Hotes at diversity@cic-shrm.org today!

Member Spotlight

Lindsey Perrine is the Human Resources Coordinator for Johnson Development Company. She is responsible for the payroll for all six of their hotels with approximately 330 employees.

Nature of Work in HR

Her duties also include garnishment and 401K administration; drug screening through Bansal Occupational for all six of our hotels; and benefits administration. Lindsey also provides guidance to the General Managers of the hotels regarding Human Resources functions and also has some accounts payable responsibilities.

Education

Lindsey Perrine has a B.S. in Business Management with a Human Resources Concentration from Millikin University. She is currently studying to take the CHRE Certified Human Resources Executive exam through the American Hotel & Lodging Association which is comparable to the PHR for the hospitality industry.

Chapter Chatter

Welcome to Our Newest Members!

- ❖ Jody Barksdale, On-Site Solutions Manager, Innovative Staff Solutions
- ❖ Kristin Blake, Human Resources Assistant, Memorial Medical Center
- ❖ Ginette Comstock, District Manager, Manpower
- ❖ Liane Joyce, Director of Human Resources, Johnson Development Company, LLC.
- ❖ Tony Comella, Director of HR, Hanson Professional Services, Inc.
- ❖ Kent Gray Jr., Senior Associate, Giffin, Winning, Cohen & Bodewes, P.C.

Congratulations on Recent Job Changes!

- ❖ Pattie Curry, Human Resources Manager for ILMO Products Company Corporate Office in Jacksonville
- ❖ Vicky Fowler, PHR, HR Generalist for Lewis Memorial Christian Village in Springfield

Congratulations to our Newest Addition...

- ❖ Heather Dykes, PHR, welcomed Cooper James Dykes to the world in May!

Biggest Challenge

Lindsey feels her biggest challenge is keeping up with the new personnel laws, regulations, and requirements. She thinks that the Human Resources arena is an interesting field with many twists and turns regarding law compliance. Lindsey thinks Diversity Management is a poignant and crucial issue right now for all businesses. She sees providing an atmosphere that embraces the ongoing diversity issues, as vitally important for the success of any business. Lindsey feels that prominent diversity programs will lead to higher retention rates and improved employee morale.



Future Plans

Lindsey plans on pursuing a MBA at the University of Illinois Springfield.

Annual Member Recognition After-Hours Event

On Thursday June 22, a number of CIC-SHRM members gathered at the Inn at 835 for some good conversation, live jazz music and some libation. Three attendees were also winners of awards to attend upcoming state and national SHRM events. The three winners were: student Pamela Gordon (State Conference expenses), Teresita Gonzalez (State Conference Registration) and Lindsey Perrine (any National SHRM Conference, up to \$1000).

This was the second annual social that the chapter has held in honor of our members' commitment to our profession. It is also intended to serve as our sole networking-only event of the year. We also used this meeting as a way to "preview" the facility, as the chapter is contemplating holding regular membership meeting at the Inn in 2007. Don't plan to miss the prizes and networking at next year's event!



CIC-SHRM Chapter President Penny Mc Carty is pictured presenting prize certificates to student Pamela Gordon (left), Lindsey Perrine (middle), and Teresita Gonzales (Right). Each social participant had a chance to enter these great prize drawings!

Business-Education Partnership of Sangamon County

The *Business-Education Partnership Of Sangamon County* was formed in late 2005 by an ad hoc committee of community leaders. Through its deliberations, mission and vision statements were drafted, as well as agreements reached to hire an executive director and to appoint a 26 member advisory board.

The Partnership (an affiliate of The Greater Springfield Chamber of Commerce) began formally in January 2006 after the ad hoc committee disbanded and the advisory board was seated. Its scope is county wide, covers K-12 and higher education, and includes both private and public schools. Allan Woodson, formerly associated with the Springfield Public Schools, the Illinois Association of School Boards, and the University of Illinois at Springfield, serves as the executive director.

The mission of the Partnership is to work with educational and business groups, local area municipal and county governments, and community stakeholders to "provide the highly skilled, literate, and productive workforce necessary to support a successful economic development environment."

