



# CHAPTER NEWS

March / April 2007 Edition

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



## President's Message



Spring is in the air! If you are like me, the changing of the seasons is most welcome after the recent harsh winter weather. Along with this change from winter to spring comes a rejuvenated outlook and the promise of good things to come. Your CIC-SHRM volunteer board has caught the fever and is busy planning some exciting events for the chapter. The 8<sup>th</sup> Annual

HR Conference on June 6<sup>th</sup> is shaping up to be a good one! I am excited to announce that Michael Layman, SHRM's Manager for Employment and Labor Legislation will be providing a federal public policy update at the conference. With the change in Congress, the expectation is that we will be seeing a lot of HR-related legislation. I expect this update from SHRM on federal legislation to be interesting and informative!

We are also excited about our upcoming Member Recognition & Networking Dinner on June 20<sup>th</sup>. We are planning a fun event where we will be awarding the HR Professional of the Year and the HR Champion of the Year, as well as recognizing contributions by our members. SST Communications, a theatre-based training company that combines factual information with comedic and dramatic vignettes, will be entertaining and informing us. This program has been HRCI approved for re-certification credit.

In the meantime, please join us at our next chapter meeting at 11:30 a.m. on March 21<sup>st</sup> at the Route 66 Hotel and Conference Center. We will be collecting gently worn business attire for Dress for Success, and Dr. Sunil Bansal of Bansal Occupational Solutions will be joining us to discuss "Achieving Cost Reduction in Workers' Compensation".

As a final note, I want to encourage everyone to contact any of our volunteer board members with any question, concern or feedback. Our mission, as a chapter, is to develop the professional and to advance the profession of Human Resources. Your input and participation in fulfilling that mission is invaluable. Thank you for your continued support!

**Your CIC-SHRM Chapter President,**

**Nicole M. Ralph, PHR**

*Dress for Success donations will be accepted at the March Luncheon*

Visit the CIC-SHRM website at [www.cic-shrm.org](http://www.cic-shrm.org)

## CIC-SHRM Calendar

### 2007 Luncheon Meetings

Third Wednesday of every other month. Registration begins at 11:15 a.m., luncheon begins at 11:30 a.m. at Route 66 Hotel and Conference Center. Meetings will be held on the following dates:

- March 21
- May 16
- July 18
- September 19
- November 21

### Board Meetings

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

- March 14
- April 11
- May 9
- June 13
- July 11
- August 8
- September 12
- October 10
- November 7
- December 12

All members are welcome.

### Special Events

DICKEY-john plant tour on March 7 at 8:00a.m.

Annual Conference on June 6.

Mel-O-Cream Donuts tour on September 7 at 8:00a.m.

A special breakfast meeting will be held on October 17 from 8:00 – 10:30.

## College Relations Update

A conference call was held on February 16, 2007 for the College Relations Core Leadership Area. Following is a summary of the discussion.

Great news! For those of you nearing graduation, you may be concerned about how you will pay for your national SHRM membership when you no longer receive the student discount. The former policy was that after graduation, students would receive a discounted rate on their first year's membership (\$80, which is half of the normal \$160 rate). Due to feedback from students, SHRM has now waived the first year fee entirely. That's right – when you graduate, your first year of **SHRM dues are free!** This will help you maintain your link to SHRM while establishing your career (and is a nice little graduation gift!) The following year, your fee will be \$80, and will not rise to the full rate of \$160 until your third year. Most of you will be established in the field at that time and may even have your membership fee paid for by your company.

Anyone interested in being involved in a **local student chapter** is urged to contact Heather Dykes, College Relations Chair, as soon as possible. In order to become affiliated with SHRM national, we need eight national members. I believe we already have at least 4 members. SHRM is a wonderful organization and you get a lot of benefits (research, networking, etc.) for a low annual fee of \$35. Those of you who are not yet national members can get more information at <http://www.shrm.org/students/memberinfo.asp>.

