

# HR LEADER



The Akron Area Chapter of the Society for Human Resource Management

November, 2004

## "Who's Packing Your Parachute?"

Attend the November meeting and meet David Hart from Selection.com. He will help us have a better understanding of the hiring process, giving us some basic tools that can be implemented within our own organizations.

Some of the techniques that will be presented:

- Learn the benefits of effective applicant screening
- Discover the importance of organizational goals in the hiring process
- Find useful ideas on using applications, resumes, background checks, profile tests, and interviews effectively
- The benefits of having a system to put it all together to arrive at smart hiring decisions

A former Ranger, David brings 15 years of business experience in sales, marketing and management to his presentations. David is also a member of Team Fastrax, a four-way competitive skydiving team preparing for the US Nationals.

David brings his multifaceted background to this meeting by asking, "If you were to skydive whom would you trust to pack your parachute? In life and work, you need to rely on others to help you become successful. Every day you have people "packing your parachute" to support you in the workplace. So how do you select the best staff members to pack your parachute within your organization?"

Please see the last page for more information about this presenter and his topic.

### Membership Orientation

11/10/2004 • 10 AM - 11 AM

The Board of Directors will be hold a membership orientation just before our next chapter meeting on 11/10/2004.

The purpose of this forum is to provide new members with the opportunity to gain a broader understanding of the Akron Chapter, the many benefits of SHRM membership as well as the opportunity to network with other HR Professionals.

When registering for the meeting on 11/10/2004, please let Maria know that you will be attending the orientation! It will be time well spent.

As always, thank you for choosing to be a member of the Akron Area SHRM Chapter.

### Meeting Snapshot

**Date:** 11/10/2004

**Place:** Stan Hywet Hall & Gardens  
(Carriage House)  
714 N. Portage Path, Akron, Ohio

**Time:** 11 AM - 1:00 PM  
Note: A new member orientation will be held 10 AM - 11 AM, just before the general meeting

**Cost:** \$15.00 members/ \$20.00 guests

**RSVP:** Contact Maria Miller by 11/5  
at 330.535.7131 or  
[mariamiller@spherion.com](mailto:mariamiller@spherion.com).

# AASHRM Wage Survey - Come join in!

Exciting news to all our members! The 2004 AASHRM Area Wage Survey questionnaire will be sent electronically to all of our chapter members during the first week of November. When you receive the survey, please direct to the person within your organization who completes salary surveys and PLEASE PARTICIPATE! Those who already have participated, indicate that it takes between 30 and 90 minutes to complete either on-line or using a printed-paper format. Summary results for up to 68 positions with 6 job categories will be made available to participants for \$40.00 or to non-participants for \$80.00, our first price increase in over four years. Last year, 27 local organizations took part in the effort and we're anticipating even greater participation this year - a great tool for local wage information and salary planning for the upcoming year!

After the initial email distribution, the survey questionnaire will also be available on-line by accessing the link on our website: <http://akron.ohioshrm.org> or calling Bob Rakoci at (216) 766-6538 or by emailing: [robert.rakoci@lamson-sessions.com](mailto:robert.rakoci@lamson-sessions.com). The deadline to participate is Friday **December 3<sup>rd</sup>** with results published by the last week of January, 2005.

Thanks for participating!

## Good Times Abound at Golf Outing

After rescheduling Akron SHRM's golf outing and social event due to rain, approximately 40 members and guests enjoyed golf and a barbeque dinner on a beautiful Friday in October. What a great time!

The following individuals won prizes for demonstrating their outstanding golf skills:

- Sandy Manjura
- Cathy Todd
- Scott Slutz
- Tom Doll

As usual, the barbeque dinner was complete with chicken, ribs, sides, dessert and beverages. The prize giveaway, though, is truly amazing! In addition to many other prizes, each person who golfed received a gift certificate to the Olive Garden! Wow!

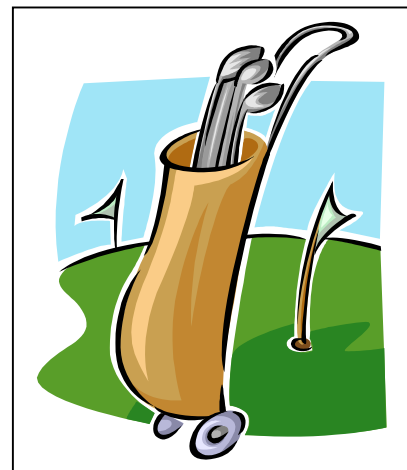
Many thanks to those who were \$150.00 sponsors:

- Babcock & Wilcox
- CASNET
- FirstMerit Corporation
- Roadway Express
- OPEN online
- Ratliff & Taylor
- Superior Staffing
- Westfield Group
- Spherion
- Kent State U. - Stark Campus

In addition to our sponsors, thank you to the many organizations and individuals donated prizes.

