

Chapter News



NOVEMBER/DECEMBER 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**

As 2011 is drawing to a close I would like to thank all of our volunteers on the CIC-SHRM Board and committees for their hard work and dedication to the HR Profession and our chapter. I can say from experience that being on the board has been very rewarding and beneficial. It not only strengthened my knowledge in the human resources arena, it has also gained me some wonderful friendships and connections to businesses outside of my industry. The extra bonus of being a board member is that you can earn HRCI recertification credits just for serving on the board – in addition to the fun we have.

To recap the year, so far CIC-SHRM has provided our members with five Chapter Lunch and Learn Meetings, a Member Benefits Orientation, the 11th Annual HR Conference, the Annual Membership Recognition/Awards Dinner, the Diversity Event, and hosted the 2011 Fall Certification Study Group. We added the online payment option to our chapter membership and meeting registration system. We continually update and monitor the CIC-SHRM website and LinkedIn CIC-SHRM group.

In 2010 SHRM adjusted the chapter review program to the SHRM Affiliate Program for Excellence (SHAPE) and the Excel Award system. Under the previous system, CIC-SHRM consistently earned the Superior Merit Award for five years in a row and I am proud to announce that for year one of the SHAPE program (2010), CIC-SHRM earned the GOLD Excel Award! Whew – it's been a busy and exciting year!!

Although we've had a very busy year, we still have one more chapter meeting on November 16th, with the learning presentation on "Making Mergers Work", a SHRM DVD program facilitated by Penny McCarty of SIU School of Medicine.

In preparation for 2012, several board members will be traveling in November for the SHRM Leadership Conference in Alexandria, VA. This will give them the opportunity to network with volunteer leaders across the country and discover other chapters' best practices and challenges.

Upon returning from Leadership Conference, the attendees will share what they learned with the full board at the 2012 planning retreat in December.

Chapter members are encouraged to contact any of the board members with ideas or concerns that you would like the board to address in 2012. Current board members and contact information are listed on the last page of this newsletter. The board is truly committed to providing chapter members with events and programs that provide a value-added benefit to being a member of this outstanding organization.

Vicky I. Fowler, SPHR
CIC-SHRM President

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"...I am proud to announce that for year one of the SHAPE program (2010), CIC-SHRM earned the Gold Excel Award!"



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Member Spotlight

Member Spotlight

Junell Ransdell
Associate Vice President of Human Resources
Lincoln Land Community College

Background:

Originally from Pana, IL, Junell has lived in Springfield for 24 years. She is the proud mother of two wonderful daughters; Emily, a senior at Sacred Heart-Griffin High School and Elise, a sixth grader at Christ the King School. Junell graduated from Eastern Illinois University with a BS in Business with a concentration in Personnel Management. She has worked in HR for 22 years. First at Horace Mann Insurance as an HR Recruiter and then at Town & Country Bank as their Director of Human Resources. She has been at Lincoln Land Community College for 14 years.

Junell has been an active and supportive member of CIC-SHRM for many years and has held a variety of positions within the organization. She was recently awarded the prestigious Lifetime Achievement Award by the CIC-SHRM Board of Directors at the Annual Recognition Event this past August.

Nature of Work in HR:

"I started my career in HR as a recruiter and did that for 3.5 years and then accepted a position at Town & Country Bank as the Director of HR so that I could gain experience in other areas of HR such as: benefits, wage & salary administration, employee relations, etc. I did this for 5 years before accepting a position at LLCC in order to gain some labor relations experience. It was a good move and has provided me with the opportunity to oversee all functions under the HR umbrella." As Associate VP, she has provided leadership, planning and direction to the College's human resource services and programs which include: employment, benefit administration, wage & salary administration, labor relations, compliance and employee relations. "I have a great hard-working and dedicated staff that make my job so much easier. We serve 425 benefit-eligible faculty and staff, and another 450-500 employees consisting of adjunct faculty, temporary employees, student workers, contractual workers, etc."

Biggest Challenges in HR:

According to Junell the two biggest challenges in HR are staying current with the myriad of laws and regulations and maintaining an affordable health insurance plan for both the employees and the College. "It is important that employees be good consumers of their healthcare which requires them to be familiar with the plan and the benefit levels. My office spends a great deal of time educating the employees on the 'ins and outs' of their insurance."

Trends in HR:

"There seems to be a trend towards wellness and LLCC has taken a more proactive approach to this over the last 5 years by offering free onsite annual health risk assessments, walking challenges, 'biggest loser' contests, etc. I think it is important that employers recognize that having a healthy workforce will give them a decided edge in productivity and will have a direct impact on medical claims."

