

Chapter News



MAY/JUNE 2011 EDITION

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

I'm very proud to announce that CIC-SHRM has been awarded with the **2010 Gold Excel Award** for the SHRM Affiliate Program for Excellence (SHAPE) program. This award is presented to chapters that have demonstrated a commitment to both leadership and maintaining a successful partnership with SHRM, serve the networking and professional development needs of human resource professionals, and advance the human resources profession. We are extremely honored to receive this award as it recognizes all the hard work the CIC-SHRM board and chapter members have given to the chapter.

The 2011 Legislative Conference was held in April with several interesting education topics, an evening reception, and a great visit to the Capital Building. Please see article within this newsletter.

We have completed the feasibility chapter survey regarding being a 100% SHRM member chapter. Please look for more information on this topic in this newsletter.

The May 2011 membership meeting is coming up and will cover "Fiduciary Obligations and Your Retirement Plan". Mr. Daniel Kuczero of Merrill Lynch Wealth Management will detail what are fiduciary obligations as related to providing a retirement plan within your organization. **Also, of special note, during the May meeting we will be holding our annual "Clothes for Careers" drive. The Clothes for Careers program provides local area residents that are out of work with appropriate business clothing and accessories for interviewing and getting them started in a new position. So, please remember to bring your gently worn/good condition business wear and/or accessories that you would want to donate to this noble cause.**

We will soon begin the nomination process for the HR Champion and HR Professional recognition awards. More information will be coming out soon, so begin thinking about those who you might want to nominate. Maybe it's your President/CEO (or other executive suite professional) that champions HR as a strategic partner within your organization or a fellow HR professional who has offered you great support either internally or externally (a fellow chapter member that has helped you out with HR related issues, etc.). We have many wonderful HR Professionals within our membership and this is your opportunity to nominate someone who deserves to be recognized for his/her exemplary service in the HR arena.

Have a wonderful spring and see you all soon!!!!

Vicky I. Fowler, SPHR
CIC-SHRM President

Inside This Issue

- 1 Message from the President
- 2 Member Spotlight
- 3 Meeting Notice
- 3 March Speaker
- 4 Calendar
- 5 Legislative Update
- 8 Legislative Conf. Review
- 9 Information
- 11 SHRM Foundation News
- 13 Board Member List

"We are extremely honored to receive this award as it recognizes all the hard work the CIC-SHRM board and chapter members have given to the chapter."



P.O. Box 2938; Springfield, IL 62708-2938

E-mail: info@cic-shrm.org Website: www.cic-shrm.org

Member Spotlight

Kay Titchenal **Executive Director of Human Resources** **SIU School of Medicine**

Background:

With nearly 30 of experience in the HR field, Kay is truly a seasoned veteran. Her initial transition into HR was quite an interesting experience. "I got into HR as a result of the merger and acquisition frenzy in the late 80's and early 90's -- and the recognition that as the one making these mergers happen for the Fortune 500 company I worked for, I saw more failure due to the lack of attention to cultural and personnel fit than the numbers and business growth. So while on vacation in England (actually at Penny Lane in Liverpool) I received a fax naming me as the corporate Human Resources Officer! What a sharp learning curve that was--we were in 12 states with 14 locations and with 10 different pension plans."

Kay is also a proud mom, her son David is a Quality Engineer with Eaton in Minneapolis.

Nature of work in HR:

After making the transition into HR, Kay then accepted a position as the HR Manager for a high tech company that consulted with Fortune 50 Retailers. "They were new enough that they didn't have any HR acumen and had allowed the work to be done by an outside consultant for the initial five years of the company's growth. We grew from 50 employees to 150 over a three year period -- had a flat matrix organization and did many innovative and exciting things with HR. Eventually they asked me to serve on their consulting team for HR/benefits processes and I had the privilege of working with several large retailers on how to revamp the personnel/payroll and benefits processes and implement technology in the process. We ended up growing so fast that it was decided to do a friendly merger and I subsequently turned down a VP position at headquarters which was moving to Newark, New Jersey (wasn't where I really wanted to live). A headhunter called me the very next day about a position at a medical school in the Midwest. When I left Illinois about 30 years before, the medical school in Springfield didn't exist. I was surprised to find out about the school and was fortunate to be chosen as their first professional HR person in its history to take HR into the next phase."

