



CNHRMA



A Newsletter of the Central Nebraska Human Resources Management Association

APRIL 2006

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PRESIDENT'S MESSAGE

Happy Spring to Everyone! I look forward to the opportunity of serving the CNHRMA Chapter as President for this year. This is our 1st Edition of the 2006 CNHRMA Newsletter and we have a great deal of information to report. Below are some of the highlights.

Last month CNHRMA was "officially" awarded the 2005 Superior Merit Award from SHRM. This is the highest achievement possible for SHRM Chapters. We will be receiving a certificate & banner recognizing our achievements. These items will be proudly displayed at our meetings. We will also begin using the new logo on all of our communications, please look for it in this newsletter. This achievement was only possible because of the volunteers of CNHRMA and the countless hours they spent towards the success of our Chapter in 2005. I would like to say "THANK YOU" to all of our members and volunteers for the excellent effort that you put forth in 2005!!

The first quarter of 2006 has just passed, and we have already accomplished so much as a chapter this year. In March we conducted our annual Wage & Benefit Survey for 2006. It was again a great success with 29 companies participating in the survey. A huge "THANK YOU" to Kathy Hillje, 2006 CNHRMA Diversity Chair for her efforts in compiling the information for this year's survey. We are currently working on updating our By-Laws this year to keep in compliance with SHRM guidelines. Last year we did vote to add another chair to our Executive Committee with a Certification Chair. Please welcome Dawn Dierking to our chapter!! I hope you find this to be another added benefit to chapter membership.

We are currently in full swing working towards our 2006 Membership. We will be having our 2006 Membership Rally on April 13, 2006, "Good Things are Sprouting All Over with CNHRMA Membership" being at

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the Ramada Inn in Kearney. This is an informal gathering of HR professionals from Central Nebraska. The rally will give you the opportunity for networking, learning more about CNHRMA Membership and to hear an excellent speaker, Mr. Ray Weinberg. Ray is a Principal with the Silver Stone Group in Omaha. He has over twenty-five years experience in human resource administration, teaching and consulting. Mr. Weinberg has been nationally recognized for his technical expertise and contributions in the human resource management field. In 1999, Mr. Weinberg was named HR Professional of the Decade by the SHRM Nebraska State Council. We are very excited to have Ray come to Central Nebraska and speak for our rally.

If you are already a member, please feel free to join us for this great event and bring a guest with you! If you have not yet joined our organization, please feel free to attend and learn about all of the advantages of membership with CNHRMA. Remember that if you are a national SHRM member, CNHRMA membership is FREE!! We will have gift bags for all that attend, and will have door prizes. I hope to see all of you on the 13th!

The remainder of this year is set with a great slate of meetings. We will again be offering a full day seminar in August featuring 3 speakers and roundtable discussions. Also don't forget the SHRM NE State Conference on September 21 & 22 at the Qwest Center in Omaha. Please visit our Website @ www.cnhrma.org for our 2006 Meeting Schedule.

Wow! 2006 is going to be a great year!!! I hope that you find this newsletter a useful tool in your day-to-day work. Have a great week!

Leslie Smith
2006 CNHRMA President

**2006 CNHRMA
Executive Committee**

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MEMBERSHIP UPDATE

Our goal for membership this year is to make it to 100 members and to grow from a small chapter to a medium sized chapter! This should be relatively easy for us as we were at 89 members last year. We are currently at 48 members

Our Membership Rally will be held April 13, 2006, at the Ramada Inn in Kearney this year from 5:30 – 7:30. Enjoy an evening of fun, networking, and listening to Ray Weinberg speaking to us on the value of membership and certification. Our theme is: “Good Things are Sprouting All Over With CNHRMA”. We will have hor devoursers and a cash bar with a gift bag for everyone. We will also be handing out prizes throughout the evening, including a free membership to CNHRMA.

For further information on becoming a member, contact Bonni Pulte at bpulte@bosselmanmail.com or visit our website: www.CNHRMA.org

Please note that our 2007 membership drive will begin in October of 2006, to get ourselves in line with SHRM guidelines, with a deadline of December 31, 2006.

Bonni Pulte
2006 CNHRMA Membership Chair

TREASURER UPDATE

2005 CNHRMA Scholarship Awarded

The 2005 CNHRMA Scholarship was awarded to Kathy Hillje. Kathy is currently enrolled with Bellevue University and is completing the Bachelor of Science in Management of Human Resources degree. A graduate of Central Community College with an Associate of Applied Science in Business Technology degree, Kathy was the president of the Two-Year International Honor Society, Phi Theta Kappa, leading the chapter to national recognition for Leadership Development.