In addition to a nine member executive committee, the Partnership is comprised of five standing committees: Major Initiatives; Marketing; Partners In Education; Programs; and, Public Policy. Through these committees, several initiatives have been identified and are being pursued, including:

- *starting a Junior Achievement program for Partnership school districts;*
- *developing a scholarship directory available to students and parents both on-line and in hard copy;*
- *working with businesses to establish internships (compensated and non-compensated);*
- *coordinating an annual business-education day when business people visit classes and meet students and their teachers;*
- *designing a survey for business and education interests to assess what they determine to be key education policy issues; an executive summary of the survey results will be prepared and used for "education round table" talks between community organization representatives, labor officials, business people, and educators;*
- *establishing a Partnership link on the Chamber web page;*
- *developing a "best practices manual" referencing a number of successful school-to-work initiatives that recognize the efforts of local area businesses, schools, social service agencies and civic organizations;*
- *providing support to local organizations (such as Illinois Women In Leadership, American Association of University Women, and Frontiers International) which sponsor specially tailored programs for specific demographics;*
- *working with businesses which have agreed to "partner" with a specific school to provide personnel for mentoring, tutoring, equipment, instructional material, and/or financial assistance;*
- *organizing career fairs;*
- *hosting job search workshops and job interview workshops; and,*
- *identifying and recommending strategies to close the achievement gap that exists between white and black students.*

The Board welcomes involvement in the Partnership from interested individuals or organizations and urges them to contact Allan Woodson at alwmcs@aol.com or at 793-3525.

LEGISLATIVE/LEGAL UPDATES

Submitted by Larry Small, SPHR, Legislative Chair



USERRA

According to Hal Coxson, a partner at Ogletree Deakins in Washington, D.C., one in 81 of the 550,000 Guard and Reserve service members who have been mobilized since September 2001 have filed USERRA complaints upon their return, leaving employers vulnerable to investigation and enforcement penalties.

Coxson said the requirements under USERRA are “liberally applied and liberally construed” to the benefit of the service member, consistent with the Supreme Court’s admonition. That is to say, the act generally covers all employers, including state and federal government employers, and all employees, whether their military service is voluntary or involuntary.

Under USERRA, an employee on military leave is considered to be on furlough or a leave of absence. Therefore, he or she is entitled to certain rights and benefits.

For example, if an employer allows individuals on a comparable leave of absence, such as under the Family and Medical Leave Act, to continue to accrue vacation leave, then the same accrual policy should be applied for an individual on military leave as well, Coxson said.

Similarly, the employer may allow, but may not require, employees on military leave to use accumulated paid leave while they are away on duty, provided that employees on other comparable leaves are given the same option.

With respect to health benefits, employees on military leave are entitled to continuation of coverage for a 24-month period. However, the employee may be required to pay up to 102 percent of the full premium.

Employers are not required to compensate employees while they are on military leave, but some choose to make up the difference between military pay and civilian pay as a gesture of good will. Employers should be aware, Coxson warned, that under IRS regulations this pay cannot be subject to withholding.

USERRA relates to service members’ re-employment as well. Assuming that the employee has met his or her obligations under the act—by providing the employer with advance notice of the upcoming leave and submitting a timely application for re-employment, among other things—the employee generally is entitled to the following re-employment rights and maintenance of employment benefits upon return:

- **Health benefits.** The individual should be reinstated in the company’s health plan. However, Coxson noted, if the employee incurred an injury in the course of service, it is the obligation of the government health plan to cover that employee.

- **Position.** Employees returning from military leave are entitled to their pre-service position or a comparable position. If the employee’s position changed while he or she was away, the employer has an obligation to help qualify the employee—and to make reasonable accommodations for the employee if he or she became disabled during service—for the new position or the nearest equivalent position.
- **Rate of pay.** The employee is entitled to receive all step increases and other nondiscretionary pay increases. He or she is entitled to receive merit increases and bonuses if the employer can conclude with “reasonable certainty” that the employee would have received such discretionary pay had he or she not been called away on leave.
- **Pension benefits.** There is no break in service for purposes of participation, vesting and accrual of pension benefits, including for defined benefit, defined contribution and profit-sharing plans that are retirement plans. Once an employee returns to work, the employer generally must make up the missed contributions within 90 days of re-employment.
- **401(k) plans.** For 401(k) plans, the employee may make catch-up contributions within a specified period of time, and the employer is required to make up the matching contributions that would have been made.