In addition to playing a key role in developing the HR Department at SIU School of Medicine, she has also taken steps to make sure that she leaves them in very competent hands. Kay has announced that she will be retiring this year and another active CIC-SHRM member, Penny McCarty, will be taking her place via a succession planning process.

Biggest Challenges and Trends in HR:

According to Kay, the current trends and biggest challenges are "all the changing laws and court decisions that will impact how we do our job." She also sites budget restraints and the ability to recruit and retain individuals. "Also retaining and growing our 'seat at the table' -- we must be business minded as well as HR professionals. I believe there are more new challenges in the future with the changing generations, more of the Boomers are leaving and the way we do business will be quite different.

Future Plans:

As mentioned, Kay is retiring this year -- but she does not plan to leave HR altogether. "I hope to use my skills and experiences to allow me to do something that will be HR related in new arenas. I'm still casting about for the next new thing." Kay will surely be a great catch for any organization that will be fortunate enough to enjoy the benefits of her vast experience and wisdom.

"When I left Illinois about 30 years before, the medical school in Springfield didn't exist. "



Kay Titchenal
Executive Director of
Human Resources

SIU School of Medicine

"...we must be business minded as well as HR professionals. I believe there are more new challenges in the future with the changing generations..."

Membership Meeting Notice

Wednesday, May 18 at the UIS PAC Restaurant

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: *"Fiduciary Obligations and Your Retirement Plan"*, presented by Daniel Kuczero, Financial Advisor, Merrill Lynch Wealth Management.

This program will help you to detail what being a fiduciary's obligations are related to providing a retirement plan.

In this presentation – you will learn to understand the real world applications of this responsibility and how to provide the best plan you can.

About the Speaker:

Daniel has been in the financial services industry since 2005. He provides a consistent and personalized wealth management experience to high net-worth individuals and their businesses in order to help them achieve financial success.

Daniel's approach to wealth management is as unique as his client's needs. He focuses on thoroughly recognizing and understanding client needs by taking the time to listen and review their current financial situation, concerns and preferences. By intimately understanding his clients, he helps them grow, preserve, and transfer wealth in the most tax-efficient manner.

Additionally, he communicates proactively and routinely to monitor client progress toward those goals as well as confirming that the goals themselves have not changed.

Daniel is committed to Merrill Lynch's most deeply held principle: "Clients come first". Employing the full depth of Merrill Lynch services, he exhausts all his resources to provide the most comprehensive wealth management experience available. Key areas of focus are: investment portfolio management, retirement income strategies, lifestyle protection concepts and philanthropy.

Daniel graduated from Lakeland College in 1995 with a Bachelor of Arts degree. He enjoys volunteering for the Community Foundation of the Fox River Valley in Aurora, IL and various other non-for profit organizations.

As a reminder:

Registrations must be made through C-Vent before May 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.

This program has been approved for 1 general credit hour!

P.O. Box 2938; Springfield, IL 62708-2938

E-mail: info@cic-shrm.org Website: www.cic-shrm.org

Let's Get Certified

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

SPRING 2011 TESTING WINDOWS

PHR/SPHR: May 1, 2011 to June 30, 2011

WINTER 2011 TESTING WINDOW

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

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

Mark Your Calendars

2011 SHRM Conference Schedule

SHRM 2011 Annual Conference & Exposition

June 26 - 29, 2011
Las Vegas Convention Center
Las Vegas, Nev.

Employment Law & Legislative Conference

March 14-16, 2011
Washington, DC

Talent & Staffing Management Conference & Exposition

April 11-13, 2011
San Diego, Calif.

California Employment Law Conference

Co-developed with the California State Council of SHRM
April 10-11, 2011
San Diego, Calif.