We will look forward to seeing you all there next year!

*Special thanks to Tom Doll,  
Superior Staffing, for  
another fantastic outing and  
a job well done!*



## Here's a helpful website

<http://www.dol.gov/elaws/overtime.htm>

The site is programmed to give you an overview of the new regulations regarding the new overtime/exempt law.

At the bottom of each page is a "continue" link that walks you to the next step. When you get to the "main menu" page, it allows you to specifically access executive, administrative, professional, and outside sales and then walks you through a "yes/no" flow chart to find out if the position is exempt or non-exempt.

Editors note: I have tried this tool and it is, indeed, very helpful. Rebecca Perez

Thanks to Bob Rakoci for finding this timely and useful tool.

## 2004 Calendar of Events AASHRM Monthly Meetings

**November 10, 2004**

David Hart

"Who's Packing Your Parachute?"

11 AM – 1 PM

**Approved for PHR/SPHR HRCI Credit!  
(Member orientation 10 AM – 11 AM)**

**December 8, 2004**

Bruce Boguski, The Winner's Edge

"Achieving the Impossible"

11 AM – 1 PM

**Approved for PHR/SPHR HRCI Credit!**

## Human Resource Administrator

Alpha Technologies, a subsidiary of Dynisco Corporation, is looking for a Human Resource Administrator. This is a full-time position that will oversee all employment activities to include all actions on terminations. This position will assist in filing immigration applications, oversee compliance with Federal and State regulatory agencies, maintain training records, initiate performance reviews, and conformity with established practices.

The qualified candidate will have three to five years generalist experience in the Human Resource field, excellent communication skills, strong organizational skills, knowledge of Federal and State employment laws, and the desire to assist others.

We offer a competitive salary, health, dental, life insurance benefits provided.

Send to:

Susan Chermonte, w/o Alpha Technologies at  
susan\_chermonte@alpha-technologies .com or 2628 Wingate Ave., Akron, OH 44314.

# Election Results

Congratulations to the following Board members  
and to our membership who participated in the 2005 election process.

2005 Officers:

|                 |                                 |
|-----------------|---------------------------------|
| President       | Tina Speicher, PHR (re-elected) |
| Vice President  | Sand Manjura, PHR               |
| Treasurer       | Bob Rakoci, SPHR                |
| Secretary       | Tammy Leaver, PHR (re-elected)  |
| Past President  | Susan Vinson, SPHR              |
| Member At-Large | Sally O'Neil-Lucus              |

Current Director, term not expired

|                 |                  |
|-----------------|------------------|
| Member At-Large | Jay Taylor       |
| Member At-Large | Kent Minich, PHR |

If you would like more information, please contact Bob Rakoci, Maria Miller or James Sneed.

## Akron SHRM Seeking Committee Chair

Now is your chance to get involved with fellow HR professionals by becoming a volunteer leader in our Akron SHRM chapter!

### Open Board Position: Diversity Chairperson

- Serve as a resource to the chapter and its members on the topic of diversity.
- Distribute information to members through the newsletter and website to promote diversity in the workplace.
- Help the chapter identify both diversity programs/speakers and speakers with diverse backgrounds.
- Network with other Diversity Chairs from other chapters within the state to share best practices.
- Participate in the short-term and long-term planning for the chapter.

Please contact Tina Speicher, PHR, at [tspeicher@matureservices.org](mailto:tspeicher@matureservices.org) if you are interested or would like additional information.

## Earn the Designation that Sets You Apart

Join the ranks of the other HR professionals who have earned their designations!

### A PHR or SPHR designation:

- **Distinguishes you among management and peers**
- **Shows your commitment to the Human Resource profession**
- **Can open doors to unlimited career opportunities**

There is still time to register for the upcoming HRCI test window:

**Nov 15, 2004 – Jan, 15, 2005: registration deadline: 11/5/04**

**Call Lisa Rollins, PHR at 1-800-243-0210, ext 6646**

# Monthly Meeting Packages Available for 2005



For the year 2005, AASHRM members are able to purchase the entire year's monthly meetings at one time. By purchasing as a package, members will receive two free monthly meetings for the year and will no longer need to remember to RSVP each month.

The cost for all 12 months is \$135.00 for members. Please contact Sandy Manjura at (330) 848-8800 ext. 207 for more information or to purchase a package.

## Sponsorship Opportunities

Companies have a great opportunity to share information about their business with local HR professionals through sponsorship of monthly meetings or workshops!

**Monthly Meetings - \$250 and raffle gift**  
**Workshops - \$400 and raffle gift**

### Sponsorship includes:

- ✓ Recognition in Akron SHRMS's newsletter
- ✓ Opportunity to briefly address event attendees
- ✓ Display table near entrance to room and opportunity to place promotional materials at place settings
- ✓ Lunch for one representative
- ✓ Workshop sponsors can have a special flyer distributed with the newsletter.

