



2014 Board of Directors

Kristina Rodewald, PHR
President
krissy.rodewald@aspirus.org

Linda Huss
President Elect
lhuss@ruderware.com

DeAnn Kmosena, SPHR
Secretary
deann.kmosena@cool-drinks.com

Robert L. Heyman, SPHR
Treasurer
BobH@aquafinance.com

Stephanie Ferrario
Membership Director
SFerrario@wipfli.com

Sara Ackermann
Legal Counsel
sackermann@ruderware.com

Weng Liew
Senior Liaison
liew@ntc.edu

Kristi Toner, SPHR
Past-President
kristi.toner@gmail.com

OPEN
Marketing/Communications Director

2013 SHRM Silver Excel Award
2013 SHRM Membership Star



CWSHRM

Central Wisconsin Chapter

Society for Human Resource Management

"Providing information, education, leadership, and networking opportunities to promote excellence and professionalism in Human Resource Management."

2014 Leadership Committee

Linda Huss
Hospitality Director
lhuss@ruderware.com

Kim Hall, SPHR
College Relations Director
khall@dce.k12.wi.us

Carol Howard
Conference Chair
choward@abrjobs.com

Carol Auner, SPHR
Director of Professional Development
cauner@mcheese.com

Melissa Colombo, SPHR
Workforce Readiness Advocate
melissa.colombo@lactalis.us

Open
Diversity Director
centralwisconsinshrm@gmail.com



August
No Membership Meeting

Remainder of 2014 Meetings will be at the Jefferson Street Inn!

September Membership Meeting

Thursday, September 11, 2014

***** Jefferson Street Inn *****

7:15am – 10:00am

"Health Care Reform: A Strategic Perspective"

Presenter: Bret McKitrick, JD Associated Financial Group

Sign up Today!

**** Pre-approved for 2.0 General HRCI Recertification Credits ****

FREE for CWSHRM Members/\$10 for Full-time Students/\$30 for Guests



From the Desk of Sara Ackermann...

"We have an employee who is undergoing a sex change. How do we handle the bathroom situation?"

To see Sara's answer, log into the CWSHRM Online Forum! See page 5 if you are not already signed up with an account.

Have a specific question you would like to see Sara answer in the newsletter; send your questions to centralwisconsinshrm@gmail.com.

Not all questions will be selected.

- **September 11, 2014**
7:15am – 10:00am
Membership Meeting
- **October 15–17, 2014**
WI State SHRM Conf
Madison, WI
- **November 6, 2014**
Fall Ruder Ware Labor
Law Conference

CWSHRM 2014 Salary Survey

We appreciate everyone's time that completed a survey. Salary Survey results were sent out mid-July. If you did not receive them, or if you have any questions, please contact Bob Heyman at bobh.cwshrm@gmail.com

If you are interested in ordering the results only, please click [here](#) to order.

Welcome New Members

Please join us in welcoming our new CWSHRM members!

Kalli Yaklyvich ~ Footlocker.com/Eastbay

Mary Besler ~ Nelson-Jameson, Inc

2014 Meeting Sponsorship

If your company is interested in sponsoring a CWSHRM meeting in 2014, please contact Kristi Toner at kristi.toner@gmail.com.

CWSHRM Website

Check out the CWSHRM website for up to date job opportunities, review the monthly Board meeting minutes, newsletters and much more!

<http://centralwisconsin.shrm.org>

New HR Positions posted often! 4 positions posted in July and already 1 for August!

Check website weekly!

Roundtable Series!

CWSHRM will not be holding a Roundtable Discussion for August.

More info to follow regarding these discussions for the remainder of the year!



Remaining 2014 CWSHRM Membership

Know someone who may be interested in joining CWSHRM...then tell them about this deal!

From July 1st until the end of the year membership dues are half price.

Tell all your HR friends...this is a great deal!

Register [Today!](#)

Marathon County Council of Safety Meeting



Have a Safe Summer!