Coxson concluded by saying that “USERRA establishes a floor, not a ceiling.” In other words, it supersedes any state rights or private agreements, such as mandatory arbitration agreements, that would provide lesser rights to service members. He noted that there is no statute of limitations under USERRA.

8th Circuit: Supervisor’s comments led to hefty liability for FMLA retaliation

By Maria Greco Danaher

A supervisor’s negative comments about an employee’s time off under the Family and Medical Leave Act (FMLA) evidenced unlawful retaliation, according to an [8th U.S. Circuit Court of Appeals](#) decision, which upheld an award of \$107,000 in back pay, plus liquidated damages in the same amount as well as front pay and attorneys’ fees.

Denise Hite was diagnosed with major depressive disorder and began to take periodic leaves under the FMLA in 2000 and 2001. Rick Leedom, Hite’s supervisor at Vermeer Manufacturing, reacted negatively to Hite’s use of FMLA leave. He made remarks to Hite about her illness, telling her that he couldn’t “see anything wrong” with her and that she needed to be at work. Leedom complained to other managers generally about FMLA leaves and specifically criticized Hite’s absences.

Legislative Report Continued

Leedom also began to transfer Hite to different machines than the one for which she had been originally trained. In December 2000, Leedom told Hite that he would permanently remove her from her machine if she continued her absences. While these actions did not affect Hite's pay, Hite complained about the transfers and about Leedom's remarks. Ultimately, Hite was removed from her original machine and was transferred permanently to another machine, which was larger and more difficult for her to operate. Hite reported to other managers about Leedom's supervision of her and told them that Leedom was treating her differently than other employees by citing her for rule violations not commonly enforced against others.

Hite's last FMLA absence occurred on June 14, 2001. Two months later, Hite requested and received permission from Leedom to place a cell phone call during work hours and on work premises. Although the company had no formal written cell phone policy, employees had been told that they needed a supervisor's permission to make such calls during work hours. No employee had been terminated for cell phone usage at the company.

On Aug. 28, 2001, Hite was informed that she was being fired for using her cell phone away from her machine during company time. Although Hite explained that she had received permission from Leedom, she was told that in addition to the cell phone violation, her entire disciplinary record—including warnings related to attendance—was being considered. This was contrary to the company's practice of only considering one year of history before imposing added discipline. In response to the termination, Hite filed suit against Vermeer and Leedom, alleging retaliation under the FMLA. A jury ultimately found in Hite's favor. The 8th Circuit upheld the verdict, finding that while Hite's last use of FMLA leave occurred more than two months prior to her termination, Hite was able to present additional evidence to establish that her firing was related to her FMLA leaves. The court viewed Leedom's comments and the company's escalating actions against Hite as evidence of punishment for Hite's use of FMLA leave. Hite also was able to present evidence that she was treated differently than other employees who used cell phones.

Hite v. Vermeer Manufacturing Co., 8th Cir., No. 05-2297 (May 9, 2006).

Professional Pointer: Retaliation claims open a company to liability for large judgments and—in some circumstances—liquidated damages. To avoid liquidated damages, the company bears the burden of establishing that it acted in good faith and had an objectively reasonable belief that it did not violate the FMLA. Because the "good faith" requirement is met when an employer can establish that it intended to act in conformance with the FMLA, companies should ensure that its supervisors understand the obligations outlined by the law, and train supervisors to deal appropriately with employees who request or take FMLA leave.

ILLINOIS Legislative Update...

Restaurant pays for same-sex groping, race bias

An upscale restaurant reportedly will pay \$210,000 to 11 employees who claimed that management subjected them to same-sex and racial harassment.

Is the new comp fee schedule not saving money?