Please note that events are limited to one sponsor per monthly meeting and four sponsors per workshop. AASHRM Board must approve all sponsors and materials in advance.

**For more information, contact Beth Kalail at (330) 375-3152.**

## Welcome New Board Member!

Please welcome Lisa Rollins, PHR, Recruiter in Human Resources for Westfield Group to your Board.

She is assuming the position of Certification Chair and will be keeping our membership informed about SHRM certification, re-certification and events related to the certification process.

If you have any certification questions, please contact Lisa at: 1-800-243-0210, ext. 6646

THANKS, LISA!

## Advertising & Classifieds

Take advantage of Akron SHRM's monthly newsletter to advertise your job openings or business! Members in transition can spread the word that they are job seeking by placing a FREE classified ad for positions sought. Akron SHRM's newsletter is even posted on our website, giving even more individuals the chance to see your ads.

HR Leader advertisement rates:

**1/8 page \$50**  
**1/4 page \$75**  
**1/2 page \$125**  
**Full page \$200**

Classified ads (help wanted or positions sought) are \$25 for 50 words. Chapter members can list one classified ad for help wanted or positions sought free per issue.

**For more information, please contact Becky Perez at [rperez@nctco.com](mailto:rperez@nctco.com) or (330) 452-0545.**

# 2004 AASHRM Board Members and Committee Chairs

**President: Tina Speicher, PHR**

Human Resources Manager  
Mature Services, Inc.  
(330) 253-4597 ext. 139  
[tspeicher@matureservices.org](mailto:tspeicher@matureservices.org)

**Vice President: Maria Miller**

Director  
Spherion  
(330) 535-7131  
[mariamiller@spherion.com](mailto:mariamiller@spherion.com)

**Treasurer: Sandy Manjura, PHR**

Human Resource Administrator  
CASNET  
(330) 848-8800 ext. 207  
Fax: 330-848-8866  
[smanjura@gotocasnet.com](mailto:smanjura@gotocasnet.com)

**Secretary & Membership Chair: Tammy Leaver, PHR**

Director, Human Resources  
Crisis Intervention Center of Stark Co.  
(330) 452-9812 ext. 133  
[tammyl@icstark.org](mailto:tammyl@icstark.org)

**Past President: Susan Vinson, SPHR**

HR Manager  
Roadway Express, Inc.  
(330) 665-0282  
[susan.vinson@roadway.com](mailto:susan.vinson@roadway.com)

**Member at Large: Jay Taylor (and Hospitality Chair)**

President  
Human Asset Development, Inc.  
(440) 382-0546, cell (440) 382-0546  
[jgkataylor@aol.com](mailto:jgkataylor@aol.com)

**Member at Large: Kent Minich, PHR**

Corporate Safety Manager  
A. Schulman  
(330) 239-3022  
[kent\\_minich@aschulman.com](mailto:kent_minich@aschulman.com)

**Certification Chair: Lisa Rollins**

Recruiter, Human Resources  
Westfield Group  
One Park Circle – PO Box 5001  
Westfield Center, OH 44251-5001  
1-800-243-0210, ext 6646  
[lisarollins@westfieldgrp.com](mailto:lisarollins@westfieldgrp.com)

**College Relations Chair: Steve Ash, Ph.D.**

Assistant Professor  
University of Akron  
(330) 972-6429  
[ash@uakron.edu](mailto:ash@uakron.edu)

**Compensation & Benefits Committee Chair:**

**Robert Rakoci, SPHR**  
Compensation & Benefits Analyst  
Lamson & Sessions  
(216) 766-6538  
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**Diversity Chair: OPEN****Education/Workforce Readiness Chair: James Sneed**

HR Coordinator  
A. Schulman  
(330) 668-7221  
[james\\_sneed@aschulman.com](mailto:james_sneed@aschulman.com)

**Governmental Affairs/Website Chair: Terri Bednar**

HR Generalist  
Goodwill Industries of Akron  
(330) 724-6995 ext. 114  
[tbednar@goodwillakron.org](mailto:tbednar@goodwillakron.org)

**Newsletter Chair: Rebecca Perez, PHR**

Vice President  
North Canton Tool  
(330) 452-0545  
[rperez@nctco.com](mailto:rperez@nctco.com)

**Sponsorship Chair: Beth Kalail**

Director, Human Resource Development  
Summa Health System  
(330) 375-3152  
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**Student Chapter Advisors:**

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|--|--|
| Steve Ash, Ph.D.<br>Assistant Professor<br>University of Akron<br>(330) 972-6429<br><a href="mailto:ash@uakron.edu">ash@uakron.edu</a> | Cathy DuBois, Ph.D.<br>Assoc. Professor, M & IS<br>Kent State University<br>(330) 672-1157<br><a href="mailto:cdubois@kent.edu">cdubois@kent.edu</a> |
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