The next **regional student conference** for the North Central region will be April 13-14 at Northern Illinois University in DeKalb, IL. The conference will feature keynote speakers on Human Resource topics, resume assistance, networking and more. There is no registration fee to attend the conference. There will also be a scaled-down version of the national HR Games. For those of you not familiar with the HR Games, it is a game-show scenario for students to practice where they answer the types of questions that are on the PHR certification exam. It is a great tool for preparing for the exam, as well as for meeting established HR professionals. Winners of the regional HR Games will be sent to the national SHRM conference in Las Vegas, given \$550 in travel expenses, and a \$500 scholarship. Further details can be found at [www.shrm.org/students.hrgames](http://www.shrm.org/students.hrgames).

Speaking of the **national SHRM conference**, this year's event is soon approaching. The 59<sup>th</sup> Annual Conference and Exposition of SHRM will be held June 24 – 27 at the Las Vegas Conference Center in Las Vegas, Nevada. A new feature of the conference this year will be the Student Union, an area dedicated to students. The student union will provide a location where students can network with one another, ask for guidance about topics of interest, and check e-mail or do research on the available computers. The student cost for registration is \$225 before June 1<sup>st</sup> or \$275 on site. For more details, go to <http://www.shrm.org/conferences/annual>.

Questions about student issues can be directed to Heather Dykes at [CollegeRelations@cic-shrm.org](mailto:CollegeRelations@cic-shrm.org).

One last tip - be sure to check out the **new career area** just for students on the SHRM website: [www.shrm.org/students/careers](http://www.shrm.org/students/careers).

## Member Spotlight



issues, and 401(k) administration.

She began her career in Human Resources 18 years ago, quite by accident. She re-entered the work force in the accounting field and during a change in state government administration was asked to assume the duties of "Personnel" in a state agency. She has since administered HR in the Corporate arena, Not-for-Profit, and Privately owned businesses.

"My biggest challenge is two-fold and far from unique. Since entering the HR field, the insurance challenge has remained constant. Providing our employees with a comprehensive,

Mary Midiri is currently the Vice President of Human Resources for United Community Bank. She's responsible for all aspects of HR management including: Staffing, employee development, benefit coordination, employee relations, State and Federal requirements, assisting and advising management on HR

cost-effective health plan that also provides a network for our southern-based branches remains a challenge. It is by far the issue that causes the most disturbances with employees when changed, the most distressing emails, along with the significant annual increases to both the employee and the employer."

"Running even with the insurance challenge is the more personal challenge of providing my employer with professional, knowledgeable staff that will grow our business and provide our customers with outstanding service. I am often inspired by our diverse work group and their loyal devotion to their profession but also see a real need to constantly develop new staff towards advancement opportunities and the ongoing development/training of better managers in the current workforce."

Mary has three children; Joel, Phillip and Kate. She was born and raised in Springfield, graduated from Sacred Heart Academy and attended Lincoln Land Community College, and St. Norbert's College.

**The Central Illinois Chapter of the  
Society for Human Resource Management  
Code of Conduct**

This code of conduct for the Central Illinois Chapter of the Society for Human Resource Management has been adopted to promote and maintain the highest standards of professional and personal conduct among its members. By joining this Chapter, members support and uphold this Code and understand their individual responsibilities to act in accordance with the following pledge:

As a member of the Central Illinois Chapter of the Society for Human Resource Management, I pledge to:

- Promote and sustain the highest standards of professional and personal conduct.
- Strive for personal growth in the field of human resource management.
- Instill in my peer Chapter members and the community, a sense of confidence regarding my conduct and intentions.
- Maintain the confidentiality of privileged information.
- Recognize that Chapter meetings, events, and other CIC-SHRM activities are opportunities for networking and development rather than making sales contacts.
- Uphold all laws and regulations relating to my professional activities.
- Support the Chapter and the Society for Human Resource Management in the shared goal of advancing the human resource management profession.

**New DVD in CIC-SHRM Library**

Contact [library@cic-shrm.org](mailto:library@cic-shrm.org) to check this out today!