Future Plans:

"I love human resources and hope to stay in the field until the day I retire! The challenges are what make it so exciting. I want (and desperately need) to work on my golf game so that I'll be ready to play extensively upon my retirement."

"I have a great hard-working and dedicated staff that make my job so much easier"



Junell Ransdell
Associate Vice President
of Human Resources

Lincoln Land
Community College

"I think it is important that employers recognize that having a healthy workforce will give them a decided edge in productivity..."

CIC-SHRM MEMBERSHIP MEETING

Wednesday, November 16 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: MAKING MERGERS WORK

Every year, thousands of mergers and acquisitions – totaling trillions of dollars – take place worldwide. Though financial benefits are expected from these deals, research shows that roughly 2/3rds of M&A's fail to live up to the expectations set for them. This DVD tells the story of a merger that did succeed: Bupa Australia, now the nation's largest privately managed health-insurance group. Once a deal is done, no task is more important than managing people effectively in the newly created firm. This video highlights Bupa's innovative and people-centric approach to the merger, and it identifies steps that all companies should take to ensure merger success. The Australian Human Resources Institute recognized Bupa with a national award as the firm that best exemplifies responsible restructuring.

ABOUT THE MODERATOR:

Penny L. McCarty, MHRIR, SPHR, has over 13 years of experience in the field of Human Resources, serving in a generalist capacity within both the private and public sector, union and non-union environments. She has worked in Fortune 500 corporate environments, manufacturing facilities, and in higher education. Ms. McCarty has experience in compensation and benefits, training and organizational development, labor and employee relations, and strategic management. She is a certified facilitator for Development Dimensions International and was a certified examiner for the Eaton Business Excellence award, which is based on Malcolm Baldrige award criteria. Currently, she is the Executive Director of Human Resources at SIU School of Medicine where she is proud to be a part of a wonderful team of 24 professionals. Ms. McCarty has served as President of the Central Illinois Chapter for the Society for Human Resource Management and as co-chair of the Illinois State SHRM Conference. Ms. McCarty is a Senior Professional in Human Resources, certified since 2001. She graduated with her Master's in Human Resources and Industrial Relations from the University of Illinois in Urbana Champaign and is currently pursuing her Doctorate of Public Administration at the University of Illinois in Springfield.

As a reminder:

Registrations must be made through C-Vent before November 10!
Registrations after this date cannot be accepted.

Guests may attend a CIC-SHRM Chapter meeting one time for free.
Repeat guests are required to pay for the meeting and meal.
No-Shows will be invoiced.

This program has been approved for 1 strategic credit hour!

SPECIAL THANKS TO INTEGRITY DATA FOR SPONSORING THIS MEETING!



Let's Get Certified

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

WINTER 2011 TESTING WINDOW

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

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

SHRM Foundation News

SHRM Foundation Student Scholarship Program

Application Deadline: December 1, 2011

More than \$50,000 will be awarded in scholarships for graduate and undergraduate education, as well as the new Assurance of Learning exam. 40 Scholarships are available. Note: Only SHRM student members are eligible for this program. Applications are being accepted from September 1 – December 1, 2011. Go to: <http://www.shrm.org/about/foundation/scholarships/Pages/default.aspx> for additional information.

Free Educational Resources

The SHRM Foundation [Effective Practice Guidelines](#) series presents important research findings in a condensed, easy-to-use format for busy HR professionals. Fourteen titles are now available for free download from the SHRM Foundation website. Don't miss the newest report, [Promoting Employee Well-Being: Wellness Strategies to Improve Health, Performance and The Bottom Line.](#)

Internships – Post for Free (Paid or Unpaid)

Need an intern? SHRM has partnered with [internships.com](http://www.internships.com) to not only provide our student members with access to HR internships and job search resources, but as a SHRM professional member, you can also post internships, get access their student database and receive valuable materials for free! It's a win/win. Check it out at <http://www.internships.com/group/shrm>

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:

- **November 16, 2011**

2012 Meeting Schedule

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

2012 Special Events

- **New Member Orientation**
- **12th Annual HR Conference**
- **CIC-SHRM Member Social**
- **Special 2-hour Event**

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

Guest Essay

SHRM 10-2011

AN EMPLOYEE BENEFIT THAT SAVES YOU MONEY

Personnel choose term life insurance plans offered through their employer because they want to care for their loved ones "just in case." Unfortunately, a tragic accident or illness can happen at any age. Without an advanced directive or discussion with family and loved ones about one's wants, physicians and loved ones both face a dilemma. The physician's responsibility is to meet patient wishes. How can families advise the physician if the patient has not spoken to them about what they would want?

Advances in US medical practice have created hope where there used to be no hope. Families can keep a loved one vegetatively alive, sometimes for years, hoping a scientific breakthrough will arrive in time.

