

AFFILIATE OF



SOCIETY FOR
HUMAN
RESOURCE
MANAGEMENT

May 2006

Message from the President

The flowers are blooming, birds are singing and your Board members are hard at work providing excellent educational opportunities for the membership. The details on the May 18th conference are falling into place and the conference promises to be a great opportunity for our members to network, receive recertification credits and meet with vendors. Don't miss the opportunity to join us at Ithaca College.

Annually SHRMTTC sends out the membership listing to the members. The 2006 listing will be sent out shortly with a letter explaining our policy on the use of the listing.

As a reminder the chapter monthly meetings take a hiatus in July and August to allow you to enjoy the summer, and hopefully attend the National and State SHRM conferences. However, the Board does not take that time off. The Board will be meeting over the summer to look at our By-Laws, and begin program planning for 2007. If you have any ideas for next year's programming or projects that you would like the Board to consider, please email me at president@shrmtc.org.

\$50,000 in Regional Scholarships Available

One tangible benefit of the SHRM Foundation is its support of scholarships for SHRM members. All chapter leaders are encouraged to help us spread the word about the 2006 Regional Scholarship Program. 60 scholarships totaling \$50,000 will be awarded in 2006. The awards program is designed to assist working SHRM members in meeting their professional development goals. SHRM members pursuing a college degree or professional certification are eligible to apply for either a \$1300 education scholarship or a \$600 certification scholarship. Twelve scholarships will be awarded in each of the five domestic regions, so applicants compete only with members in their own area. (Members outside the U.S. are also eligible to apply.) **The application deadline is July 15, 2006.** Note: student members and local-only members are not eligible for these awards. Contact Sandi Peyton (speyton@shrm.org) or your regional coordinator to request a free supply of scholarship brochures for your chapter. The scholarships are made possible by your generous support of the SHRM Foundation. Award applications and information are available online at: <http://www.shrm.org/foundation/EducationGrants.asp>.

New Barbara Sanchez Scholarships

An additional scholarship program is now available for HR professionals in the media industry. Five \$1500 scholarships, one in each SHRM domestic region, will be awarded annually to SHRM members pursuing a college degree. Applicants must be SHRM members working full-time in human resources in the media field (includes print, publishing, cable & satellite, broadcasting, motion picture, internet and communications.)

In 2000, a scholarship fund was created to honor the late Barbara Sanchez, an HR director at Newsday and a dedicated member of the Media Human Resources Association (MHRA) board of directors. MHRA was disbanded in 2003, and it was agreed that the remaining scholarship funds would be awarded through the SHRM Foundation. Funding is available for this scholarship program through 2009.

The application deadline is July 15, 2006. Award applications and information are available online at:

<http://www.shrm.org/foundation/EducationGrants.asp>. If you have additional question about either scholarship please contact Terry Finch (tfinch@shrm.org) or your regional coordinator.

Self-Audit Opportunity – Online HR Services Study Funded by SHRM Foundation

The Smith School of Business at the University of Maryland, with funding from the Society for Human Resource Management (SHRM) Foundation, is conducting an important study of online HR services—sometimes referred to as “Virtual HR.” The study seeks to learn more about the conditions that lead to positive employee perceptions of HR services via technology. A number of organizations have already joined the study and Chapter members are invited to participate.

Participation in the study provides organizations with an opportunity to do a “virtual HR self-audit.” To be eligible for participation, an organization must have at least some HR content and/or services available to employees online, typically via intranet or Internet connections.

For each participating organization, the Smith School surveys 15-30 newcomer employees (3-6 months tenure) and their supervisors (optional). Organizations then receive self-audit data showing the results for their organization. Separately, they also receive comparative information related to a group of participating organizations.

The survey is online, although other arrangements can be made for special circumstances. “The entire survey process, including reminders, is handled by the Smith School so it is very easy for organizations to participate,” says Kay Bartol, a professor in the Smith School and the principal investigator for the study. Normally, there is no cost for participation unless there is some unusual expense involved.

All data will be confidential and will not be reported in a way that identifies your organization or the others involved in this study.

A previous study funded by the SHRM Foundation and conducted by the Smith School surveyed multiple individuals in more than 150 organizations. The results generally supported the benefits of increased self-service via information technology. There was considerable variation, however, which pointed to the need for this follow-up study aimed at identifying the conditions that support positive reactions from employees. This phase of the study focuses on newcomers to the organization, an important segment and one that typically uses the online services immediately.

If you are interested in having your organization participate, please contact Dr. Kay Bartol, for more information at kbartol@rhsmith.umd.edu or (301-405-2249).