**Ethics- The Fabric of Business**

In this age of accounting scandals and corporate wrongdoing, progressive organizations are seeking ways to foster a more ethical corporate culture. This new DVD profiles Lockheed Martin, Inc. and explores their work in promoting ethics in the workplace.

The DVD "describes many specific, concrete steps the company has taken to encourage and reward ethical behavior.... this video provides valuable and timely lessons for students, employees and managers who want to be proactive in developing and maintaining positive cultures."

-- **Marcia P. Miceli, D.B.A.**; Professor of Management, The McDonough School of Business, Georgetown University.

**PROFESSIONAL DEVELOPMENT** - The Professional Development Committee has the pleasure of coordinating the membership's professional development activities. This includes reviewing and selecting speakers/programs, meeting facilities, meal planning, etc. This is a great way to get involved and have a voice in what programs are offered to the CIC-SHRM membership. If you would like to serve on the Professional Development Committee, please send an email to [VicePresident@cic-shrm.org](mailto:VicePresident@cic-shrm.org) **GET INVOLVED!!!**

**Chapter Chatter**

***New Members – Welcome!***

- Kay Fischer, Certified Life Coach, The Coaching Connection
- Arkeitha Monroe, Accounting Clerk, Midwest Insurance Company
- Stephanie Jones, Benefits Manager, County of Morgan
- Brittany Witt, Student Member

Lisa Leach, PHR is now the HR Director for Springfield Pepsi. Congratulations, Lisa!

Angela Tippey, Public Relations Chair, has recently been promoted to Vice President of Client Services with Benefit Software Inc. Along with her HR duties; she will also be responsible for Tech Support, PC Product Testing, Tech Writing/Documentation, Customer Service and Sales Support. Congratulations, Angie!

Bob Hotes was the winner of the CIC-SHRM Membership Drive. Congratulations Bob!

**Warm thanks to our current sponsor,  
Rogers HR Consulting**

Providing a full range of Human Resources Management & Development Consulting services to all organizations with a special emphasis in small to medium size companies who do not have an HR professional on-site. You can be assured of top quality service from Rogers HR Consulting. Donna is certified as a Senior Professional in Human Resources with a Masters degree in HR Development and has over 16 years experience in the field. Call 217-698-4480 today for up to one hour consultation at no charge. Email: [donna@rogershr.com](mailto:donna@rogershr.com)





**Illinois: Blagojevich administration will switch to electronic hiring system** By Diane Cadrain

Gov. Rod Blagojevich in mid-January announced his intention to move the state to a web-based electronic hiring system. Developed in collaboration with the Illinois Department of Central Management Services (CMS), the system will expand access to state jobs and bring increased transparency and consistency to the state's hiring process. The plan would require all state agencies under the governor's authority to switch to a centralized, electronic system for posting job openings, taking applications and tracking application status. The new uniform system should reduce the potential for both human error and intentional manipulation, Blagojevich said.

"Once it's up and running, we will have a system that's more accessible, more transparent and more accountable than ever before," added Deputy Gov. Sheila Nix. "[W]hat we're announcing today will finally bring our hiring system into the computer age. That means thousands more people will be able to find out about and apply for state jobs. They'll be able to go online and check the status of their applications. And with all applications going into the same electronic database, records can't be lost or given preferential treatment," she added. The new system is intended to:

- **Expand access.** The governor said that under the new system, the state will maintain a single online database of all open state positions. Potential applicants will be able to browse openings and apply online. Interested candidates who do not find the position they would like may submit profiles of their professional backgrounds and interests. When openings meeting their criteria become available, the system will send an electronic message to those candidates. Those without Internet access will still be allowed to submit paper applications, which will be entered into the electronic system. Currently, the state accepts only paper applications for most positions.

