



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

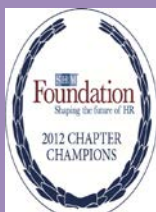
Sara Ackermann
Legal Counsel
sackermann@ruderware.com

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

June Meeting will be at the Jefferson Street Inn!

June Membership Meeting

Thursday, June 12, 2014

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

7:15am – 11:00am

"Building an Effective Compensation Plan Workshop"

Presenter: Stacey Carroll, SPHR, CCP HR Experts On-Call

In this interactive, hands-on workshop you'll learn the science behind building a market-based compensation plan, but more importantly you'll learn the art of designing a compensation strategy with the senior leadership team that aligns with corporate strategy. We'll discuss how to design a compensation philosophy, build a compensation structure, draft compensation guidelines and develop an implementation plan.

This session will be packed with tools, resources and take-aways that will equip you to design an effective compensation plan.

****Join us after the presentation for a discussion regarding SHRM's new competency-based certification****

Sign up Today!

**** Pre-approved for 3.0 General HRCI Recertification Credits ****

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

Looking for your input

Interested in being a part of picking topics and speakers for 2015 meetings? Here's your chance!

We are looking to put together a committee which includes CWSHRM Board members and members to develop 2015 speakers and topics.

If you are interested in helping shape 2015 meetings, please contact Linda Huss at lhuss@ruderware.com.

SHRM Competency-Based Certification

The HR Certification world was turned upside down last month when SHRM announced the development of a competency-based certification.

CWSHRM does not have all the answers, but we are committed to passing along information to our members as it's received. See below for links with helpful information.

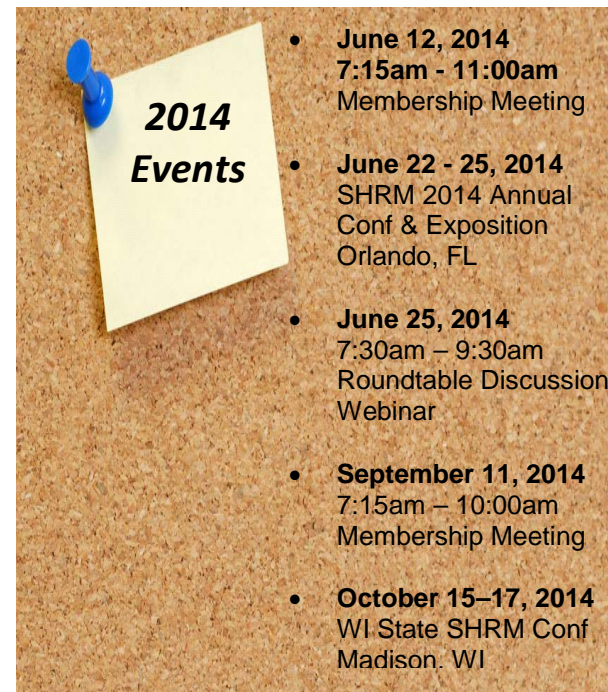
Join us at the end of the June meeting for an open discussion regarding this announcement and any updates we have received.

More information is expected to be announced at the SHRM National Conference June 22 – June 25. Two of our board members are attending so look for more information to come.

[Certification presentation](#)

[FAQs](#)

[SHRM Certification Info](#)



- **June 12, 2014**
7:15am - 11:00am
Membership Meeting
- **June 22 - 25, 2014**
SHRM 2014 Annual
Conf & Exposition
Orlando, FL
- **June 25, 2014**
7:30am – 9:30am
Roundtable Discussion
Webinar
- **September 11, 2014**
7:15am – 10:00am
Membership Meeting
- **October 15–17, 2014**
WI State SHRM Conf
Madison, WI

Welcome New Members

Please join us in welcoming our new CWSHRM members!