Employers might not be seeing all the savings that were expected when lawmakers established a new medical fee schedule as part of last year's workers' compensation reform.

Did employee manual constitute a contract?

An employee who lost his job without warning took his employer to court on a breach of contract claim, and the decision illustrates the factors that transform—or don't transform—an employee handbook into an enforceable contract under Illinois law.

Cracker Barrel to pay \$2 million for harassment

The restaurant chain also agreed to train employees on harassment in settling the lawsuit brought by the U.S. Equal Employment Opportunity Commission on behalf of 51 female and black employees charging the company with sexual and racial harassment.

Pharmacies, employees spar over 'morning-after' pill

Governor Rod Blagojevich set off a firestorm when he issued an executive order requiring pharmacies that sell contraceptives to accept and fill prescriptions for contraceptives without delay.

State Senate considers Employer Meeting and Communication Act; more

Pending measure would bar employers from requiring employees to attend employer-sponsored meetings on religious or political matters or participate in communications that explain the employer's opinion on these topics.

New employment laws effective January 1

Illinois now requires any entity—including an employer—that collects and maintains personal information to notify all affected state residents in the event of a security breach.

Mandatory overtime ban for state nurses, safe patient handling, more

Pending measure would bar the state from requiring nurses in state facilities to work overtime and would mandate at least eight hours off-duty time following completion of a required 12-hour shift.

Court strikes down Illinois strikebreaker law

Seventh Circuit chides Illinois officials for passing, signing and seeking to enforce a law making the hiring of strike replacement workers a crime, as 'starkly incompatible' with federal labor law.

Health insurance tax credits; more

Among other legislative proposals, Illinois House Bill (HB) 4146 would allow small employers of 50 employees or fewer to claim a tax credit for health insurance provided to their employees.

Company pays for rejecting blind applicant

Americall, a telemarketing company operating in Naperville, agreed to pay \$200,000 to a blind applicant who was turned away because she used a guide dog.

Disability-based hostile work environment?

A worker with a nervous system disorder was allowed to proceed with his claims of a hostile work environment and constructive discharge.

Elements of wrongful discharge, employment at will in Illinois

An employer who allegedly told one of its employees to discriminate against a physically impaired worker will have to explain its conduct to a jury.

Federal Circuit Court Rulings

7th Circuit: 'Honest suspicion' of FMLA abuse justifies discharge

An employer did not violate the Family and Medical Leave Act by terminating an employee on leave based on its 'honest suspicion' that the absence was not actually covered by the FMLA.

7th Circuit: Data destruction may have violated computer hacker law

Under the federal Computer Fraud and Abuse Act (CFAA), an employer can sue a former employee who, after he quit, installed and operated a computer program to delete company data on his company-assigned laptop.

7th Circuit: ERISA vesting rules permit exclusion of young employees' service

For pension vesting purposes, ERISA permits employers to exclude employees' years of service before age 22.

7th Annual Illinois HR Conference & Exposition!

The Illinois State Council of SHRM invites you to join your HR colleagues at its 7th Annual Illinois HR Conference and Exposition to be held on Tuesday and Wednesday, August 1-2, 2006 at the Holmes Student Center on the campus of Northern Illinois University in DeKalb, IL. This year's theme is

"Human Resources: Taking Care of Business"

We are confident that you'll enjoy the opportunities to network with HR professionals from throughout Illinois, connect with our many sponsors and exhibitors who offer products and services catering to your HR needs, interact with over 25 concurrent session speakers and earn HRCI recertification credits! To review this year's conference schedule go to www.illinoisshrm.org

Topics focus on such areas as:

- Strategic Human Resources
- Leadership and Culture
- Attracting Talent
- Retaining Talent
- HR Deliverables

Packed with information you need, affordable and close to home...we hope to see you there! *Please mark "Central Illinois Chapter--#223" when you register!*

**INTERNS HELP REACH YOUR GOALS...
AND THEIRS!**

Internships offer an excellent way for students to receive on-the-job learning while providing you with the assistance you need to accomplish some of those projects that have been on the back burner. There are a variety of internships available in the Springfield area with different types of structures, so there is sure to be one to meet your needs. The programs listed below are open to students of all academic backgrounds.