- **Reduce errors and intentional manipulation.** An electronic system will help ensure that hiring decisions are based only on qualifications and other required considerations such as veterans' status. When applicant information is forwarded to the CMS examination group to be graded, the system will conceal personally identifiable information and provide only information required for assessing a candidate's background and experience in relation to the specific requirements of the open position. Also, when state agencies request an "eligibility list" of all candidates who meet the requirements for a specific position, the list will not include any personally identifiable information about candidates. Currently, the existing paper-based system reflects the entire application, including the candidate's name and referral information.

- **Improve tracking and accountability.** The electronic system will make it easier for candidates to track their progress. Also, job applicants will enjoy a higher level of security because their personal information will be stored in a secure electronic database rather than paper files.

The CMS has invited interested vendors to provide information about their electronic recruiting and application-tracking products. The agency's goal is to have the new system in place by the end of 2007.

**Illinois: Employers may use credit, debit cards for UI contributions**-By Business and Legal Reports, Inc.

Illinois employers may now make their quarterly unemployment insurance payments via MasterCard and Visa, the Illinois Department of Employment Security has announced. Companies may pay by either debit or credit card and may do so over the phone or on the Internet. The Internet address for payment is <http://www.paybill.com/IDES/>. The site guides the payment process using step-by-step prompts. From start to finish, the process should take five to ten minutes. The telephone option is available at 866-268-3956. Like the Internet option, the phone process guides the user with step-by-step prompts and takes five to ten minutes to complete. For either the phone or the Internet payment process, employers will need to use the 27-digit payment code on their payment coupons. The coupon is located at the bottom of each UI-3/40 payment form or other collection document mailed by the department. The 27-digit code is at the bottom of the coupon.

The department cautions, however, that it has contracted with a service provider to process these debit/credit card payments, and the provider will be charging a small convenience fee for the service. The fee goes directly to the provider, not to the Illinois Department of Employment Security.

**Illinois: Lawmakers boost minimum wage** By Business and Legal Reports, Inc.

At the tail end of last year's legislative session, Illinois lawmakers passed legislation raising the state's minimum wage from \$6.50 to \$7.50 per hour as of July 1, 2007, and increasing it an additional 25 cents per hour for each of the next three years. By 2010, the statewide minimum wage should be \$8.25 per hour—one of the highest statewide minimum wages in the nation. Gov. Rod Blagojevich signed the bill, Senate Bill 1268, on Dec. 18.

**Reactions.** The Illinois Chamber of Commerce called the move "disturbing" and stated that Illinois lawmakers continue to miss the big picture of what is needed to improve the state's economy. The Illinois affiliate of the National Federation of Independent Business, a small employer group, said that the wage (con't p.5)

### *Legislative Report Continued*

hike affects small businesses disproportionately and that counting tax and insurance costs that are based on wages, it will cost employers more than \$1.00 per hour. The Illinois Retail Merchants Association said that any changes to the minimum wage should be made at the federal level and should apply to all states to eliminate any competitive disadvantages.

Gov. Blagojevich countered by drawing attention to the state's economy since the last time the statewide minimum wage was raised, in 2003. Despite predictions that the increase would harm the economy, the governor said that since that time, the state has added more than 152,000 new jobs, more than any other Midwestern state.

### **Elements of wrongful discharge, employment at will in Illinois By Business and Legal Reports, Inc.**

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, a federal court sitting in Illinois recently decided. The court's opinion explains some of the elements of wrongful discharge and employment at will in Illinois.

**What happened.** Oliver Souffle, an employee of Dobbs Tire and Auto Centers, claimed that after he hired a physically impaired individual for a shuttle driver position, Dobbs, through its managers and supervisors, encouraged him to discriminate against the individual and to cut his hours. Souffle also claimed that in January and February 2005, he made it clear to Dobbs's supervisors and managers that he had no intention of engaging in discriminatory and illegal employment practices. After he was discharged, Souffle sued Dobbs for retaliatory discharge and breach of contract. Dobbs asked the court to dismiss the complaints.