Legislative Alert: "Fair Share for Health Care" bills

News from Tom Minnick SPHR, our SHRM New York State Legislative Action Director: Proposals designed to increase New York State employer spending on employee medical and dental insurance have been introduced in the NYS Assembly and Senate. The bills are S.7090/A.10583, introduced by Senator Spano in the state Senate and Assemblyman Gottfried and **eighty** other Assembly members, both Democrat and Republican, in the state Assembly. You can see if your Assembly member is a sponsor [here](#).

These proposals are called "Fair Share for Health Care" bills and would require New York employers to pay an Assessment into a new state "Fair Share for Health Care Fund" of \$3.00 per hour for every hour worked in a year by all employees with certain exceptions. These bills also exempt some industries. For more information, see the Business Council of New York State's "What's New" page at <http://www.bcnys.org/whatsnew/2006/0412hisymandate.htm>

Upcoming SHRM TC Events and Membership Meetings

Please mark your calendars now for these upcoming events!

Time and Location unless otherwise noted: 8:30 – 10:30 a.m., Clarion Conference Center, Sheraton Drive, Ithaca (Registration, networking and continental breakfast begin at 8:30 a.m.)

May 18, 2006 – *Be there!* SHRM of Tompkins County will be hosting its first all-day conference, "Business Success Through Strategic HR," on Thursday, May 18, 2006 from 7:30 am – 5:00 pm. The conference will be held at Ithaca College in the Emerson Suites. Speakers include motivational speaker Chip Madera, Cornell ILR Professor Sam Bacharach, Ithaca College VP for Finance and Administration Carl Sgrecci, and local business speaker Bob Blenn. Sponsors and exhibitors include Graystone Group Advertising, Excellus Blue Cross Blue Shield, Hancock and Estabrook, and Haylor, Freyor and Coon, Inc. Registration form and brochure is available at www.shrmtc.org -- once there, click on "Business Success through Strategic HR Conference." Questions can be directed to president@shrmtc.org
This program is approved for 6.25 recertification credit hours toward PHR, SPHR and GPHR recertification through the Human Resource Certification Institute (HRCI). Please be sure to sign in at the door in order to receive a certificate of completion.

SHRMTC Membership Meeting - June 8, 2006 - Ellen Bravo, *Flexibility in the Workplace: Part-Time Employment*

Note: Door Prize for this meeting is a National SHRM Membership!

As we have done in previous years, our chapter is again partnering with Cornell's Office of Workforce Diversity, Equity and Life Quality to bring you a fabulous speaker, known throughout the country as an experienced spokesperson on workplace flexibility and working women's issues.

Ellen Bravo, lead speaker and trainer, is a nationally recognized expert on working women's issues and a widely acclaimed trainer, public speaker and author. Bravo helped found the Milwaukee chapter of 9to5, National Association of Working Women, and served as its national director for 11 years. She currently teaches a graduate course on the Family-Friendly Workplace at University of Wisconsin-Milwaukee.

Ms. Bravo, who served on the bipartisan Congressional Commission on Leave, has written two books, the 9to5 Guide to Combating Sexual Harassment and The Job Family Challenge: Not for Women Only. She is regularly quoted in publications as diverse as the New York Times, The Wall Street Journal, Parenting Magazine and Glamour, and has appeared on television programs from the ABC Evening News to CNN Crossfire.

Her presentation to our chapter will address flexible workplace scheduling, focusing on a report she wrote, funded with a grant from the Alfred P. Sloan Foundation, which studied quality part-time employment options in Wisconsin. Participants will learn what constitutes "quality" part-time options, why the companies highlighted in her report implemented these policies, how they manage them, what resistance they encountered and how they overcame it -- and why they view such options not as a favor to women or to parents, but as a better way to do business.

This program is approved for 1.0 recertification credit hour toward PHR, SPHR and GPHR recertification through the Human Resource Certification Institute (HRCI). Please be sure to sign in at the door in order to receive a certificate of completion.

Summer Hiatus – July and August, 2006

SHRMTC Membership Meeting, September 19, 2006: Joanne Conley, Conley Consulting, "Communicating in the Multigenerational Workplace"

Do you have more than one generation in the workplace? Many businesses have up to **FOUR** different generations in the workplace today. If you have long-term employees as well as new hires then you

definitely have different generations in your workplace. While this diversity is wonderful, it can also present clashes because of the difference that each generation brings to the table, particularly concerning communication. This informative presentation will help you learn how to manage these communication clashes among the generations.

Joanne Conley established Conley Consulting after working for more than 20 years with numerous companies, both private and public sector. Conley Consulting provides business solutions in the area of employment law, human resource policy, organizational change, leadership development, strategic planning and human resource development. Joanne's real world experience combined with her education certifications has given Joanne a well-rounded understanding of today's workplace. In addition to her consulting business, Joanne teaches college certification classes in Human Resource Management, is the Legislative Representative and President Elect for the Twin Tiers SHRM chapter, writes a Human Resources column in the Twin Tier Business Quarterly, is an Adjunct Professor for Keuka College and Elmira College, and a frequent conference speaker..