I have been involved in medical ethics for several years, currently as a member of the Clinical Ethics Committee at a local community hospital. I also belong to the Midwest Ethics Committee Network (sponsored by the Medical College of Wisconsin), that sends out two or three queries a week and links its members to articles and training opportunities. Before that, I was a member of the ethics committee for a national health care organization.

In this volunteer activity, I have been called upon to assist physicians and families grappling with difficult decisions for a loved one who is mentally incapacitated. Patients can remain in intensive care for weeks or months while families seek to agree on what their loved one would want.

Everyone of legal age should complete and maintain an updated advance directive. Making one's wishes known when of sound mind assures that one's wishes are known and respected. Advance directives spare family and friends considerable grief by confirming to them and their attending physician what they would want.

Because end-of-life care consumes an inordinate portion of health care costs, giving the patient what the patient wants is very cost effective. We know, for example, that 60% of Medicare expenses are incurred during the last six months of life. Much of that cost is a result of extended hospital stays and last-ditch efforts to save the patient's life or return them to some semblance of recovery. By making one's wishes known in advance, individuals can spare themselves the pain of often futile, medical procedures, relieve their families of guilt, and reduce financial burdens for their family, employer, and ultimately the tax payer.

Only a very small percentage of Americans complete advanced directives. That fact creates a number of tragic outcomes.

1. Billions are spent on end-of-life medical procedures that patients might never have chosen for themselves. Rather than die in a hospital, most people prefer dying in the familiarity of their home, supported by loved ones and/or hospice care.
2. Thousands of patients are placed in nursing homes each year to be kept alive in a vegetative state. Not only are they not getting what they likely would have wanted, but their care adds considerably to the Medicaid burden of every State, forcing cuts in areas like care for children who suffer, even die, as a result of unattended needs.
3. Since hospitals and physicians are not compensated their full cost through Medicare and Medicaid, they must shift costs to insured patients in order to stay in business. That is a major contributor to the exponential increases in employee health plans.
4. Higher health insurance premiums force employers to reduce coverage, increase employee copays, or eliminate coverage altogether.

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5. When families struggle to cover unpaid medical bills, their physical and emotional exhaustion makes them less productive at work.
6. Americans pay twice as much per capita for health care than other developed countries, yet the overall health status and life expectancy of Americans is declining. Millions of Americans have no health insurance at all.

Using advance directives averts many of the tragedies listed above. The good news is that employers can implement this benefit at very nominal cost. Many of the resources they need are readily available.

1. Googling "Advance Directives" is a good place to start.
2. You can ask your attorney to draft a document. You need attorney input to assure you meet legal requirements for your State. You also want an instrument that makes it safe for people to express their feelings about a subject they prefer not to think about at all.
3. There are many excellent instruments that meet the sensitivity test. One of these instruments is Five Wishes, created by Aging with Dignity. It's beautifully written, though length can be a concern. I wrote My Life Preferences, an instrument you can read about under the Licenses section of Bosshandbooks. But there are others.

Do your research. Choose what works for you and your company. Remember: Any instrument is useless until completed and put into the right hands: our primary care physician and the loved ones we choose to represent us.

Make sure the instrument you choose offers solid guidance about an individual's wishes yet is sufficiently flexible to address the medical condition at hand and almost daily advances in medical technology.

Advanced care directives used by employees and immediate family offer several advantages:

1. They avoid the cost of often unnecessary or unwanted end-of-life care.
2. They give your personnel and family control over end-of-life health care decisions.
3. They spare employees the emotional strain of guessing what a loved one might want.
4. By giving your personnel an instrument that is regularly reviewed by an attorney familiar with laws within your State, your personnel are assured their wishes will be honored.
5. Your personnel can more quickly return to full productivity following a family death. Fully meeting a loved one's wishes provides closure, relief, and satisfaction.

Offering advance directives is a no-cost benefit for most companies. One less day spent in intensive care will more than offset the cost. Reductions in unwanted medical procedures and hospital stays will provide your company substantial cost savings.

Putting your personnel in charge of their own end-of-life care decisions pays big dividends.

John Macek is Publisher of Bosshandbooks (www.bosshandbooks.com). His career in management includes 17 years as a CEO.

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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.