**What the court said.** On the retaliatory discharge claim, the court noted that in Illinois, the common law tort of retaliatory discharge requires an employee to show that the discharge was in retaliation for actions that are protected by the public policy of Illinois, and that the employee reported the illegality to the employer itself. Reports to public authorities aren't required. In this case, Souffle clearly complained to Dobbs about its behavior, and the public policy violated was not only that of the Illinois Constitution, which bars disability discrimination, but also the Americans with Disabilities Act.

On the breach of contract claim, Dobbs acknowledged that Souffle had a contract but argued that it was a contract of indefinite duration, which under Illinois law made it one that Dobbs could end at any time and for any reason. The court acknowledged that in Illinois a contract of an indefinite duration can be terminated at the employer's will, but read the contract itself and found that it offered Souffle gainful employment as long as he wished to work with Dobbs.

Therefore Dobbs promised Souffle a job in some capacity for as long as Souffle would accept the

position. In the court's view, the contract was not one that could only be terminated only at Dobbs's option. The court denied the motion to dismiss. *Souffle v. Dobbs Tire and Auto Centers, Inc.*, U.S. District Court for the Southern District of Illinois, No. Civ. 05-488-GPM, (11/15/05).

### **7th Circuit: Medical history was enough to put employer on notice of need for FMLA leave -- By Michael G. McClory**

An employee whose detailed disclosure of his medical condition over a period of four months pointed to a potential serious health condition was entitled to a trial on his claim that his termination for absences constituted unlawful interference with his rights under the Family and Medical Leave Act (FMLA), the [7th U.S. Circuit Court of Appeals](#) held. In 1989 The Habitat Co., a property management company, hired David Burnett as a janitor. In 1994 Burnett advanced to a detailer position. A detailer is responsible for verifying that apartment equipment and furnishings are in working order before a new tenant takes possession of an apartment. Among other things, the duties of the position sometimes required Burnett to lift heavy objects, such as closet doors and appliances. Prior to October 2003 Burnett had a solid record with Habitat, with no identified performance problems.

Things changed beginning in October 2003. Sergio Polo, Burnett's supervisor since 1990, offered Burnett a transfer to a different location. Burnett told Polo that he did not wish to transfer because he had a weak bladder and the transfer position would have reduced restroom access. Burnett also told Polo that he would be examined by a doctor to determine the cause of the bladder problem. In late November Polo issued a written warning to Burnett regarding his performance, the first such warning Burnett had ever received as a Habitat employee. In early December Burnett missed a week of work due to medical tests; he presented a medical note to Polo on Dec. 11 and explained that several serious problems had been detected that would require additional testing.

Five days later Burnett met with Polo, other managers and his union to discuss his absences and his scheduled medical exams. Burnett told them he had been sick and continued to feel sick; he compared his symptoms to the symptoms of prostate cancer experienced by his brother-in-law. Polo granted leave for two medical appointments, but, after Burnett took the first one, Polo issued a written reprimand for substandard work.

On Jan. 14 Polo issued two more reprimands, both for disruptive behavior, and opposed Burnett's request for transfer to the midnight shift. Burnett filed a grievance that day and on his union's advice did not report for work until the Jan. 26 grievance meeting. Polo responded by suspending Burnett

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### *Legislative Report Continued*

for three days for unexcused absences. At the meeting, Burnett stated that he was scheduled to have a biopsy the next day, and he said that if diagnosed with a progressive form of prostate cancer he might commit suicide because he lived alone, had no means of caring for himself, and did not wish to be bedridden. It is unclear whether the grievance was resolved, but following his Jan. 27 biopsy, Burnett provided Polo with a copy of a treatment plan instructing him to avoid heavy lifting or strenuous activity. On Jan. 29 Burnett requested vacation until the second week of February when he was to receive the biopsy results. On Feb. 2 Habitat terminated Burnett; eight days later Burnett was diagnosed with cancer.