No Meeting in August – See you in September

2015 CWSHRM Open Board of Directors Position

We are seeking talent and accepting applications for an open position in 2015 on the **CWSHRM Board of Directors!** By volunteering as a board member, you can take advantage of the following benefits:

- Build lasting relationships and expand your professional network
- Sharpen your leadership skills
- Build your resume
- Become more involved in the HR community
- Attend leadership conferences
- Make your voice heard
- Plus many more!

We are still accepting applications for the following open position for 2015:

Treasurer – Act as financial officer and advisor to the chapter Board of Directors, prepare monthly financial statements for presentation at the monthly Board of Directors meetings, send dues notices and other invoices to members, file appropriate forms and information with the IRS, and any other related financial management of the Chapter.

Interested members can email a letter of interest by **August 22, 2014** to Linda Huss, President Elect, to lhuss@ruderware.com. Please include the following information in your letter:

- Why you are interested
- Summary of your background
- Why you would be a good fit
- Your employer's support for your interest

Thank you for your support of CWSHRM!

Annual WI SHRM State Conference Register Today! October 15–17, 2014

Monona Terrace Convention Center



Don't miss out on the opportunity to learn, grow as a professional, network, and have fun with other HR professionals!

Register and pay between August 1st and September 14th:

National SHRM Member \$310/Non- SHRM Member \$360/Student \$50

Register and pay after September 14th and Onsite:

National SHRM Member \$390/Non- SHRM Member \$440/Student \$50

For more information and to register, check out the conference website [here](#).

Keynote Speakers:

John Izzo

"Stepping Up: Creating a Culture of Ownership"

Thursday, October 16th, 2014

8:15 – 9:45 a.m.

HRCI Credits: General

Track Level: Intermediate



Kathy Dempsey

"Shed or You're Dead: How to Stay Alive & Thrive in the Midst of Change"

Friday, October 17th, 2014

12:15 – 1:30 p.m.

HRCI Credits: General

Track Level: Intermediate



Sponsor: Anthem Blue Cross and Blue Shield

SHRM CERTIFICATION UPDATE

The below email was sent out to SHRM members July 24, 2014.

During SHRM's recent Annual Conference & Exhibition, we had more than 6,000 attendees stop by our SHRM Certification Lounge and exhibition booth to learn more about our new SHRM Certified Professional and SHRM Senior Certified Professional (SHRM-CP/SHRM-SCP) competency-based certifications. I was very encouraged by the interaction. Once our attendees had their questions answered, they understood the value a competency-based certification would have for them and their success as HR professionals.

Since Annual Conference, we've continued to make progress as we prepare to roll out the SHRM-CP/SHRM-SCP certifications to the profession next year. I want to take this opportunity to provide you with answers to some of the more common questions we received.

1. Why are these new certifications being introduced?

Business demands have changed and SHRM, as the leader in HR professional development, has the responsibility of ensuring our members have the tools and resources they need to meet those expectations. The SHRM-CP and SHRM-SCP certifications will demonstrate proficiency in the core competencies that make you a successful HR professional in this changing global environment.

2. How will SHRM's competency-based certification differ from others?

Most certification exams are knowledge-based—they test what you know. [SHRM's new competency-based certification](#) is at the forefront of certifications that are focused on teaching and testing the practical, real-life information HR professionals need to excel in their careers and drive business outcomes today, including knowledge, skills, **and** competencies. The SHRM-CP and SHRM-SCP will more closely measure not only what you know, but how you apply that knowledge in the situations you face every day. This is the evolving standard in individual assessments and is being adopted by leading testing bodies.