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UPCOMING LORMAN COURSES

- 11/1/2011 Changes to Cafeteria Plans: What You Need to Know to Prepare
- 11/2/2011 The Trickle Down Effect of Health Care Reform: A Potpourri of Payroll, Benefits, Income Taxes, and Other Changes
- 11/3/2011 Document Retention and Destruction: What Human Resource Professionals Must Know
- 11/4/2011 Considering Medicare's Interest in Future Medical Expenses While Avoiding MSA Overfunding
- 11/7/2011 Advanced Applicant Tracking Strategies For Government Contractors: Effective Tools To Avoid Claims of Discrimination
- 11/9/2011 Planning Your Holiday Party: Keys to a Celebration Without Litigation
- 11/10/2011 Wage and Hour Update: Overtime Concerns With Mobile Devices
- 11/14/2011 Curbing FMLA Abuse: How to Manage Manipulative Employees
- 11/16/2011 Impact of NLRA on Nonunion Employers
- 11/18/2011 How to Develop an Effective Mentoring Program
- 11/21/2011 Work-Related Stress Claims: Overview, the Law and Strategies for Defense
- 11/29/2011 COBRA: A Little of Everything is Changing
- 11/30/2011 Curbing FMLA Abuse: How to Manage Manipulative Employees
- 11/30/2011 Unemployment Insurance 101: Assessing and Responding to Claims for U.I. Benefits
- 12/1/2011 Tax Consequences of Gifts, Prizes, Fringe Benefits, Business Expenses, and Other Payments To Employees
- 12/2/2011 HR Time Lines: The Complex Integration of FMLA, WC, Disability and COBRA
- 12/5/2011 Complying With Texas' New Health Care Privacy Law
- 12/6/2011 Employment Law From A to Z
- 12/6/2011 Behavioral Based Interview 2.0: The Next Evolution
- 12/7/2011 An Employer's Guide to Defending Workers' Compensation Claims
- 12/8/2011 Tax Consequences of Gifts, Prizes, Fringe Benefits, Business Expenses, and Other Payments To Employees
- 12/9/2011 Understanding and Complying With The ADA Amendments Act and The EEOC's Final ADAAA Regulations
- 12/12/2011 Form 5500 Reporting Update
- 12/13/2011 Electronic Devices in the Workplace: Best Practices and Policies to Avoid Legal Risk
- 12/14/2011 Status Classification: Exempt vs. Nonexempt
- 12/15/2011 Conducting Background Checks
- 12/16/2011 Behavioral Based Interview 2.0: The Next Evolution
- 12/20/2011 Handling Claims for Injuries Sustained While Using a Mobile Device

CIC-SHRM Diversity Conference held October 19, 2011

On Wednesday October 19th, the Annual Diversity Event was held at the Capitol City Training Center in Springfield. Thirty members and students were in attendance to hear Pamela Woodson, of Pamela Speaks, present *Finding and Creating a Talent Rich, Diverse Organization*. Sponsored by Rogers HR Consulting and Bank of Springfield, this 3 hour, interactive workshop engaged members by encompassing concepts needed to be successful in finding and creating a talent-rich, diverse workplace in a talent-rich, diverse world. The workshop ended with an enlightening session that taught members to deal with understanding organizational culture and identifying different temperaments and personality types.

The Diversity Event is held every October. This training session is offered free to members and students. At this year's event, Diversity Chair Elder offered some insight to next year's plans on increasing awareness for the CIC SHRM Chapter with the introduction of The Annual Diversity Award. This award will recognize an individual who has played a significant role as a Diversity Leader and Community Educator. Individuals will be selected based upon their efforts to develop, promote and enhance the spirit of diversity in employment practices, the workplace, the community, and overall corporate culture. Further details will be available as we prepare for our 7th Annual CIC SHRM Recognition Event coming next summer. Begin thinking about your nomination!!

Thank you to all those who participated in this year's event. Your support and the continued support of our sponsors keep this event successful.



Presenter, Pamela Woodson with participants



2012 Diversity Conference participants

A special "Thank you" to our Sponsors:

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Thank you to our November Chapter Meeting Sponsor - Integrity Data

Since 1996, Integrity Data has built custom enhancements for Microsoft Dynamics® GP users across the globe. These enhancements allow our customers to extend the capabilities of their ERP systems and increase their return on investment. Building on this existing business experience, Integrity Data recently became a SuccessFactors Sales Partner, providing SuccessFactors PE software to small and mid-size companies across the United States, giving these companies the tools to vastly improve their business performance.

David Kirby, SuccessFactors Sales Account Manager

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Chapter Chatter

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
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Webmaster	Elaine Thomas 217-483-7272 webadmin@cic-shrm.org

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

Welcome to our newest Chapter members:

David Kirby – Integrity Data

Kimberly Mullinix – ILMO Products

Myrna Madison – Horace Mann

Dana Bergman – Memorial Medical Systems

Tracy Bowlin – American Water Enterprises

Eileen Kilgore – Dickey-john

Patricia Schulz – St. John's Hospital

Karen Douglas – United Cerebral Palsy

