



Member Newsletter

January/February 2010

Northeast Arkansas SHRM Chapter – P.O. Box 16476, Jonesboro, AR 72403

neashrm@gmail.com

<http://neashrm.shrm.org>

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Hot off the Press

Mac Fulfer, J.D., our speaker for our February seminar, will be holding a book signing at the Jonesboro Public Library on Wednesday, February 10th from 11a – 1pm.



Letter from the President

By Allen Devereux

Dear NEASHRM members:

On the heels of one of the toughest economic years that we as HR professionals and our businesses have seen, it is now more important than ever that we focus on the ROI of HR. Jim Corter expressed this in his presentation at our chapter meeting on January 12th. We will never reach the highest levels of competency without a strong understanding of business principles such as revenue streams and return on investment. We cannot be the trusted advisor or master practitioner at our respective companies if we do not understand and speak the “C-suite” language.

In 2010 NEASHRM is focusing on ROI. The 2010 Board of NEASHRM has committed to bringing programs and information that will provide a return on investment for our membership. We want to partner with our members in advancing the profession. We want to offer programs and other resources that help our members to be effective and informed as well as better equipped to be strategic partners at their organizations. A great deal of time at our last board meeting in December was focused on just that: how do we as a chapter bring value to our members for their investment in chapter dues, seminar fees, and time; and how do we better position ourselves to be a valued resource for our members and for the community. We also continued this focus on offering value to the members in our board meeting on January 26th as we worked to finalize the programs and agenda for 2010.

One of the primary reasons that NEASHRM is in existence today is to advance the HR profession. How can this goal be accomplished? One way we advance the profession is by providing our members with opportunities for them to grow and develop through the programs, seminars, networking, and other resources the chapter provides. Advancement of the profession in our community will occur with the growth and development of our members.

As Jim Corter said, we are all individually responsible for our own growth and development. Please do not sit on the sidelines in 2010. Help NEASHRM to offer the best ROI we can for our membership. Help us to advance the profession in our local community. If you want to play a more active role in advancing the profession locally or in the professional growth and development opportunities that are available through NEASHRM, please contact any of your 2010 board members or send an email to neashrm@gmail.com

Please partner with us in this endeavor. Thank you.

Allen Devereux, PHR
2010 Chapter President
Northeast Arkansas SHRM

2010 Chapter Meetings**February 8th**

Meeting – 11:30a – 1:00p
Seminar – 1:30p – 5:00p
(registration form on page 6)
Cooper Alumni Center (ASU)

March 9th

Meeting – 3:30p – 5:00p
Delta Center (Krueger Dr)

April – No Meeting

State Conference in Fort Smith
4/14 – 4/16

May 11th

Meeting – 3:30p – 5:00p
Workforce Training Ctr (Krueger Dr)

June 8th

Meeting – 3:30p – 5:00p
Delta Center (Krueger Dr)

July 13th

Meeting – 3:30p – 5:00p
Delta Center (Krueger Dr)

August 10th

Supervisor Conference
Time and Location TBD

September 14th

Meeting – 3:30p – 5:00p
Delta Center (Krueger Dr)

October 12th

Seminar/Special Event
Time and Location TBD

November 9th

Meeting – 3:30p – 5:00p
Delta Center (Krueger Dr)

December 14th

SHRM Recognition Social
Delta Center (Krueger Dr)

On behalf of NEASHRM,
we would like to thank
Charles Appleby
and the
Delta Center for allowing
us to use their facilities for
our meetings.

Satellite Chapters

By Dennis Cooper

We are trying to form a satellite chapter for Mississippi County and another chapter in West Memphis/Marion area. WE want to give the Human Resources Professional in those areas an opportunity to receive the benefits of belonging to a chapter. This is just one of the ways that our chapter is "Advancing the Profession and Serving the Professional." If you know anyone that works in Human Resources in those areas, please give me their contact information and also share with them what we are trying to do.

Dennis Cooper

Phone: 870-239-7019

Email: dennis.cooper@arkansasmethodist.org

2010 Conferences



**Start Your Engines for the
2010 Arkansas State
Human Resource
Conference and Expo
April 14th - 16th
in Ft. Smith, Arkansas**

62nd SHRM Annual
Conference &
Exposition



**June 27 – 30th, 2010
Former Vice President Al Gore
is the Featured Speaker**

**September 29-30, 2010
Embassy Suites
Little Rock, Arkansas**



SHRM Webinars

SHRM has a number of free tools available to assist the HR Professional through their website, www.shrm.org.

One of the many useful free tools available are webinars – both live and pre-recorded webinars on a variety of HR topics are readily available for viewing at your convenience.