Strategy Conference

October 5-7, 2011
Chicago, IL

Diversity & Inclusion Conference & Exposition

October 24-26, 2011
Washington, DC

Work-Life Focus 2012 and Beyond

Presented in partnership with the Families & Work Institute (FWI)

November 8-10, 2011
Washington, DC

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:

- **May 18, 2011**
-clothes for careers drive. See page 10 of the newsletter for details.
- **July 20, 2011**
- **September 21, 2011**
- **November 16, 2011**

Special Events:

- **August 4, 2011, CIC-SHRM Member Social**
- **October 2011, Diversity Program (Date/Time TBD)**

New Member Orientation

- **October 12, 2011, ILCC Trutter Center**

ILLINOIS SHRM CONFERENCE

- **ILSHRM 12th Annual HR Conference & Exposition (August 22-23, 2011 at Drury Lane, Oakbrook Terrace)**

Legislative/Legal Update

Submitted by

Cheryl Davis, PHR, CIC-SHRM Legislative Chair

Final Rule on Employment Eligibility Verification Form Issued

4/18/2011

By Allen Smith

The U.S. Citizenship and Immigration Services (USCIS) published a final [rule](#) in the April 15, 2011, *Federal Register* that adopted without change an interim rule to improve the integrity of the employment eligibility verification (Form I-9) process.

The interim final rule, which was issued Dec. 17, 2008, and took effect April 3, 2009, made the following changes to the Form I-9 process:

Employers are prohibited from accepting expired documents.

Form I-688, "Temporary Resident Card," and Forms I-688A and I-688B, "Employment Authorization Cards," are removed from the list of acceptable documents because the USCIS no longer issues these documents and any such documents in possession of an employee would now have expired.

The new U.S. passport card and the temporary Form I-551, "Permanent Resident Card" with a printed notation on a machine-readable immigrant visa, are added to the list of acceptable documents on List A of Form I-9.

Permitting the use of expired documents for Form I-9 would undermine the reliability of the verification process, the USCIS stated. It noted that:

Expired documents are subject to fraud, as older, invalid, expired documents are too easily converted to uses other than the purpose intended by their issuing authorities.

Expired documents might not demonstrate the correct status of the bearer and might create confusion among employers.

Requiring documents to be unexpired establishes a clear standard for U.S. employers.

Although most commenters on the interim final rule supported the changes to the Form I-9 process, several opposed the prohibition on the use of expired documents, the USCIS noted. These commenters stated that many employment-authorized individuals, such as asylees, refugees and conditional residents, should not be required to present an unexpired document as evidence of employment authorization. Such employees will be unable to work if processing or issuance of a new document is delayed, they observed.

One commenter asked that the Department of Homeland Security (DHS) allow employers to accept Employment Authorization Documents presented by refugees and asylees when the documents have been expired no longer than 90 days.

The USCIS did not adopt the request. The agency noted that it is aware of the many difficulties that refugees and asylees face in adapting to a new life in the United States. But the use of expired documents for the Form I-9, even for a limited period of 90 days, would introduce vulnerabilities into the verification process that would undermine the purpose of the process as a whole.

Several commenters wrote that expired documents should be acceptable because the USCIS is unable to timely process applications for new documents demonstrating authorization. The USCIS disagreed, however, saying that the

DHS processes applications for renewal of immigration-related documents in a timely manner for applicants who apply to renew their immigration documents with sufficient planning in advance of expiration dates. As of November 2008, the average cycle time for the processing of Form I-765, "Application for Employment Authorization Document," was 1.9 months.

Other commenters said that the USCIS should adopt a rule that allows employers to accept, instead of an acceptable Form I-9 document, a receipt for the application of replacement of an expired document for a 240-day period. The USCIS noted that under the receipt rule, an employer may accept a receipt for the application for a replacement document for a 90-day period for Form I-9 if the List A, B or C document that is being replaced has been lost, stolen or damaged. But the USCIS said that the receipt rule applies only if the document has been lost, stolen or damaged, not when the document has expired.

Employers may use either Form I-9 with the revision date of Aug. 7, 2009, or Form I-9 with the Feb. 2, 2009, revision date, the USCIS stated. It noted that the expiration date of Form I-9 (Feb. 2, 2009) has been extended beyond June 30, 2009, until Aug. 31, 2012.

The final rule takes effect May 16, 2011.

Allen Smith, J.D., is SHRM's manager of workplace law content.

