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| SHRMA_LOGO_2008sm | **SHRMA**  **Salem Human Resources**  **Management Association**  [**shrmsalem.org**](http://shrmsalem.org) |

**Chapter Newsletter**

**February 2012 Edition**

**Message from Chapter President, *Barbara Cecil***

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|  | I am excited about assuming the role of SHRMA Chapter President for 2012. I will be working to get to know our Chapter members this year and continuing to build upon our Chapter leadership to ensure a strong and supportive organization for our members.  We have many volunteer opportunities for anyone seeking to further their knowledge and commitment in our field, so please let me know if you are |

interested in serving in any capacity. I would love to hear from you about your interests and desire to support our work in HR. Please feel free to email me at [bcecil@mapscu.com](mailto:bcecil@mapscu.com), or visit with me at an upcoming Chapter event. I look forward to meeting you and discussing how we might be able to work together!

**SHRM Affiliate Program for Excellence (SHAPE)**

You may be asking, “What is SHAPE?” SHAPE is an acronym for the SHRM Affiliate Program for Excellence. It outlines the minimum requirements for chapters and state councils to remain in good standing with SHRM on an annual basis. It also outlines additional goals and measurements that must be met in order for chapters and state councils to receive recognition from SHRM. SHRM awards four levels of recognition depending on each Chapter’s individual achievement of these additional goals and measurements: Bronze, Silver, Gold and Platinum.

We have submitted our Chapter SHAPE program report to SHRM and should soon be hearing back regarding our level of achievement. We will be sure to let you know the level of success our Chapter received.

**Thank You from the SHRM Foundation**

The SHRM Foundation focuses on supporting scholarships, research and education for HR Professionals. Part of our charge as a SHRM Chapter is to help support this important activity. SHRM’s success is heavily reliant on the support and fund raising efforts of SHRM Chapters, State Councils and their members.

The Foundation has extended their gratitude to our Chapter for our continued support. Thanks in part to our efforts and support, the SHRM Foundation reached its 2011 goal! If you attend our events you may be aware that our Chapter supports the Foundation’s fundraising goals by selling 50-50 raffle tickets at our monthly breakfast meetings, through our annual fall networking event and social, as well as various other activities throughout the year.

Thank you for the role you played in this SHRM achievement! We hope you will continue to attend our meetings and events, and in turn support SHRM’s focus on providing valuable resources to HR professionals.

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| **Easter Seals Update**  We are pleased to announce our continuing partnership with Easter Seals Oregon in 2012. We believe our relationship with Easter Seals is an excellent match for a partnership with HR professionals, as part of their work focuses on providing job ready candidates and internship programs to non-profit and governmental | [http://shrmsalem.org/Resources/Pictures/Shadow%20Logo%20Solid%20Red.jpg](http://www.or.easterseals.com/) |

agencies. If you have been to a recent SHRMA Chapter breakfast, you may have seen Terri Allen there from Easter Seals. Terri works in Employment Development and the Homeless Veteran’s Reintegration Program at Easter Seals. You will continue to see Terri at our Chapter breakfast meetings each month. Please introduce yourself at the next meeting and help her feel welcome. Terri’s focus is on job training and coaching to eligible job seekers. As part of Terri’s goal to introduce these individuals into the workforce, she brings job candidates to our meetings to help them gain valuable experience through introducing themselves and reviewing their work experience and qualifications with our group. For more information about Easter Seals, please visit:  [www.or.easterseals.com](http://www.or.easterseals.com/)

**Chapter Business - Bylaws**

We recently reviewed our Chapter Bylaws and they have been formally approved by SHRM and ratified by the SHRMA Board of Directors. If you are interested in reviewing the Chapter Bylaws, we have included them on our Chapter web. Click HERE for or a quick link to the Bylaws.

A current list of your Chapter Board of Directors is also provided on the web site in the event you would like to contact one of us at any time.

**Chapter Programs Update**

Our Willamette University Student Chapter will be presenting a program on workplace communication on February 14. We hope to see you there!

Please click [HERE](http://shrmsalem.org/Default.aspx?pageId=708505) or on the Chapter Meetings tab on our web site for a schedule of upcoming Chapter Programs. You may register for current programs there as well by following the link provided.

Here’s a peak at other upcoming programs:

***March 14th – Lunch***

*THE BUSINESS CASE:  WHY DIVERSITY AND INCLUSION ARE GOOD FOR*

*BUSINESS - Speaker: Eric Peterson from SHRM*

If HR and Diversity professionals want to get their organizations behind diversity and inclusion initiatives, they need to be skilled at making a strong business case for them. It’s not enough to use the typical response of, “it’s the ***right*** thing to do.”  We must show how these efforts will drive organizational success, sustainability, profitability, and competitive advantage. In this presentation, learn how to leverage the internal processes, programs, policies, and practices within your organization as well as the external environment to build a solid Diversity and Inclusion business case.  While highlighting four key steps, the presenter will outline how these steps fit into a more comprehensive model, called the SHRM Strategic Diversity Management Plan®, developed by SHRM’s Office of Diversity and Inclusion.

***May 8th – Dinner***

*WORKPLACE FLEXIBILITY:  THE NEXT IMPERATIVE FOR BUSINESS SUCCESS AND HR LEADERSHIP – FOLLOWED BY A PANEL DISCUSSION (Local employers who have received the Sloan Award) - Speaker: Lisa Horn from SHRM*

Workplace flexibility has become a key business strategy to leverage the talents and skills of today’s increasingly diverse, aging, and multi-generational workforce.  In this session, you will learn how flexible work arrangements such as job sharing, flexible scheduling, phased retirement, and telecommuting can drive employee engagement, productivity, retention, and benefit your organization’s bottom line.   You will also examine key HR strategies for implementing flexibility as well as legal issues to consider.  And you will hear about new resources and opportunities as a result of SHRM’s partnership with the Families and Work Institute, including the “When Work Works” initiative.