Lisa Ciomber - Wausau Window &
Wall Systems
Heather Awker - Church Mutual Insurance



Full-Time Student Meeting Fee

For the remainder of 2014 Membership Meetings, CWSHRM is offering Full-Time Students (not currently a CWSHRM Member) the opportunity to attend a Membership Meeting for the low rate of \$10.00

Interested FT Students should sign up using the student fee option on the RSVP link. If you have additional questions, contact Linda Huss at lhuss@ruderware.com for more information!

Feel free to pass this information along to any interested students!

CWSHRM 2014 Salary Survey

The Salary Survey results are in! We appreciate everyone's time that completed a survey. Results should be published by June 20, 2014.

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

If you have any questions, please feel free to contact Bob Heyman at bobh.cwshrm@gmail.com

Roundtable Series! SPECIAL WEBINAR EVENT!

CWSHRM provides members the opportunity to participate in monthly HR Roundtable discussions facilitated by your own CWSHRM Board or CWSHRM Members. These roundtables provide an open forum, best practice sharing, honest communication, and confidential peer discussion.

**4th Wednesday of the Month
June 25, 2014**

Session is from 7:30am – 9:30am
Ruder Conference Room, Ruder Ware Office
Dudley Tower
500 1st St, Suite 8000 / Wausau WI



Replacing the Annual Performance Appraisal – Webinar

Webinar is a 90 minute webinar that discusses the pros and cons of annual appraisals along with suggestions on how to replace the performance appraisal.

This Roundtable will run longer than the normal 90 minutes.

Registration for this engaging opportunity limited to the first 20 members. Don't wait to sign up! [RSVP](#) Today!

If you have any questions, please contact Linda Huss at lhuss@ruderware.com.

2015 CWSHRM Open Board of Directors Positions

We are seeking talent and accepting applications for 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!

The open position for 2015:

President-Elect – Assist the President in overseeing all the activities of the chapter, perform all the presidential responsibilities in absence of the President, manage the development and implementation of programs, workshops, seminars, and other services provided by the chapter. The intent of this role is to assume the President role in the following year.

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.

Secretary – Take minutes of chapter meetings and provide notice of meetings and general correspondence, coordinate the completion of the monthly chapter newsletter, and maintain chapter records and history.

Hospitality Director – Welcome new members into the chapter and help coordinate the logistics of monthly membership meetings.

Diversity Director - Monitor and evaluate on a continuing basis local activities concerning diversity issues, spearhead the effort to diversify the chapter's membership/leadership, and publicize successful diversity programs in the local community.

Interested members can email a letter of interest by **July 31, 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

Early bird registration is now open for the 2014 Wisconsin SHRM State Conference in Madison.



October 15–17, 2014

Monona Terrace Convention Center
Madison, WI

Rates are detailed below:

Early Bird: Register AND pay by July 31st, 2014

National SHRM Member \$280/Non- SHRM member \$330/Student \$50

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, check out the conference website [here](#).

Note: There is a new registration system, so please create a new account with WI SHRM.

As always, you can get the latest news on Twitter by following @wishrm14 or the hashtag #wishrm14

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>



SHRM 2014 Annual Conference & Exposition

June 22, 2014 – June 25, 2014
Orlando, Orange County Convention Center

Sign up today for the SHRM Annual Conference!

<http://annual.shrm.org/>

Hope to see you there!



Marathon County Council of Safety Meeting

Wednesday, June 18th, 2014

A,B,C,D/R of Fall Protection

Presenter: Patrick Harel / Capital Safety

Presentation:

Patrick Harel has years of experience implementing the appropriate fall protection in various fall hazard situations. This fall protection demonstration will address standards related to working at heights in the various industries. The program will focus on the PFAS, (personal fall arrest systems), harness, connector, anchor and rescue. Each category will emphasize proper selection, use, and inspection.

Registration: 7am

Meeting 7:30am-9:00am (Full Breakfast Buffet)

BEST WESTERN –WAUSAU

\$15 for Safety Council Members / \$25 for Non-Members

For more information please contact Janice at 715/355-7711 or jking@abrjobs.com.

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!