Burnett sued Habitat for alleged violations of the FMLA and the Americans with Disabilities Act (ADA). He claimed that Habitat interfered with his right to take FMLA protected leave and terminated him in retaliation for requesting it. He also claimed that Habitat violated the ADA by terminating his employment either because his cancer disabled him or because it regarded him as disabled by his cancer. The district court granted summary judgment in favor of Habitat. On the FMLA claim, the court concluded that Burnett could not show that he had provided adequate notice to Habitat that he suffered from a serious health condition. On the ADA claim, the court concluded that at the time of termination Habitat did not know Burnett had cancer and did not have enough information to regard him as having cancer. Burnett timely appealed.

The 7th Circuit affirmed the trial court's judgment on the ADA claim, but reversed on the FMLA claim and remanded it for trial. The appeals court concluded that Burnett's remarks on Jan. 29, when considered in the context of the preceding four months, were sufficient to put Habitat on notice of his need for medical leave. "Burnett therefore gave an account of symptoms and complaints, which formed a coherent pattern and progression, beginning with initial symptoms, continuing with doctor's visits, and then additional testing and results—all communicated (in one form or another) to Polo."

The 7th Circuit rejected Habitat's assertion that requiring an employer to look at the context of a request placed an unreasonable burden on employers.

"Burnett is not seeking to reach back over vast periods of time to grasp at an isolated mention of illness that was reasonably banished from his employer's institutional memory," the court stated. "He seeks only to invoke Habitat's institutional memory as to the natural course of his illness, which spanned a period of only four months (and included the same supervisor throughout the entire relevant period)."

[Burnett v. LFW Inc., d/b/a The Habitat Co., 7th Cir., No. 06-1013 \(Dec. 26, 2006\).](#)

**Professional Pointer:** The decision illustrates how important it is for employers to be aware of the statutory rights that employee statements and actions may trigger. Here, Burnett's statements, as reported in the opinion, should have prompted Habitat to conduct further investigation and inquiry to determine whether Burnett's situation qualified for FMLA leave. To help avoid missing these cues, employers are well-advised to provide training for supervisors and managers on recognizing and responding to potential leave and accommodation situations.

## 2007 CIC-SHRM Road Show

*Contributed by Dave Ryan, CIC-SHRM Treasurer*

Last year, the board performed a couple of surveys of the membership. One of the things that was repeated many times was that members would like to have more of an opportunity to "network." I don't really like that word, it reminds me of a bunch of computers connected to one and other. I choose to use words like, talk, visit, converse, get to know one another; things like that. Nonetheless, however we want to refer to it, members were clamoring for more of "it." This is where Nicole and I came up with the idea of getting our members together, to tour other businesses and have an opportunity to both visit with another member or two, while visiting/touring another business.

After we had the idea, then we needed to get a few of our gracious members to be agreeable to having our membership visit their place of business. So in order of the tours CIC-SHRM would like to thank Jeannie Wheeler from Dickey-john, Mark Sprehe, SPHR, from Bunn-O-Matic, and JoAnn Abrams from Richardson Manufacturing for allowing us to do this. I too would like to thank Dave Waltrip, President of Mel-O-Cream Donuts for allowing me to bring the group through Mel-O-Cream as well.

We sent out a mailing with a brochure listing the dates, times and locations. We have now posted this brochure on our website for your reference. We will also send you a reminder and ask you to respond to our electronic reservation system [www.rsvphq.com](http://www.rsvphq.com) if you plan on attending. Our thoughts were that members could bring one guest if they chose to do so, but please let's limit it to one, as our fellow members have opened up their place of business to our chapter.

Now having got all of that information out, I wanted to promote something else. This is going to give you an opportunity to see manufacturing in progress. Manufacturing is, simply put "cool". It is business making things. In my humble opinion, it is still the foundation of our nation's economy. When you tour a facility, you will be overwhelmed with the tenacity, and creativity that is used to facilitate the manufacturing process and the attention given to detail despite the repetitiveness of the process. Sadly, there is not much manufacturing that goes on here in the Sangamon County area.

So take this opportunity to visit with fellow CIC-SHRM members, see first hand manufacturing in Sangamon County and if you're lucky between a couple of the tours you may get a free cup of coffee and a free donut!