Study: Flexible Schedules Reduce Conflict, Lower Turnover

A "results-only work environment" (ROWE) lets employees set their own schedules

4/13/2011

By Stephen Miller, CEBS

A workplace environment that allows employees to change when and where they work, based on their needs and job responsibilities, relieves work/life conflict and reduces turnover, new research from the University of Minnesota finds.

Led by sociology professors Erin Kelly and Phyllis Moen, the research was published in the February 2011 issue of the journal *Social Problems* ("[Does Enhancing Work-Time Control and Flexibility Reduce Turnover? A Naturally Occurring Experiment](#)") and in the April 2011 *American Sociological Review*.

Moen and Kelly based their findings on data from surveys of more than 600 employees and company records from Minnesota-based Best Buy before and after the implementation of a so-called "results-only work environment" (ROWE). Best Buy introduced the ROWE initiative at its Richfield, Minn., headquarters in 2005.

In a University of Minnesota [video interview](#), professors Moen and Kelly discuss their research.

Flexibility Initiative

The Best Buy ROWE program:

- Redirected the focus of employees and managers toward measurable results and away from a set work schedule and location.
- Allowed employees to make routine changes as to when and where they worked without seeking permission from a manager or even notifying one.

"Previous research has not been able to assess whether workplace policies or initiatives succeed in reducing work-family conflict or increasing work-family fit," Kelly said. "With these changes in the workplace, employees gained

control over the time and timing of their work in ways that benefited them and, by extension, their families and communities.”

“The study points to the importance of schedule control for understanding job quality and for management policies and practices,” Moen added. “It is feasible to broaden [employees’] access to schedule control and thereby relieve work-family conflicts and improve work-family fit for more workers.”

Positive Results

The research demonstrated positive impact of the ROWE initiative for the company. ROWE reduced turnover by 45 percent—after controlling for multiple factors like job level, organizational tenure, job satisfaction, income adequacy, job security and other turnover intentions.

Only 6 percent of ROWE participants left the company during the eight-month study period, while 11 percent of the comparison group left. ROWE reduced turnover intentions among those remaining with the corporation.

“By showing that a policy initiative like ROWE can reduce turnover, this research moves the ‘opting out’ argument—whether one chooses family over work—from a private issue to an issue of how employers can change the workplace to better meet the needs of employees,” Moen said.

Additional Findings

Among other study highlights:

- **ROWE reduced turnover** for all types of employees. Moen and Kelly found no differences in the ROWE turnover effects by employees’ gender, life stage, organizational tenure, job satisfaction, income adequacy or perceived job security. This finding is important, they said, because employers sometimes assume that these initiatives will primarily benefit parents or women.

People with high levels of work-family pressures do tend to “opt out” of the workforce; however ROWE reduced the “opting out” of men and women.

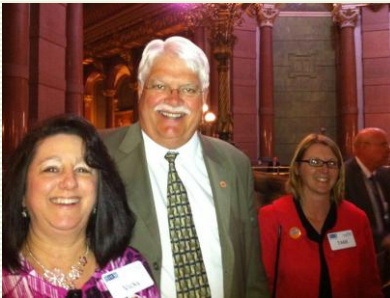
- **ROWE reduced work-family conflict** and spillover and improved work-family fit and time adequacy.
- **ROWE increased employees’ schedule control.** This is important because some flexibility policies and programs do not increase employees’ control over the time and timing of their work because managers still determine who can use them.
- **ROWE increased schedule control for mothers, for women without children at home and for men without children at home.** Fathers with children at home benefited less than other groups, probably because they had the highest schedule control to begin with.
- **ROWE increased schedule control for employees regardless of their work demands.** Employees’ increased schedule control, in turn, resulted in less work-family conflict and better work-family fit among employees with the highest work demands and those with lower work demands.

The research was funded as part of the [Work, Family & Health Network](#), a collaboration of eight research organizations studying changes in the work environment that can improve the health of workers and their families while benefiting organizations. The National Institutes of Health (NIH) and the Centers for Disease Control and Prevention (CDC) launched the network in 2005.

[Stephen Miller](#), CEBS, is an online editor/manager for SHRM.

2011 Legislative Conference Review

CIC-SHRM and the Illinois State Council held the 2011 Legislative Conference in April. The two days were packed with educational opportunities and valuable information for HR practitioners. All sessions were HRCI approved for recertification credit – a total of 8.5 general and 1.5 strategic hours between the two days.