The University of Illinois at Springfield offers internships at both the undergraduate and graduate levels. The Applied Study Term is a semester-long program for undergraduates. Interns work 20 hours a week for a sixteen-week semester or full time during the eight-week summer term. These internships can be either paid or unpaid, or you can participate in the Illinois Cooperative Work Study Program. Through this grant-funded program, you pay a total of \$1,282.56 (\$4.00 an hour plus \$2.56 for workers' compensation). The grant provides an additional \$5.00 an hour, so the student receives \$9.00 an hour, plus 8 semester hours of credit. ICWS students are on the UIS payroll—a benefit for you. Additional information is available at www.uis.edu/appliedstudy or contact Jan Kirkham, placement development coordinator, at 217-206-6645.

The Graduate Public Service Internship Program is an exemplary leadership program that gives interns the opportunity to simultaneously begin a professional career while earning a master's degree. Your company has opportunity to groom highly qualified staff at a fraction of the cost of hiring full-time staff. The approximate annual cost for an intern is \$16,000, which includes the intern's monthly stipend, tuition waiver, professional development allotment, and administrative costs. During this 21-month program, graduate-level interns work 20 hours a week during the academic year and 37.5 hours a week during the summer months. The placement process is still underway for the 2006 fall term. You can learn more about this program at <http://gpsi.uis.edu>.

Robert Morris College Internship Programs provide opportunities for students to gain valuable work experience related to their field of study. Students are available from a variety of Associate and Bachelor Degree programs. Robert Morris offers two types of internships: *The Project Internship Program* and *The Cooperative Workstudy Internship Program*. A *Project Internship Program* consists of a minimum of 10 hours a week for 10 weeks and based on employer preference, the internship may be a paid or unpaid work experience. The *Cooperative Workstudy Internship Program* consists of 16 hours a week for 10 weeks and is a paid work experience where 50% of the student's hourly wage is paid by the employer & the other 50% is paid from a grant funded from the State of Illinois. If you would like more information on these programs, please contact The Robert Morris Office of Career Services at 217-793-4204. Visit our website at www.robertmorris.edu.

The mission of CIC-SHRM is to support the professional and advance the profession. Any organization that provides an internship in human resources helps support this mission. If you offer an internship to someone in our field, please let us know by contacting WorkforceReadiness@cic-shrm.org.

HR managers rank high on ‘best jobs’ list

By Kathy Gurchiek

Human resource managers have the fourth-best job in the United States, says a just-released CNN and Salary.com study of 50 top jobs. It gives the position an “A” for flexibility, ease of entry and difficulty, and a “B” for the level of creativity and stress involved.

Human resource managers rank just below software engineers (No. 1), college professors (No. 2) and financial advisors (No. 3), and just higher than physician’s assistants (No. 5), market research analysts (No. 6), computer IT professionals (No. 7), real estate appraisers (No. 8), pharmacists (No. 9) and psychologists (No. 10).

CNN and Salary.com considered such factors as job growth, stress level and pay for the hundreds of jobs they researched. “In the past,” CNN reported, HR managers “have been associated with performing the administrative function of an organization, such as handling employee benefits questions or recruiting, interviewing, and hiring new staff in accordance with policies and requirements that have been established in conjunction with top management.

“Today’s human resources workers manage these tasks and, increasingly, consult top executives regarding strategic planning. They have moved from behind-the-scenes staff work to leading the company in suggesting and changing policies.”

The high ranking comes as no surprise to Susan R. Meisinger, SPHR, president and CEO of the Society for Human Resource Management (SHRM).

“The profession is rapidly evolving where HR executives are playing a much larger role in determining the overall direction of their organization,” she said.

“These developments add to the vibrancy of the profession as more organizations look to HR for strategies to align their workforce with the goals of the business.”

The job’s downside was firing people and fighting the “fluffy HR stereotype” of being in charge of traditional HR tasks such as coordinating the company newsletter and handling routine benefits transactions and other paperwork increasingly being outsourced.

