

AFFILIATE OF



SOCIETY FOR
HUMAN
RESOURCE
MANAGEMENT

June 2006

Message from the President

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.

May 18 SHRMTTC and June 1 Diversity Conferences Great Successes!

Nearly 100 managers and HR professionals attended the first annual SHRM Tompkins County conference at the Emerson Suites, Ithaca College and enjoyed speakers such as Chip Madera, Cornell ILR Professor Sam Bacharach, Ithaca College VP for Finance and Administration Carl Sgrecci, and local business speaker Bob Blenn. Many thanks to the many SHRMTTC members who volunteered their time to put the conference together, and most importantly, attend! The conference was very positively praised by those who attended, and plans are being made for next year's SHRMTTC spring conference.

The June 1 Diversity Consortium Roundtable planners expected 75 attendees – and more than 130 attended! Speakers such as keynote Chris Metzler were well-received, the event was well-covered by local press, and participants thoroughly enjoyed the event. 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/> SHRM Tompkins County was a sponsor of this event. Many thanks to all who worked to make this event a success!

Cornell Student SHRM Club Heads to Nationals to Compete in the HR Games!

Best wishes to the three Cornell Student SHRM club members headed to Washington, DC next week (June 25 to 28) to compete in the HR Games at the Society for Human Resource Management (SHRM) Annual Conference, accompanied by their advisor, Christopher Collins, Assistant Professor, School of Industrial and Labor Relations, Cornell University. The Cornell Student SHRM chapter team (Anna Fishman, Maureen Martin, and Rebecca Ong) - won the 2006 Northeast Region HR Games this past April in New Jersey. The HR Games are a college bowl/Jeopardy-style competition, based on the content materials for the PHR exam, that test the student's knowledge on HR and Labor Relations issues (topics include such areas as staffing, training, compensation, benefits, labor law, collective bargaining, motivation, leadership theories, and workplace health and safety).

There's still time to apply for \$50,000 in Regional Scholarships!

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.

SHRM Human Resource Management Program Offered at Cornell

From September 14-December 7, 2006, Cornell University's School of Continuing Education and Summer Sessions, in collaboration with Cornell's Office of Human Resources, and the Society for Human Resource Management (SHRM), will offer the twelfth annual Human Resource Management Program (HRMP). Open to both Cornell University employees and the area public, the program provides an overview of key areas in human resource management. It also helps prepare participants for the national examinations of the Human Resource Certification Institute (HRCI) for certification as a Professional in Human Resources (PHR) or a Senior Professional in Human Resources (SPHR). The twelve-week program is designed for HR professionals desiring a review course in preparation for the HRCI exams; HR professionals and specialists desiring a broader understanding of human resource management; HR practitioners seeking professional development to enhance or advance their career; experienced managers who are new to the HR field; and mid-level managers seeking career change or promotion. This year's program will combine classroom sessions and an online, self-study format. The classroom portion of the program will be held at the Ramada Inn in Ithaca, New York on Thursday afternoons from 1:00-4:00pm on September 14, 21 & 28; October 12 & 26; and November 9 & 30. The self-study portion of the program will include online testing, e-flashcards, and application exercises. Participants are required to have Internet access and an e-mail account. To register for the program, please visit the School of Continuing Education website at: <http://www.sce.cornell.edu/exec/hrmp>

Study Group Forming for Fall PHR/SPHR Certification Test Window

Laurel Parker will be leading the study group this fall for those interested in PHR/SPHR certification. The group is expected to meet for 9-10 weeks beginning in September 2006, 3 hours a session, at a time and location still to be determined. Costs associated with the study group will cover a textbook and materials associated with the SHRM Learning System, expected to be approximately \$50. Those interested should email Laurel at lkp5@cornell.edu to add their names to the list.

SHRM Professional Development Opportunities: Advanced HR Generalist July 17-19 Washington, D.C.

Sheraton National
(888) 627-8210

“How do you create a wholly integrated HR strategy for your organization? Using case study

methodologies, this course helps you think about the way the individual HR disciplines interact and influence one another within a strategic framework. Discover how HR competencies support this framework and why strategy, leadership, ethics and culture provide continuity and guideposts when making important decisions that craft an HR strategy. A capstone activity helps you apply concepts to create a comprehensive HR plan that is connected to business strategy.” **Meets HRCI's Strategic Management requirement for SPHR Recertification.**

Program Fee

SHRM Member: \$725

Nonmember: \$870

The complete listing of SHRM's Fall Seminars is now available at www.shrm.org/seminars

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.)

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.

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 , 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.

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, December 14, 2006: Membership Networking and SHRM Foundation Silent Auction. Plan to do your holiday shopping here! Details will be published in a future newsletter.

Upcoming Events of Interest to SHRMTC Members

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? **If you wish to attend, contact** 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.”

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