Day one included speakers **Lenny Sachs**, with Howard & Howard, who spoke on union organizing, associated regulatory issues and how to keep your workplace free from unions. **Keith Braskich**, with Davis & Campbell, discussed the five deadly workplace legal risks of the 21st century (EEOC, discrimination and harassment claims, class action suits, whistleblower's, and health-related claims). **Dawn Lurie**, with Greenburg Traurig, dealt with immigration and customs enforcement and the in/out's of I-9's and E-Verify. **Michael Powers** also from Howard & Howard brought information on healthcare reform, where we've been and where it's going.

At the end of Day One everyone was treated to a very nice reception at the Abraham Lincoln Presidential Library. There was tons of food, free drinks, and great conversations with Legislators in attendance.

Day Two started off with the strategic credit session by **Michael Layman** from SHRM Governmental Affairs. Michael provided the crowd with a federal policy update. **Rob Cross** from Brown, Hay & Stephens presented case law updates on claims of retaliation, discrimination, privacy, and class action and had some good discussion about outcomes with the attendees. The final speaker was **Bert Rodriguez** from the Illinois Department of Labor. He provided a DOL State Labor Law Update including recent amendments to the Wage Payment & Collections Act and also current legislation being considered by the IL General Assembly. Special guest, **Senator McCarter** stopped by to provide some brief comments on the current legislative session including SB1349 dealing with WC Reform and SB105 dealing with pensions.

We finished up the conference with a visit to the state capital and met with several legislators to impart CIC-SHRM's views on current legislative activity that would affect Human Resources.

Some presentations and handouts are available on the CIC-SHRM website. The feedback from the conference attendees was great and we are looking forward to next year's conference, we hope to see all of our CIC-SHRM members in attendance.

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

- 5/3/2011 Creating a Payroll Manual: Putting Your Procedures into Writing
- 5/4/2011 Curbing FMLA Abuse: How to Manage Manipulative Employees
- 5/5/2011 2011 California Payroll Tax Changes
- 5/6/2011 Changes to Cafeteria Plans: What You Need to Know to Prepare
- 5/6/2011 Fair Labor Standards Act
- 5/10/2011 Legal Considerations When Using Leased Employees
- 5/12/2011 Implications of Health Care Reform on Payroll Reporting
- 5/13/2011 Employment Law From A to Z
- 5/16/2011 Strategies for Managing Your Company's Global Benefits Program
- 5/17/2011 Religious Accommodations in the Workplace
- 5/18/2011 Workers' Compensation Metrics: Assessing and Reporting on the Success of Your Program
- 5/19/2011 Immigration Law and Employer Compliance: A New Era for Employer Liability
- 5/19/2011 Document Retention and Destruction: What Human Resource Professionals Must Know
- 5/19/2011 Workers' Compensation Update
- 5/20/2011 Creating a Payroll Manual: Putting Your Procedures into Writing
- 5/23/2011 Curbing FMLA Abuse: How to Manage Manipulative Employees
- 5/24/2011 Wage and Hour Update: Overtime Concerns With Mobile Devices
- 5/25/2011 Legal and Practical Implications of Implementing a 4-Day Work Week
- 5/26/2011 New York Leave Law
- 6/2/2011 Form 5500 Reporting Update
- 6/7/2011 Status Classification: Exempt vs. Nonexempt
- 6/8/2011 Pharmacy Benefit Plans: Strategies to Control Costs
- 6/9/2011 Recruiting Programs: Measuring ROI
- 6/21/2011 Status Classification: Exempt vs. Nonexempt

Computer and Office Equipment Donation

Updating your office with new furniture? Getting new computer equipment? Moving to a new location?

Donate your unwanted and obsolete equipment to Goodwill.

Call Gail, 789-0400 with questions.

Remember-your donated items help Goodwill to empower people with special needs to become self-sufficient through the power of work.

Clothing Drive

CIC-SHRM will host a clothing drive benefiting the Clothes for Careers program at the May 18th membership meeting. The program is in need of gently worn professional clothing and accessories for both men and women.

The Clothes for Careers program helps job seekers present a professional image, by offering professional clothing at no charge. Clothing is made available for both job interviews and new jobs.