3. Why does including competency make more sense for a certification?

At Annual Conference I stated that business futurists predict that if the pace of change continues, half of the jobs in the U.S. and around the world will be replaced by technology or changes to business operations. By defining the standards for the practice of good HR beyond basic knowledge, and demonstrating our unique and critical value, we ensure the continued leadership role our profession plays in the business community. Competency-based assessments are needed to enhance our professional standards, and are being urgently sought by the business community and HR practitioners. Currently only 12 percent of HR professionals are certified— well under the levels found in other professions. SHRM recognized there was an opportunity to significantly enhance the relevance of HR certifications. This is why we began pursuing the development of a competency-based certification, which will not only test your HR technical knowledge, but also your behavioral competencies ([See SHRM's Competency Model](#)). This sets a new and universal standard for the profession and better prepares HR professionals for the business changes that lie ahead.

4. What will this mean for me if I have an HRCI credential?

HR professionals with existing HR generalist certifications in good standing will be eligible for either the SHRM-CP or SHRM-SCP by taking an online tutorial beginning January 2, 2015.

- If you hold an HR senior generalist certification, such as an SPHR®, GPHR® or HRMP®*, you will be eligible for the SHRM Senior Certified Professional (SHRM-SCP).
- If you hold an HR generalist certification, such as a PHR® or HRBP®*, you will be eligible for the SHRM Certified Professional (SHRM-CP).

You will not lose or have to give up any of your current credentials in order to obtain the new SHRM Certification.

We'll continue to communicate with you as new developments occur with the SHRM-CP and SHRM-SCP certifications. Please visit www.shrmercification.org, which we are constantly updating with new information and where you can ask us questions and learn more about competency-based certification.

We appreciate your feedback; it helps us to make a better certification for you.

We hope you have a great summer.
Best regards,

Henry G. Jackson, CPA
President & CEO of the Society for Human Resource Management

Join the CWSHRM Online Forum

This is a place to post HR related questions to other CWSHRM members and discuss HR related topics.

To register:

- Go to: <http://cwshrm.freeforums.net/index.cgi>
- In the top box, click on the link to **register**.
- Create a username and password, and enter other required information, and click "create account".
- You will receive an automatic email with an activation key (please remember to check your junk/spam mail in case it is filtered). Follow the instructions in the email to activate your account. You will then need to enter your username and password.
- You will receive a message that your account is awaiting approval. It will need to be approved by an Administrator (CWSHRM Board Member) to confirm you are a CWSHRM member before you are able to use the features of the forum.
- Once approved, you will receive an automated email that your account has been approved.

New Login Design and Look – Same Great Information!

Susan R. Meisinger Fellowship for Graduate Study in HR

The **Susan R. Meisinger Fellowship for Graduate Study in HR** is a premier source of funding for first-time master's degree students in Human Resources. The award honors former SHRM President & CEO, Susan R. Meisinger, SPHR.

The fellowship is designed to support master's degree students who are either members of SHRM or certified HR professionals through the HR Certification Institute. Sponsored jointly by SHRM, the SHRM Foundation and the HR Certification Institute, the fellowship supports those who want to leverage significant past contributions to the HR management field and who plan to continue contributing to the profession by earning a master's degree in HR.

One winner is selected annually to receive a fellowship of up to \$10,000. Additional fellowships may be awarded, depending on funding available, quantity and quality of applicants, and the discretion of SHRM. Each fellowship is renewable for one additional year for a total of two years of graduate study and up to \$20,000 total for the fellowship. Doctoral students, including DBAs and Ph.D.'s, are not eligible for this award.

How to Apply

Download and complete the [application form](#), compile all required materials, then mail your completed application package to:

Meisinger Fellowship
SHRM Foundation Administrator
1800 Duke Street
Alexandria, VA 22314
[\(703\) 535-6020](tel:(703)535-6020)

All required materials must be submitted together in one package. Applications will not be returned. **Completed applications must be received by Monday, August 18, 2014.** All applicants will be notified of results via mail by October 31, 2014.

- [Frequently-asked questions \(FAQs\)](#)
- [Read about past winners](#)
- [Download the application form](#)

Questions? Write to: elissa.soares@shrm.org.