Kathy has done an outstanding job of balancing her educational goals with full-time employment and a very active family life. She can often be found shuttling her 12 year old daughter around the state of Nebraska to play competitive volleyball, basketball, and softball. Kathy recently accepted employment as the Office Manager with an HR emphasis for a new ethanol facility in her community.

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As an active member of CNHRMA, Kathy is currently serving as the 2006 Diversity Chair. Kathy has set an outstanding example of the desire to promote continuous learning. She is currently planning to pursue the Professional in Human Resources (PHR) certification with tentative plans to participate in the SHRM Learning System course offered through CCC this fall.

Congratulations, Kathy, on your tremendous accomplishments and best wishes as you develop your HR career!!

Jill Smith
2006 CNHRMA Treasurer

CERTIFICATION UPDATE

SHRM Certification – Is it for ME?

What is it? The Human Resource Certification Institute (HRCI) offers three certifications for HR professionals; PHR[®] (Professional in Human Resources), SPHR[®] (Senior Professional in Human Resources) and GPHR[™] (Global Professional in Human Resources).

According to HRCI, “Certification is a voluntary action by a professional group to establish a system to grant recognition to professionals who have met a stated level of training and work experience. Certified individuals are usually issued a certificate attesting that they have met the standards of the credentialing organization and are entitled to make the public aware of their credentialed status, usually through the use of initials (i.e., PHR or SPHR) after their names.

Certifications differ from certificate programs because certifications include an experience component. Certificate programs, on the other hand, award certificates once a course of study has been completed and do not require previous work experience.”¹ As of November 2005, Nebraska had four individuals that had earned GPHR certification, 455 individuals that earned PHR certification and 275 that earned SPHR certification. These certifications in the Human Resources field provide you with credentials that are respected and well established.

When are the exams available? HRCI has available two testing windows for your consideration.

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Check out this link for more information:
<http://www.hrci.org/Certification/EXAMAPP/EXAMFEE/>. Testing sites are available in Omaha, Lincoln, Columbus and Grand Island.

Dawn Dierking, CNHRMA 2006 Certification Chairperson, has worked with Central Community College as Director of Training and Development for the Tri-Cities region for the past five years. Before becoming Director at CCC, she worked in manufacturing for eight years in robotics. She has earned certification in Six Sigma.

Her educational background includes a Bachelor of Science degree from Doane College in Chemistry and Mathematics and a Masters of Science degree in Mathematics Education from University of Nebraska at Kearney.

Dawn Dierking
2006 CNHRMA Certification Chair

DIVERSITY UPDATE

This year is a learning and developmental process that is aligned with the 2006 SHRM Diversity Objectives for State and Chapter Boards which include:

- Assure that diversity leadership is represented on all state councils/chapters
- Encourage at least one diversity presentation/program per chapter
- Establish a diversity successful practices sharing opportunity across chapters and/or states
- Increase diversity of state council boards, chapter boards and membership

We are well on our way to practicing and meeting these objectives. Olivia D. Crimiell-Minor, EEO/Diversity Manager, for Woodmen of the World/Omaha Woodmen Life Insurance Society and the State Diversity Chairwoman, will be our guest speaker at the October 12, 2006 meeting. Her experience and background as a diversity manager will bring a wealth of knowledge to our chapter members.

Here is a list of up-coming events that discover and discuss diversity in the workplace:

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Diversity Luncheon & Tech Session

April 11, 2006

National speakers Anita Rowe & Lee Gardenswartz

Since 1980, Rowe and Gardenswartz have specialized in the 'human side of management' for a variety of regional and national clients, helping them manage change, handle stress, build productive and cohesive work teams and create inter-cultural understanding and harmony in the workplace.

To register for this event, go to www.hram.org and click on the Event Calendar.

Leadership in a Global Community

April 21-23, 2006

Ashland, NE

The 2006 Spring Session of Leadership in A Global Community will bring together 25 - 30 individuals to take an in-depth and serious look at diversity, inclusivity, personal and institutional biases around race, gender, sexual orientation, culture, faith, age, and ability.

For more information call (402) 391-4460 or email jgerstan@nccj.org

Organizations for Community Inclusion, Inc.

Diversity Summit 2006: Creating a Culture of Inclusion

May 9, 2006

Creighton University

SHRM Workplace Diversity Conference & Exposition

October 16-18, 2006

Los Angeles, California

For more information about this event, go to www.shrm.org

Kathy Hillje

2006 CNHRMA Diversity Chair

DATES TO REMEMBER

CNHRMA Presents:

Legislative Issues with Bruce Rieker, Chief of Staff for Tom Osborne

**Thursday, May 11, 2006
4:00 p.m.**

Grandma Max's Restaurant

I-80 and Hwy 281
Grand Island, Nebraska