## Local Recruiting Opportunities

Donna Rogers has compiled a listing of local job fairs with contact information.

To access this information, you can go to the Member Resources section of our website, [www.cic-shrm.org](http://www.cic-shrm.org).

Thanks Donna!

## Upcoming Network Opportunities

### HR Networking Forum

**Holiday Inn, Mt. Vernon-222 Potomac Blvd  
TUESDAY, March 6, 2007**

**9:30-11:30 am**

Facilitator: Donna Rogers, SPHR, IMA's HR Consultant

Back by popular demand for the 2nd year in a row...this no fee (for members) HR Networking Forum is designed for building relationships with other HR professionals in the manufacturing field. Manufacturing Members and Associate Members of IMA are invited and encouraged to attend.

### Workplace Trends: Current Issues Affecting Managing Your Employees

**Holiday Inn, Mt. Vernon-222 Potomac Blvd  
TUESDAY, March 6, 2007**

**1:00-4:30 pm**

Stay up-to-date on the latest employment-related issues facing your organization, with IMA's Employment Law expert, Jim Spizzo, Shareholder, Vedder Price Kaufman & Kammholz, P.C. COST: \$125 for IMA members, \$100 for additional attendees from same company and \$200 for non-members.

### HR Networking Forum

**Oak Brook Executive Plaza Conference  
Center-1225 W. 22nd St. , Ste. 140**

**TUESDAY, April 24 ...AND... TUESDAY,  
November 13, 2007**

**9:30-11:30 am**

Facilitator: Donna Rogers, SPHR, IMA's HR Consultant.

Back by popular demand for the 2nd year in a row...this no fee HR Networking Forum is designed for building relationships with other HR professionals in the manufacturing field. Manufacturing Members and Associate Members of IMA are invited and encouraged to attend. Discuss similarities and differences on current HR.

To register please contact: Kimberly McNamara, 800-875-4462, ext. 2109, email [kmcnamara@ima-net.org](mailto:kmcnamara@ima-net.org)

## Build Your Talent Pipeline: Eight Steps to Effective Internship Programs

Are you interested in building your future Human Resources department? Do you have important projects that keep being delayed because of staffing shortages? Good news: it's not too late to get an intern for the summer.

Summer internship programs can provide an excellent return on employers' recruiting investment, according to an article in the December 2006 NACE Journal, published by the [National Association of Colleges and Employers](http://www.nace.org) (NACE).

Author Sherri Gong Taguchi, principal of Career Inspirations, said that well-planned programs are most effective in helping employers identify and attract interns who will eventually become full-time employees.

She outlined eight steps employers can take to develop a new internship program or strengthen an existing one:

- Clarify the program's purpose;
- Integrate the program with other efforts at targeted schools;
- Offer real, meaningful work to the interns;
- Use the company's best people as recruiters and mentors;
- Create opportunities for the interns to interact with key people across the organization;
- Give interns an up-close look at and feel for the company;
- Provide timely feedback and offers; and
- Incorporate interns in the company's on-campus recruiting efforts.

According to Taguchi, a successful internship program can help an organization's college-hiring efforts in a number of ways, including increasing the organization's visibility, brand awareness, and allure on campus, and giving the organization an opportunity to gauge how the students perform on the job.

Strong internship programs do reap results: Respondents to a 2006 NACE survey reported that 30 percent of all their new college hires from the class of 2005 come from their own internship programs. Since 1956, the [National Association of Colleges and Employers](http://www.nace.org) (NACE) has been a source of information about the employment of college graduates. The NACE Journal is published quarterly.

If you are interested in offering an internship to a student in the Human Resources field, please contact Heather Dykes, College Relations Chair, at [CollegeRelations@cic-shrm.org](mailto:CollegeRelations@cic-shrm.org) or 747-2875.