Ms. Conley has a BS in Psychology, MS in Education, and Advanced Certifications in Training and Human Resource Development.

This program is approved for 1.0 recertification credit hour toward PHR, SPHR and GPHR recertification through the Human Resource Certification Institute (HRCI). Please be sure to sign in at the door in order to receive a certificate of completion.

SHRMTC Membership Meeting , October 25, 2006: "Engaging Talent in Its Many Faces: The ADA and Emerging Trends in the Labor Force" presented by Dr. Hannah Rudstam

In the labor market of the next decade, being able to engage talent is likely to become the most significant factor differentiating organizations who succeed and those who fail. Businesses can no longer afford to operate with a superficial, preconceived notion of what talent is and what it "looks like." Talent has many faces, many forms and many appearances.

Does your organization know how to recognize, develop, and retain talent in all its faces? Many of the underlying ideas of the ADA are not just important for employees with disabilities. They are important for all employees. The human resource practices that underlie the employment guidelines of the ADA are not just about complying with the law or about managing disability. Rather, they are about creating organizational practices that will engage the talents of all employees.

In this session, we will co-explore the costs to businesses of failing to see the "ability" within "disability" in light of emerging labor market, demographic and business trends. We will then co-explore the benefits of seeing employees in terms of their strengths instead of their disabilities. Finally, we will begin to consider your own organization's human resource practices. To what extent does your organization have in place a strengths-/abilities-based culture?

The following points will be highlighted during the session:

- **Demographic projections:**
 - What do we know about the labor market of the near future?
 - What does this mean for being able to find talent?
- **Gallup pole research on employee engagement & organizational success:**
 - What do we know about what really predicts workplace strength?
 - The critical role of the manager/supervisor in employee engagement (for both employees who do and do not have a disability).
 - What are the benefits of building an "ability" (as opposed to a "disability") culture into your organization?
- **What does employee engagement look like?**
 - Eight characteristics of an ability-focused organization.
 - How does each of these characteristics engage employees with disabilities?
- **Assess the Human Resource practices of your organization.**

- Using each of the eight characteristics, assess your own workplace or organization

Dr. Hannah Rudstam is the Training Director at the Northeast ADA & IT Center, Employment and Disability Institute, School of Industrial & Labor Relations, Cornell University. After completing her Ph.D. in Adult Learning Psychology at the University of Wisconsin—Madison, Hannah Rudstam worked as a program planner and evaluator at the Royal Adult Learning Academy in Stockholm, Sweden. Back in the U.S., she became a Senior Research Scientist at the University of Wisconsin, researching a state-wide health risk prevention program in Wisconsin. She then located in the upstate New York area and worked as an Organizational Development Consultant at United Technologies and then at Eagle Consultants in Syracuse. While in this capacity, she designed competency-based tools for hiring, performance management and employee development systems. Also, she developed a turnover prevention program that has been adopted by a number of organizations. One year ago, she became the Training Director at the Northeast ADA & IT Center with the Employment and Disability Institute at Cornell University in Ithaca, NY. In this capacity, she has planned, delivered and evaluated programs on a broad range of topics related to disability and employment.

SHRMTC Membership Meeting , November 16, 2006: Identity Theft

Are you worried about the safety of your company information? Do you know what to do should your confidential files be stolen? Peter Jones of Bond, Schoeneck & King will bring you up to speed on Identity Theft and your obligations to your employees.

TOPICS TO BE COVERED:

- The Identity Theft Crisis
- Identity Theft Legislation — Current and on the Horizon
- Identity Theft — What are the Employer Concerns?
- Methods to Protect against Identity Theft
- ADA/FMLA Privacy Concerns
- HIPAA Issues — Privacy Issues for Employers

Mr. Jones counsels and represents employers of all types and sizes in a variety of labor and employment-related contexts, including employment litigation in Federal and State courts, collective bargaining negotiations, labor arbitrations, union organizing campaigns, strikes and picketing, and representation and unfair labor practice proceedings before the National Labor Relations Board. He also represents a number of colleges and universities in labor matters and student discrimination claims.

Mr. Jones is a frequent speaker on a variety of labor and employment topics, and has served as a guest lecturer at the Maxwell School at Syracuse University. He has also written extensively on labor and employment law topics, having authored articles that appeared in the New York State Society for Human Resource Management's HR Review, the Labor Lawyer, and the Journal of College and University Law.

SHRMTC Membership Meeting, December 14, 2006: Membership Networking and SHRM Foundation Silent Auction. Details will be published in a future newsletter.

Upcoming Events of Interest to SHRMTC Members

May 22-24 2006: Diversity 2006 Conference, "The Case for Diversity, It's Everybody's Business". The conference will be held in Rochester, NY at the Rochester Riverside Convention Center⁴. Visit www.workforcediversitynetwork.com for more details.