All CIC-SHRM members are encouraged to participate in the clothing drive.

THANK YOU to our May Chapter Meeting Sponsor – ADP

Automatic Data Processing, Inc. (Nasdaq: ADP), with nearly \$9 billion in revenues and about 550,000 clients, is one of the world's largest providers of business outsourcing solutions. Leveraging over 60 years of experience, ADP offers a wide range of HR, payroll, tax and benefits administration solutions from a single source. ADP's easy-to-use solutions for employers provide superior value to companies of all types and sizes.



Daniel Welborn
ADM Major Accounts District Manager
314-525-3744

Daniel.welborn@adp.com

Fortune Magazine's #1 Most Admired Payroll & HR Services Company!

SHRM FOUNDATION NEWS

SHRM Foundation Scholarships for SHRM Members

Application Deadline: July 15, 2011

The SHRM Foundation awards a total of \$100,000 annually in scholarships for SHRM members pursuing degrees in HR-related fields or SPHR, GPHR, PHR or California certification.

(<http://sapphire.shrm.org/Scholarships/Default.aspx>) Members working in the media industry and pursuing a college degree are eligible to apply for a Barbara Sanchez Scholarship.

In addition, SHRM professional chapters and state councils are eligible to compete for the Certification scholarship to fund programs that promote SPHR, GPHR, PHR or California certification.

(Note: 'SHRM members' includes professional, general or associate members. Student members, student chapters and local-only members of chapters are not eligible for this scholarship program.)

All applications must be submitted online. You may begin the online application process after April 1, save your work and then complete the process at a later date. Your application must be completed and submitted by July 15 to be considered for an award.

SHRM Sons and Daughters Scholarship Program

Application Deadline May 15, 2011

The Sons and Daughters Scholarship Program was established by the Society for Human Resource Management to help finance higher education for the children of its members. Applicants must be children of national members of SHRM. Applicants may either be high school seniors, high school graduates, or first-year college undergraduates enrolled or planning to enroll in a full-time course of study at an accredited four-year college or university. Scholarship recipients are selected on the basis of academic achievement, leadership and participation in school and community activities, honors, work experience, statement of educational and career goals, and recommendations. All applicants are notified of their status in late June. Awards are \$1,500 each and may only be used for the first or second year of undergraduate study. A total of twenty-four (24) scholarships are awarded annually. **This scholarship is scheduled to be phased out at the conclusion of the 2011 program. The final set of scholarships will be awarded in June 2011.**

Entrees Open for Workplace Financial Education Awards

Has your organization done something to help employees make prudent financial choices in their personal lives? If so, you could win national recognition in an awards program being co-sponsored by SHRM.

The first annual *Workplace Leaders in Financial Education Awards* are being offered by SHRM and the American Institute of CPAs (AICPA). Employers will be recognized for efforts they're making to help employees make sound financial decisions and improve their personal financial well-being.