Our meetings are typically held at the Comfort Suites located at 630 Hawthorne SE in Salem (just North of Costco) on the second Tuesday of each month; however, please stay tuned for more information regarding some scheduling changes to our March and May Chapter meetings. We will work to keep the information current as we have updated information available.

**Other Upcoming Conferences and Events**

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| SHRM Oregon State Council and the Stoel Rives Labor &... | *Tenth Annual Labor and Employment Law Conference*  *March 18, 2012*  *Sponsored by the SHRM Oregon State Council and Stoel Rives, LLP* |

You won’t want to miss this one-day conference at the Oregon Convention Center. In an effort to get one lucky individual to the conference, free of cost, we will be including on free admission to the conference in our February 14 SHRMA Chapter Breakfast meeting 50/50 raffle (must attend the February 14 breakfast meeting to participate in the raffle). Raffle tickets will be sold one for $5, or 3 for $10, so please remember to bring some cash or a check to the meeting with you – you could be the lucky winner!!!

For more information about the conference, follow this link: <http://www.stoel.com/showevent.aspx?Show=8672>

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| *SHRM National Conference – June 24 – 27, 2012 in Atlanta Georgia*  Get the latest news and updates from the SHRM 2012 Annual Conference & Exposition and discover over 200 ways to improve your career. Key note speakers include journalist, Tom Brokaw and best-selling author and innovative business leader, Jim Collins. | http://www.shrm.org/Communities/VolunteerResources/ResourcesforChapters/Documents/AC12_WEBBANNER_300X250.gif |

Tuesday night entertainment this year will be provided by legendary comedian, Jerry Seinfeld! Visit the SHRM website at SHRM.ORG, click [HERE](http://annual.shrm.org/extras) for conference information and registration, or [HERE](http://www.shrm.org/Communities/VolunteerResources/ResourcesforChapters/Documents/2012_AnnConf_RegOnlineAd_fp.pdf) to register on line.

**Legislative Updates**

Our Legislative Director, David Briggs, will be providing periodic legislative updates during monthly Chapter meetings. Should you have specific questions for David or legislative items you would like him to address specifically, please let us know and we will be sure to address them during a Chapter meeting. Board contact information is available on our web site at [shrmsalem.org](http://shrmsalem.org/).

**2012 PHR Study Groups**

You may be aware that our Chapter has provided members planning to sit for the PHR/SPHR Certification exam with a study group option each year. This year will be a bit of a challenge with the recent resignation of our Professional Development Director and our need to find a replacement for that volunteer position. Many dedicated hours go into providing this study group and coordinating instructors, and we want to formally thank Jackie Allen for facilitating the study groups for us for so many years. We are working to find a solution for providing a study group option for our members moving forward and we will keep you apprised of our progress. If you or anyone you know is interested in assisting with this project, please contact Shauneen Scott ([Shauneen.K.Scott@doc.state.or.us](mailto:Shauneen.K.Scott@doc.state.or.us)) or Barbara Cecil ([bcecil@mapscu.com](mailto:bcecil@mapscu.com)). Please note that PHR certification is required to volunteer at this capacity.

Are you or is someone you know interested in sponsoring a Chapter meeting? Top of Form

**SHRMA Sponsorship Opportunities**

Are you, or is someone you know, interested in sponsoring a Chapter meeting? Meeting sponsors ensure that we continue to offer the quality of programs we as a Chapter are committed to providing our members. We offer four levels of sponsorship opportunities to meet the advertising needs of businesses. More information regarding sponsorship opportunities is available by clicking on the **Sponsorship** tab on our web site located at [shrmsalem.org](http://shrmsalem.org/).

**Employment Opportunities**

If you know of an employment opportunity in the area of Human Resources and would like us to post it on our web site, please feel free to contact Barbara Cecil ([bcecil@mapscu.com](mailto:bcecil@mapscu.com)) or Shauneen Scott ([Shauneen.K.Scott@doc.state.or.us](mailto:Shauneen.K.Scott@doc.state.or.us)). Positions will be posted for one month unless other arrangements are made.

**HR by the Numbers**

* The Equal Employment Opportunity Commission (EEOC) saw a 7% increase in caseload during its last Fiscal Year. Sixty-four percent of their cases were deemed to have “no reasonable cause,” and nearly 5% were judged to have reasonable cause after investigation. A total of $319.4 million was collected on behalf of employees during the year.
* What percentage of employees say they have handled personal finances during work hours? 49% (*Source: PricewaterhouseCoopers Financial, Wellness Survey 2011)*
* 88.3% of graduating MBA students say they’d take a pay cut to work for firms that have ethical business practices, and the average amount they’d forgo is ***$8,087***, according to a survey of 759 students in North America and Europe.

**Worth Pondering**

“Challenges make you discover things about yourself that you never really knew.”

* Cicely Tyson

“In matters of style, swim with the current. In matters of principle, stand like a rock.”

* Thomas Jefferson

“The future will depend on what we do in the present.”

- Mahatma Gandhi

“The last of the human freedoms - to choose one's attitude in any given set of circumstances, to choose one's own way.”

- Viktor Frankl

“The difficult is what takes a little time; the impossible is what takes a little longer.”

- Fridtjof Nansen

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