The upside of the job is helping shape corporate growth and strategy and making work more rewarding for employees, the report says.

“Even lower-level managers are expected to design employee programs that also benefit the bottom line,” according to CNN.

On the financial side, according to CNN:

- Average pay for HR managers is \$73,500.
- Senior HR directors earn approximately \$285,000, and closer to more than \$1 million at the C-suite level.
- 75 percent of HR managers earn more than \$59,156, or \$61,296 when total compensation, including bonuses, is factored.

- 50 percent earn more than \$67,922, or \$71,209 when everything is factored.
- 25 percent earn more than \$78,704, or \$83,680 when everything is factored.

The pay scale was an eye-opener for his MBA students, said Wayne Cascio, Ph.D., professor of management at the University of Colorado at Denver and author of books on HR. He also is a member of the SHRM Foundation.

One of the report’s messages is that working in HR is not career-ending or a sign of career plateau, he told HR News.

“There are lots of opportunities for growth, and you have to prove your worth. You’re going to have to prove yourself. The good news: If you can prove yourself, the sky’s the limit.”

The report’s characterization makes it clear that HR is taking more of a strategic role, especially at the upper level, Cascio said. He said he was pleased that the report points out the required education level, including follow-up master’s degree-level work or professional certification.

For the first time, he said, there is significant recognition outside the profession that there is a body of knowledge, supplemented by professional certification, that people need to work in the HR management field.

The report is more heartening than the global study *The Maturing Profession of Human Resources: Worldwide and Regional View Survey Report*, which SHRM released last year. It found that HR as a whole gets little respect. Those findings came from an e-mail poll of 4,352 HR practitioners who were members of their national HR professional associations.

HR professionals need to do a better job of promoting what they do for an organization, Cascio observed.

“If you think of C-suite executives ... they’re very good at packaging what they do, and HR traditionally has been inwardly focused rather than outwardly focused. HR needs to see CEOs as customers. You have to be able to demonstrate value in what you do.”

Attracting and retaining top talent is one way HR can be seen as a strategic partner, he said.

“We know that talent, especially skilled talent, is likely to be in high demand. And if that’s the case, every employer wants to become an employer of choice [where] you have a workplace where people are treated well and with respect ... and HR is seen as kind of a gatekeeper” for that talent, he said.

Kathy Gurchiek is an associate editor at HR News. She can be reached at kgurchiek@shrm.org.

For the latest HR-related business and government news, go daily to www.shrm.org/hrnews.

Dave's Top Computer Resources for HR Professionals

This is the third installment of my take on the internet and some helpful information for the Human Resources Pros. In the first two installments of this, I have listed out some web sites that I found that are extremely helpful and are extremely free. In this newsletter I want to talk about some concepts rather than specific sites.

From time to time I find that I need better information on an issue, a product or a service that is not of my local area. One of the best ways I have found to get the local angle on the matter is to search for the local newspaper on a search site, like Google or yahoo. Let me give you an example. I work at Mel-O-Cream Donuts here in Springfield. One of the biggest players in the donut business in the last five years has been Krispy Kreme (that's the bad news). While at the same time, KK has been suffering from a series of financial woes, and S.E.C. issues. When an issue comes to fore front I go to the Winston-Salem Journal (KK is based in Winston-Salem, N.C.) www.journalnow.com and see what they are saying on the matter. It is usually much more specific than the national press. You will also find much greater detail in a local paper. Another example of this follows. You may recall March 12, when Springfield was hit by two tornados. Friends, relatives and business associates who were concerned about the acquaintances in Springfield, inundated the old www.sj-r.com web site, to the point that they needed to make some short term changes to their web site, to accommodate the traffic. So to sum up this thought, if you have employees, business associates, relatives or what ever their relationship may be to you and you want to know more about what's going on in their locale, do this. Find their local daily paper on the web and find out what they are saying on the matter.