## **PHR/SPHR Certification**

*Submitted by: Vicky I. Fowler, Vice President*

The fall 2006 SHRM/HRCI Certification testing window resulted in five (5) newly certified CIC-SHRM members:

### **Professional of Human Resources Certification (PHR)**

Abby Pillsbury, Associated network Partners, Inc  
Kristin Blake, Memorial Medical Center  
Crystal Webb, H.D. Smith

### **Senior Professional of Human Resources Certification (SPHR)**

Tony Comella, Hanson Professional Services  
Dave Ryan, Mel-O-Cream, Inc.

## **Leadership Team**

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

<b>President</b>	Nicole Ralph, PHR 786-2342 <a href="mailto:President@cic-shrm.org">President@cic-shrm.org</a>
<b>Past President</b>	Penny McCarty, SPHR 545-5693 <a href="mailto:PastPresident@cic-shrm.org">PastPresident@cic-shrm.org</a>
<b>Vice President</b>	Vicky Fowler, PHR 787-5864 <a href="mailto:VicePresident@cic-shrm.org">VicePresident@cic-shrm.org</a>
<b>Diversity Committee Chair</b>	Robert Hotes, PhD, SPHR 726-6220 <a href="mailto:Diversity@cic-shrm.org">Diversity@cic-shrm.org</a>
<b>Legislative Affairs Committee Chair</b>	Larry Small, SPHR 787-2080 <a href="mailto:Legislative@cic-shrm.org">Legislative@cic-shrm.org</a>
<b>Membership Committee Chair</b>	Pattie Curry, PHR 245-2183 x1224 <a href="mailto:Membership@cic-shrm.org">Membership@cic-shrm.org</a>
<b>Public Relations Committee Chair</b>	Angela Tippey, PHR 632-3583 <a href="mailto:PublicRelations@cic-shrm.org">PublicRelations@cic-shrm.org</a>
<b>College Relations Committee Chair</b>	Heather Dykes, PHR 747-2875 <a href="mailto:CollegeRelations@cic-shrm.org">CollegeRelations@cic-shrm.org</a>
<b>Recognition Committee Chair</b>	Lindsey Perrine 793-1005 x201 <a href="mailto:Recognition@cic-shrm.org">Recognition@cic-shrm.org</a>
<b>School to Work Committee Chair</b>	Kim Wonnell, SPHR 757-8660, x1095 <a href="mailto:WorkforceReadiness@cic-shrm.org">WorkforceReadiness@cic-shrm.org</a>
<b>Secretary</b>	Mary Minder 789-9340 <a href="mailto:Secretary@cic-shrm.org">Secretary@cic-shrm.org</a>
<b>Treasurer</b>	Dave Ryan, SPHR 483-7272 <a href="mailto:Treasurer@cic-shrm.org">Treasurer@cic-shrm.org</a>

## **Certification Study Group**

CIC-SHRM currently sponsors a fall study group each year to prepare members for the PHR/SPHR tests. A spring study group could be considered if there is enough interest. Anyone interested in participating in a spring study group, should send an email to [VicePresident@cic-shrm.org](mailto:VicePresident@cic-shrm.org) by March 1, 2007. A spring study group would need to begin by April 1, 2007 and run through the end of May, 2007. Participants would then have the entire month of June to take the certification test.

### **2007 Spring PHR/SPHR Testing Information:**

Testing Window: May 1 – June 30, 2007

Application Deadline: March 16, 2007

Late application deadline: April 20, 2007

Fees: Application Fee - \$75.00 and Test Fee - \$175.00 for a total of \$250.00. (Late registration fee is an additional \$50.00)

(Note: Information on the GPHR Certification test can be found at [www.hrci.org](http://www.hrci.org))

### **LUNCHEON MEETING NOTICE**

**March 21, 2007**

**Route 66 Hotel and Conference Center  
625 E. St. Joseph St.**

**Program: "Achieving Cost Reduction in Worker's Compensation"**

**Speaker: Dr. Sunil Bansal**, Bansal Occupational Solutions

**\*RSVP for the March 21st luncheon by Wednesday  
March 14**

#### **Reservation Reminders**

- ◆ Registrations can be made via [rsvphq.com](http://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.