<http://www.shrm.org/multimedia/webcasts/Pages/default.aspx>.

Some of the more recent webinars include:

- **Rethinking Retention** – rethink your approach to retention by emphasizing operations-driven processes.
- **Evaluating the Evaluators** – the 12 most common mistakes made in completing employee evaluations.
- **Auditing your Retirement Plans** – the Labor Department's audit list for 2010 and how you can avoid painful and costly mistakes.
- **Those "Other" Health Benefits** – an in-depth look at trends in dental, vision and other ancillary benefit offerings.

For those who are interested in giving to a reputable organization for the victims of the earthquake in Haiti, we have placed a link on our website for

Haiti Medical Missions of Memphis.

This organization is sponsored by Christian Brothers University. They provide quality healthcare to the people of Haiti through a comprehensive primary health clinic in Croix de Bouquets near Port-au-Prince Haiti.

Please visit our website to learn more at

<http://neashrm.shrm.org>

Door Prizes are needed for the State Conference!

For more information, please contact

Ruth Anderson at

andersonr@jimcolamp.com

Membership

As you may have noticed on your invoices for your 2010 membership dues, our dues structure has changed. The new structure is listed below – the decrease in dues is a great recruiting tool for obtaining new members to our chapter.

	Regular	Satellite
Annual Rate	\$75	\$50
1st quarter	\$75	\$50
2nd quarter	\$60	\$30
3rd quarter	\$40	\$20
4th quarter	\$95	\$60

For more information regarding your dues or membership questions, please contact your 2010 VP of Membership, Melinda West at

melinda.west@staffmark.com or visit our website at:

<http://neashrm.shrm.org>

If you lose your job SHRM and NEASHRM want to help. Both NEASHRM and SHRM have resources available to waive your fees if you find yourself unemployed. For more information, contact your VP of Membership, Melinda West at melinda.west@staffmark.com

Coming together is a beginning, staying together is progress, and working together is success.
-Henry Ford

Wage & Benefit Survey

If you were unable to participate in the Wage & Benefit survey in 2009 but are interested in purchasing a copy for your organization's use, please view the survey contents and price list by visiting our website at <http://neashrm.shrm.org>. If you have any questions or comments, please contact Beverly D Petty, SPHR at beverlyp@cortec.com or 870-926-3038 or neashrm@gmail.com.

HR Voice

HR Voice is a volunteer legislative forum for national SHRM members who want to influence the outcome of a legislative or regulatory action.

Participants communicate with their members of Congress and/or state officials, educating them on how such action might impact the workplace and/or HR profession, and work to favorably influence the outcome.

Some of the many tools available to the HR professional through HR Voice include:

- Listings of current HR issues
- Templates and sample letters
- Tips on how to write, call or meet with your elected officials

To learn more, visit:

<http://www2.shrm.org/government/writecongress.asp>

The ARSHRM website also has information on current state and federal legislative issues – visit ARSHRM at <http://www.arshrm.com>.

SHRM Scholarships

The SHRM Foundation will be awarding a total of \$100,000 to SHRM members, chapters and state councils.

All national SHRM members pursuing a college degree in an HR-related field or working towards SPHR, GPHR, PHR or California certification are eligible to apply. In addition, chapters and state councils are eligible to compete for the scholarship money to fund programs that promote SPHR, GPHR, PHR or California certification locally.

For more information about this and other scholarships available through SHRM, please visit:

<http://www.shrm.org/about/foundation/scholarships/Pages/default.aspx>

2010 Chapter Officers

President

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allen.devereux@ecbarton.com

President-Elect and Certification Chair

Misty Carr

misty.carr@danahertool.com

VP for Programs

Grant Fenner

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VP for Communications

Kim Kinkade

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VP for Finance

Diane Fletcher

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VP for Membership

Melinda West

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VP for Legislative Affairs

Ruth Anderson

andersonr@jimcolamp.com

College Relations Chair

Dr. Faye Cocchiara

fcocchiara@astate.edu

Workforce Readiness Chair

Dewayne Douglas

dewayne.douglas@regions.com

SHRM Foundation Chair

Melissa Coles

melissa.coles@farmcredit.com

Diversity Chair

Sonya Sanders

sonya@enginespower.com

Past Presidents

Lori Smith, SPHR

lori.smith@optusinc.com

Beverly Petty, SPHR

beverlyp@cortec.com

ARSHRM Certification

Now is the time to obtain your PHR, SPHR, or GPHR Certification! There are only two exam-testing periods left before the eligibility requirements for the PHR, SPHR and GPHR change – May-June 2010 and Dec. 2010-Jan. 2011.