This next item I stumbled onto is pretty cool. I would think, by now most of you have *Googled* something, right? So, you are familiar with the Google look and feel. Put that thought on hold for a moment. For most of you, who have Googled, you have been using a computer for quite some time I am sure. In fact, you have been doing this so long and have such a volume of files, you *sometimes have a difficult time finding the file*, or an email, or some other computer item you have created, or received. If you are fairly well schooled in computer use, you probably search files using the search function. Well I have found something that is much better and more efficient. Google has now come out with what they call **Google Desktop**. You must download this program. You will need to make sure that you have the rights to download programs to your computer. Just go to <http://desktop.google.com/?promo=mp-gds-v1-1> to download the program.

Here is how it works: Once you download and install the program, you must run an initial set-up. What it does is this; it looks through all of your records and indexes them. It looks through programs like Outlook, it looks through your web history, or through any other files that have been created. This process can take a long time, so you might want to start this right before you leave the office. Not only will Google Desktop look at your computer, you can also point it to look at any number of network drives. Now how is this applicable? Here's is a real world use from me. I have a problem employee who is looking at termination. I can Google his name in my desktop and rather than having to look at a number of files, they appear as any other Google search, giving you an idea of what type of documents it is, and what the lead contents are. Trust me on this one, if you have a lot of files and need to look through them occasionally, this is a great tool, and what's even better – *it's free!*

The last and final thing I wanted to discuss was **Blogs**. I've got to assume that by now you all know what a Blog or Blogger is. It's funny as I type this MS Word does not recognize either as a word so they get the squiggly lines underneath them. Anyway as I understand it the term is derived from web logger; see "B" from web combined with log. What is a web log/blog? From what I have been able to ascertain it is just simply an individual's writings, ramblings, opinions on a subject and it is posted on the web. In some ways it isn't all that different from what I am doing right here. Bloggers blog about all sorts of subjects.

In preparing to talk about this I search for some HR blogs and I didn't find any good ones. There are a number of them, but they are all kind of plain vanilla in my opinion. It is an interesting phenomenon at it is growing everyday. Many blogs link to other blogs and refer to other "postings." A posting is any piece that a blogger puts up on the web site. You can search out and find bloggers on subject matters that are of interest based upon your job or outside interest, or even just on the daily news.

Here are a few that I visit frequently. <http://www.blog.nam.org/> This is a web log from the National Association of Manufacturers. It is very pro-business and tends to lean very Republican. He has a great feature on Fridays called Friday's Follies. This blogger also gives you a real feel of what's going on in D.C. Another site is <http://thecapitolfaxblog.com/> this is the web log of the Capitol Fax (A privately published newsletter from the Illinois Capitol). Rich Miller will give you the real dirt as to what's going on at the capitol. Finally, a blog from National Public Radio: <http://www.npr.org/templates/story/story.php?storyId=5251026>. This has all types of commentary. There are other bloggers on all types of sites. I don't know if they're here to stay but some of them are interesting to read. Just remember a lot of what you are reading on Blogs may be *opinion* and not necessarily factual!

See you next newsletter.
Dave Ryan, Treasurer

CIC-SHRM Attends Chamber of Commerce Job Fair!

By Dave Ryan

On Saturday April 29, 2006, four members of our chapter were in attendance at the Greater Springfield Chamber of Commerce Job Fair. What's news about that, right? One might expect to find a large contingent of Human Resource folks at a job fair. True, but for this group was there in a benevolent capacity to assist job seekers with their resumes.

SHRM members offered their expertise by helping some fair attendees. For those individuals who had already prepared a resume, SHRM members would review it and provide them with some feedback how to improve the resume. For those folks who did not have a resume, SHRM members talked with them briefly and helped them write a professional resume, then providing them with two copies of the newly written resume. CIC-SHRM members who helped with resume development included: Donna Rogers, Penny McCarty, Julaine Murphy and Dave Ryan. With the use of the chapter equipment and resume paper, the resume writers assisted an estimated 40 to 50 people at the 3-hour job fair.



Chamber representatives appeared to be satisfied with the Chapter's efforts to assist job seekers. In fact, they have discussed having our chapter put on some 15 -30 minutes seminars at the next job fair, on such topics as How to Have a Successful Interview, Writing a Professional Resume, or Different Ways to Search for Jobs.