June 1, 2006: Diversity Consortium Roundtable, Hilton Garden Inn, Ithaca, NY.

On June 1, 2006 the *Tompkins County Diversity Consortium* will host a Community Roundtable at the Hilton Garden Inn in Ithaca, New York.

The Roundtable will include: discussions about the diversity issues affecting small communities; a panel discussion with community leaders who are currently leading successful diversity efforts; promoting diversity within our schools; and the medias effect on inclusion in the community.

National leaders in the fields of diversity and inclusion who are scheduled to appear include:

- Keynote speaker **Ayanna Epps**, a Community Relations Service Conciliation Specialist with the United States Department of Justice
- **Chris Metzler**, Cornell University ILR Professor, the creator of the Diversity Think Tank and the nations first certification program in Diversity & Inclusion
- Local diversity and inclusion trailblazers **Marcia Fort, Mayor Carolyn Peterson, Steve Wicher, Leonardo Vargas-Mendez and Larry Shinagawa.**

Community members with an interest in furthering inclusion in our community are encouraged to participate in this groundbreaking roundtable. The roundtable cost is \$20 and pre-registration is encouraged due to a limited space available. Those interested in registration may contact Judy Drake at JDrake@town.ithaca.ny.us or 607.273.1721/

For additional information please see the attached Registration Brochure or visit our site at <http://www.tompkins-co.org/consortium/>.

ABOUT THE TOMPKINS COUNTY DIVERSITY CONSORTIUM

The Tompkins County Diversity Consortium is a joint effort of local employers and leaders dedicated to promoting diversity and inclusion in Tompkins County. Additional information on the roundtable, consortium members and joining the consortium can be found at <http://www.tompkins-co.org/consortium/>

June 16, 2006: Ithaca Area Organization Development Group Meeting, Cortland Regional Medical Center, Cortland, 2:30 to 4:30 pm

Robert Rich, a consultant with Cornell University's School of Industrial and Labor Relations, will explain the cutting-edge work he and colleagues are doing on **organizational inclusion**, and will lead a discussion on the topic. They write, "For the positive performance benefits of diversity to be realized, diverse employees need to not only be hired and retained, but also integrated more fully into the social fabric and operations of the organization.... [They] need to be given opportunities to contribute their diversity of opinions and experiences... [and] treated in such a way that they feel motivated to engage themselves and feel safe about contributing their honest opinions." The question is: How do we measure the degree to which people feel included in these ways? **Please RSVP by June 9** to Laura Peters at lpeters@kai.kendal.org

Directions to Cortland Regional Medical Center

If coming from the West (Elmira/Ithaca/Southern Tier):

Take Route 13 North to Cortlandville. Take Route 281 North. Follow for approximately 3 miles. You will pass a Hess Mart on the left. Follow hospital signs. Turn right onto West Main Street. Follow for approximately 1/2 mile. The hospital (Cortland Regional Medical Center) will be on your left, at the intersection of W. Main and Homer Ave. (The address is 134 Homer Avenue.) Turn left onto Homer Ave. At the next street, Alvena, turn left. Turn immediately right into the parking lot. We will meet across the street, in the Cortland Regional Nursing Facility, on the corner of Homer and Alvena Avenues. Come in the main nursing home doors off of Alvena Ave. There is a bank of elevators to the right. Take the elevator down one floor and take a left after exiting the elevator. Conference Room B is the third room on the left. Approximate travel time: 40 minutes from downtown Ithaca, barring traffic. More questions about the meeting? Contact our host, Toni Murdough, Education Director of Cortland Regional Medical Center, at: tmurdough@cortlandhospital.org 607-756-3585

June 25-28, 2006: SHRM's Annual Conference and Exposition, Washington, DC. Presentations by Colin Powell, David Gerstner, David McCullough, Liz Murray and others. For more information and to register, go to <http://www.shrm.org/conferences/annual/>

July 23-26, 2006: NYSSHRM Conference, “Unleashing the Potential”, Turning Stone Resort and Casino. Presentations by Francis Battisti, Scott Cawood, Rita Bailey, Chris Novak, Jeff Chambers and more! For information and to register, go to <http://www.nysshrm.org/> and click on “State Conference.” **Note that the early bird registration for the 2006 State Conference has been extended to May 15, 2006.**

October 11, 2006: Save the Date for “HR... The Future Revealed”, the 2006 Annual Human Resources Conference sponsored by The Human Resource Association of the Twin Tiers & Corning Community College’s Career Development Center. The conference will be held from 7:30 a.m. -4:30 p.m. at Corning Community College campus. More details and registration forms will be out this summer.

Best Regards on behalf of the SHRMTTC Board of Directors,

Judy Drake, PHR

President, SHRMTTC Board