Currently, applicants must have two years of professional (exempt-level) HR work experience to be eligible but beginning with the 2011 May-June testing period, applicants will have to demonstrate a combination of work experience and education to be eligible.

Following are the new eligibility requirements for each certification exam.

PHR

- 1 year of **demonstrated** professional (exempt-level) HR experience with a Master's degree or higher
- 2 years of **demonstrated professional** (exempt-level) HR experience with a Bachelor's degree
- 4 years of **demonstrated professional** (exempt-level) HR experience with less than a Bachelor's degree

SPHR

- 4 years of **demonstrated professional** (exempt-level) HR experience with a Master's degree or higher
- 5 years of **demonstrated professional** (exempt-level) HR experience with a Bachelor's degree
- 7 years of **demonstrated** professional (exempt-level) HR experience with less than a Bachelor's degree

GPHR

- 2 years of **demonstrated** global professional (exempt-level) HR experience with a Master's degree or higher
- 3 years of **demonstrated professional** (exempt-level) HR experience (with 2 of the 3 being global HR experience) with a Bachelor's degree
- 4 years of **demonstrated professional** (exempt-level) HR experience (with 2 of the 4 being global HR experience) with less than a Bachelor's degree

The application for the 2010 May-June exam period opened on Jan. 11. The regular deadline is March 12 and the late deadline is April 16. Please click [here](#) for a listing of exam fees.

Member Webinars

The HR Certification Institute also conducts webinars for SHRM members. Members considering certification are encouraged to attend one of these informative one-hour sessions. The next webinar will be held February 10 at 2 p.m. ET, and will discuss the benefits of obtaining PHR, SPHR and GPHR certification.

For more information about certification and registration for our upcoming online preparation courses, please visit our home page at <http://neashrm.shrm.org> or contact Beverly Petty at beverlyp@cortec.com or 870-926-3038.

Thank you to Farm Credit Midsouth and ASU for sponsoring our Seminar on February 9th!



The Northeast Arkansas Society for Human Resource Management Presents:



AMAZING FACE READING
A MUST FOR ANYONE WHO DEALS WITH PEOPLE

WHEN: Tuesday, February 09, 2010
 1:30 P.M. to 5:00 P.M.

WHERE: Cooper Alumni Center-2600 Alumni Blvd

REGISTRATION DEADLINE: January 25, 2010
 "Early bird discount"- \$10 off of per person fee below for all registrations received by 01/25/2010

FEE: \$35.00/Person for NEASHRM members and guests from their company
 \$85.00/Person for non-members
 \$20/Person for ASU students

WHAT WILL I LEARN?

This session will provide participants with an accurate and immediate assessment tool of each person they meet. Anger, stress, deception, confusion, and wariness are just a few characteristics that can be seen immediately on a person's face. However, this session will also provide a deeper insight into each person's special gifts and challenges, i.e. detail-oriented perfectionist vs. planning committee visionary. This tool creates an empathetic connection between management and employees.

- Improve negotiating, hiring, and selling skills
- Increase your ability to communicate
- Gain insight into unique personality traits
- Identify character strengths and challenges

His exciting presentation on face reading is based on proven scientific research about how one's thoughts and emotions literally shape one's facial features, providing key information about every individual.

ABOUT THE SPEAKER: Mac Fulfer, J.D.

Mr. Fulfer has practiced law in Fort Worth for 22 years since earning his Doctorate of Jurisprudence from the University of Texas in 1975. Initially he became interested in face reading for jury selection. He quickly discovered that face reading changed his perspective, allowing him to see people more compassionately through the experiences reflected in their faces. Since then, he has researched and developed these skills and presented on the ideas in workshops across the country.

His workshops are in great demand from lawyers, educational institutions, human resource professionals, diplomats, managers, and other venues – any group that has an interest in understanding other people better.

SEND REGISTRATION INFORMATION, PAYMENTS OR QUESTIONS TO:
 ATTN: Misty Carr, President-Elect NEASHRM
 PO Box 16476
 Jonesboro, AR 72403
 PHONE: (870) 273-9322
 FAX: (877) 356-3306
 E-MAIL: neashrm@gmail.com

REGISTRATION INFORMATION

NAME(S): _____

COMPANY: _____

MAILING ADDRESS: _____

CONTACT PERSON: _____

PHONE NUMBER: _____

E-MAIL ADDRESS: _____

ATTENDING: _____

X RATE: _____

= AMOUNT DUE _____

___ CHECK ENCLOSED

___ WILL FORWARD CHECK

We appreciate your participation in NEASHRM educational programs!