The chapter is considering using this project as an element to submit as part of our Chapter Achievement Program and as submission for this year's National SHRM Pinnacle Award. We are planning to attend two more job fairs later in the year. Please let a Board member know if you are interested in participating in future job fairs.

Julaine Murphy (left) is shown helping a job seeker at the Chamber of Commerce Job Fair.

CERTIFICATION STUDY GROUP

The opportunity is fast approaching for those who are interested in taking the certification exams to become certified as a PHR, SPHR, or GPHR.

WINTER 2006 TESTING WINDOWS

PHR/SPHR December 1, 2006 to January 31, 2007

GPHR December 1, 2006 to December 31, 2006

(Application deadline for registration to take one of the exams is October 13, 2006. Late registration, for an additional fee, is through November 17, 2006. Refer to www.HRCI.org for further details.)

CIC-SHRM is planning to host a test preparation study group if there is enough interest from members. Sessions would begin the week of October 1st and run for eight weeks with completion in late-November/early December leaving adequate time within the testing window for completion of the test. Classes would meet one night per week for approximately three hours per session.

Additionally, CIC-SHRM is seeking anyone who is interested in leading one or more of the class sessions. This is an excellent way to gather credits for those preparing for re-certification. Study group leaders must be a PHR/SPHR/GPHR.

Anyone interested in participating in the study group or those interested in leading class sessions should email his/her interest to VicePresident@cic-shrm.org by July 31, 2006. Include in the email your name, contact number, participant or facilitator, preferred night of the week, suggestions and/or offers of location where group can meet.

OSHA Publishes Targeted Inspection List

Many of our chapter members are called upon to manage health and safety issues as well OSHA matters.

Every year, OSHA publishes a list of facilities that are targeted for inspection. They have done so for 2006. You can download that list by following the link below: http://www.osha.gov/as/opa/foia/hot_12.html.

After downloading the file, you can open it up in Excel.

First, you might want to check and see if your facility is listed. Then, you might want to check your competitors to see if they are listed as well.

Join us at this year's Illinois State SHRM Conference in Dekalb, Illinois, August 1-2, 2006 on the campus of Northern Illinois University!

Leadership Team

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

President	Penny McCarty, SPHR 545-5693 President@cic-shrm.org
President Elect	Nicole Ralph, PHR 786-2342 PresidentElect@cic-shrm.org
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Secretary	Mary Minder 789-9340 Secretary@cic-shrm.org
Treasurer	Dave Ryan 483-7272 Treasurer@cic-shrm.org

Your Foundation at Work: Effective HR Measurement Techniques

How do you demonstrate the value of your human resource department to the CEO, in language he or she can understand? The answer is HR metrics. Created with a grant from the **SHRM Foundation**, the book, *Effective HR Measurement Techniques*, shows you how to demonstrate, in bottom-line terms, the value of minimizing turnover, investing in training, evaluating team performance and much more. Learn how to measure the impact of your HR programs and watch your effectiveness soar. Visit www.shrm.org/shrmstore to order a copy of *Effective HR Measurement Techniques*.

The SHRM Foundation: *Investing in Your Future as an HR Leader*

LUNCHEON MEETING NOTICE

July 19, 2006

Hoogland Center for the Arts
420 S. Sixth Street

Program: Depression: A Workplace Health Issue

Speaker: David Weis, a Licensed Clinical Professional Counselor, has been in the behavioral health field over 20 years. For the last 11 years he has been in the EAP field providing account management to Fortune 100 companies. He recently returned from Asia where he conducted stress management seminars for workers involved in tsunami relief. David specializes in the treatment of depression and anxiety.

***Remember to RSVP for the July 19th luncheon by Friday, July 14th.**

- ◆ Reservations for the bi-monthly luncheons can be made by leaving a message on the chapter's message line at 698-6919 or by email at Reservations@cic-shrm.org.
- ◆ Cost for the luncheon is \$15/person. All reservations must be paid at the door unless Advantage Member.
- ◆ 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.
- ◆ Guests of members are welcome to attend; guests will receive one complimentary meal.