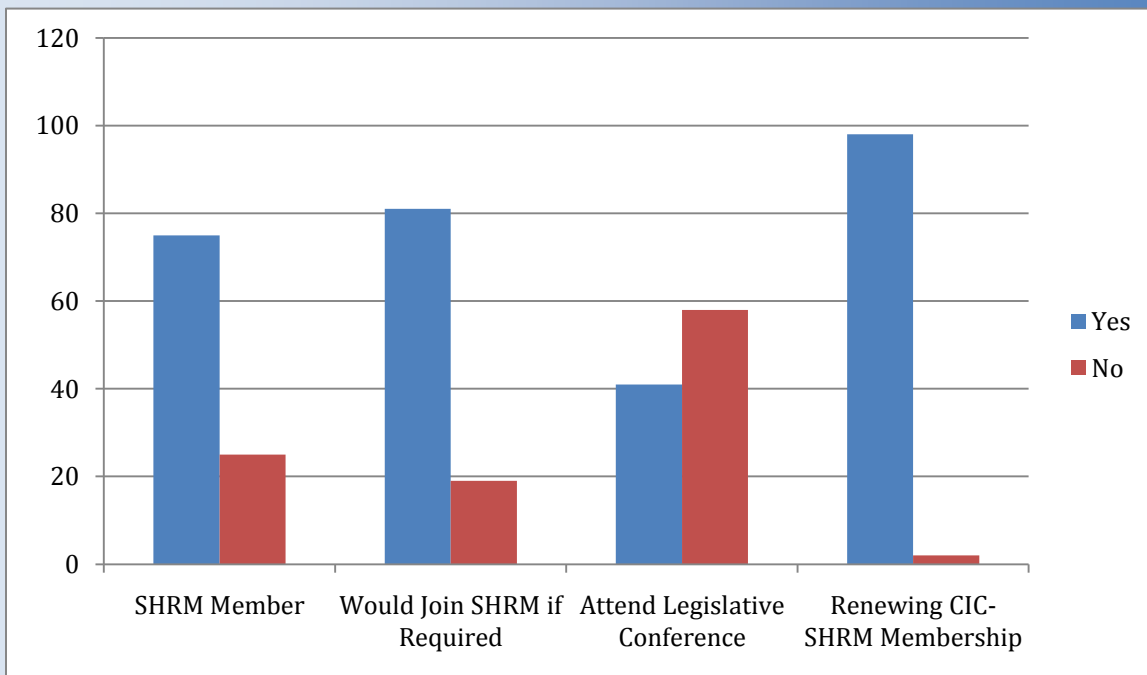
This award was first recommended by the Workplace Subcommittee of the President's Advisory Council on Financial Literacy, housed within the U.S. Department of the Treasury. The Council included among its members Janet N. Parker, SPHR, GPHR, SHRM's Chief Global Membership officer. SHRM and AICPA have now partnered to implement the Council's recommendation.

For more information about how to apply for this important awards program and other information about financial education in the workplace, go to www.wlife.org. The application period ends July 1, 2011 and winners will be announced in the fall.

Feasibility Study Update by Pattie Curry, Past-President

As you may remember, the board recently sent all CIC-SHRM members a survey to determine interest in becoming a 100% SHRM chapter. This would require all members of CIC-SHRM to be members of SHRM. After tabulating your responses, the board has determined that it is not in CIC-SHRM's best interest at this time to become a 100% SHRM Chapter. Our mission is to **Support the Professional and Advance the Profession**. We didn't feel we could accomplish this if we lost 20% of our chapter due to this requirement therefore we decided not to implement it at this time.

As part of our chapter's annual requirements, we will continue to monitor this option and may have another study completed later this year. Thank you for your membership and thank you for your responses to our survey!



CIC-SHRM Leadership Team

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

President	Vicky Fowler, SPHR 217-787-5864 President@cic-shrm.org
Past President	Pattie Curry, SPHR 217-245-2183 PastPresident@cic-shrm.org
Vice President	Mary Curl 217-789-9340 VicePresident@cic-shrm.org
Diversity Committee Chair	Kim Elder 217-786-2214 Diversity@cic-shrm.org
Legislative Affairs Committee Chair	Cheryl Davis, PHR 217-535-3510 Legislative@cic-shrm.org
Membership Committee Chair	Chris Marecki 217-241-6224 Membership@cic-shrm.org
Public Relations Committee Chair	Ginette Comstock 217-528-2323 PublicRelations@cic-shrm.org
College Relations Committee Chair	Inez Harris, PHR 217-788-1482 CollegeRelations@cic-shrm.org
Recognition Committee Chair	Phil Talley 217-528-5679 x 107 Recognition@cic-shrm.org
Workforce Readiness Committee Chair	Diane Murphy, PHR 217-558-4277 WorkforceReadiness@cic-shrm.org
Secretary	April Cook, SPHR 217-843-2230 Secretary@cic-shrm.org
Treasurer	Christine Haley 217-787-9400 Treasurer@cic-shrm.org
Webmaster	Elaine Thomas 217-483-7272 webadmin@cic-shrm.org

Chapter Chatter

Please share your news with the Chapter. Email your news to publicrelations@cic-shrm.org for inclusion in the next newsletter.

CIC-SHRM member, Robert Hotes's newly published book on organizational development is now available from Amazon.com or Barnesandnoble.com



Certifications:

Congratulations to Bobbie Suttie on achieving the PHR designation.

