

HR LEADER

Akron
SOCIETY FOR
HUMAN RESOURCE
MANAGEMENT



The Akron Area Chapter of the Society for Human Resource Management

March 2006

AFFILIATE OF



AASHRM March Meeting Highlights

TRUST IN THE WORKPLACE: Why It Matters and What You Can Do To Build It

Presented in conjunction with The University of Akron and
Kent State University Student Chapters

The effectiveness of managing people in work organizations hinges in many ways on trust. Dr. Mayer will clarify the sources of trust, the things that build trust and the things that cause trust to decay. The presentation and discussion will conclude with practical steps for your organization to operate more effectively through building higher levels of trust.

Keynote Speaker:

Roger Mayer, Ph.D. - The University of Akron

Dr. Mayer's research is focused on trust, employee decision making, attitudes and productivity. A leading scholar on trust in organizations, his research has been published in many premiere scholarly journals and has been cited well over 500 times in published literature. Dr. Mayer recently won an award for being the author of the most-frequently cited research paper in the area of conflict management and is generally regarded as the foremost authority on trust.

See Meeting Registration Information on Page 2

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Courageous HR Project

March Keynote Speaker

Dr. Roger C. Mayer is a Professor of Management in the College of Business Administration at The University of Akron. He previously served on the faculties of the University of Notre Dame, Purdue University, and Baylor University. Dr. Mayer received a Ph.D. in Organizational Behavior and Human Resource Management from the Krannert Graduate School of Management at Purdue University.

March Meeting Sponsor

See page 2



BIS

Background Information
Services, Inc.

The pre-employment screening company

Meeting Registration Information

AASHRM MARCH 2006 MEETING

This program has been submitted for 1 recertification credit hour toward PHR and SPHR recertification through the Human Resource Certification Institute (HRCI) and is pending approval. We will advise the status at the March 17 meeting.

When: **Friday, March 17, 2006**

Where: The University of Akron, Student Union Ballroom
303 Carroll Street – Akron, OH 44325 for directions:
www.uakron.edu/resources/campusMap
Upon registration, you will receive an email containing a parking permit (to be printed and placed on your dashboard) and both a map and directions to parking and the Student Union

Time: **Luncheon: 11:00 a.m. to 1:00 p.m.**

Registration: Reservations may be made online at
www.akronshrm.org or pauber@comdocinc.com.
Questions? Call Patti Auber at 330.899.8087

Fees: \$20 members / \$25 non-members / \$10 Students

Cancellations: Meeting/event cancellations may be made by contacting Patti Auber at 330.899.8087 or pauber@comdocinc.com. If you are unable to attend a meeting or event, reservations must be cancelled 24 hours prior to the meeting time in order to avoid being billed for the event.

REMINDER: YOUR RESERVATIONS CAN BE PAID IN ADVANCE USING PAYPAL



BISTM
Background Information
Services, Inc.

The pre-employment screening company

24500 Chagrin Blvd..
Cleveland, Ohio 44122

Phone: 216.514.2800
800.235.3954

Fax: 216.514.8222
800.853.3265

Web: www.employeescreen.comTM
Email: info@employeescreen.com

Upcoming Events

Wednesday, April 12, 2006

Spam I Am-Not: Email and Related Legalities
Joe Feltes, Buckingham, Doolittle & Burroughs

Sponsored by Summit County Workforce Policy Board

Visit our website for full meeting details

New Members: Welcome to AASHRM!

Jason Kurtz
Professional Member
HR Coordinator
Ben Venue Laboratories

Lori Leporis
Professional Member
HR Manager
United Disability Services

Christopher Macko
Professional Member
HR Manager
Diebold, Inc.



Get Involved! If you are interested in joining a committee, please feel free to contact the Committee Chairperson for more information. A current directory of Board members is listed on the last page of the newsletter.

Student Chapter News – Kent State University

The KSU SHRM has a new President, sophomore Sean Turpin. Sean replaces Kenneth Weppler who graduated in December 2005.

Sean has considerable experience in student groups, and brings a wealth of ideas to the KSU SHRM.

Sean welcomes all AASHRM members to speak at a KSU SHRM meeting! Please contact Sean via email if you are interested in being added to the active list of potential presenters: sturpin@kent.edu.

To place an article in the AASHRM HR Leader, contact: Carla Dyer, SPHR – Newsletter/ Public Relations Chair at carla.dyer@roadway.com or 330.258.6140.

The HR Leader Chairperson or its editor(s) has the right to deny any ad or article from being published for any reason. Articles appearing in this publication do not necessarily reflect the views of the AASHRM Board or its members.

Help Your Employees Increase Their Tax Refund!!

As money for salary increases becomes scarce and benefit costs are on the rise, there is still a way for HR professionals to help some of your employees increase their income next year! *Many of your employees who are earning less than \$37,000 per year may be eligible to claim the Earned Income Tax Credit (EITC), and to have their taxes prepared at no cost to them!*

The Earned Income Tax Credit (EITC) is a refundable federal income tax credit for low-income working individuals and families. Income guidelines for receiving EITC refunds for the 2005 tax year are as follows:

- Families with one child who **earn less than \$31,030** in 2005 (or less than **\$33,030** for married workers) are eligible for a credit of **up to \$2,662**.
- Families with two or more children who **earn less than \$35,263** in 2005 (or less than **\$37,263** for married workers) are eligible for a credit of **up to \$4,400**.
- Workers without a qualifying child who **earn less than \$11,750** in 2005 (or less than **\$13,750** for married workers) are eligible for a credit of **up to \$399**.

In addition to the refund itself, another benefit is the **free tax preparation service** that is being offered through the local EITC Coalition. Several local organizations are part of this local effort, which is being headed by The City of Akron and Akron Summit Community Action Agency.

More than \$19 million in EITC refunds was left unclaimed in Summit County last year, so telling your employees about this benefit not only helps put money in their pockets, but can also help to boost our local economy!

Compensation & Benefits

Disengaged Employees – The survey says

According to a recently published survey, almost two of every three employees do not know or understand the company's business strategy and are disengaged in their jobs.

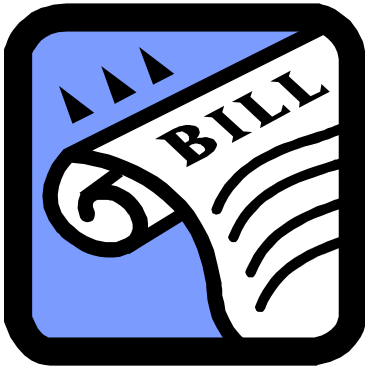
The survey, conducted by Right Management Consultants, involved 336 organizations and indicated the top reason most employees are disengaged is a result of the failure of the company to communicate their business strategies. Of the surveyed organizations, 28% limit business strategy communication to their leadership teams. It went to say that 24% have not yet communicated business strategy to all employees, and 15% were uncertain of the best way to do this.

"Management's effective communication of the vision of the business to all employees, and how it can be lived in their daily jobs, is one of the biggest differentiators between engaged and disengaged workforces," said Chris Gay, senior vice president and practice leader, Employee Engagement & Communication, for Right Management Consultants. "Engagement and commitment improve dramatically when employees know what is expected of them, and how they fit into the total picture."

In an upcoming paper to be published in the WorldatWork Journal titled "Talent Management in the 21st Century: Attracting, Retaining and Engaging Employees of Choice," the connection between communication and engagement is supported. "An engaged employee is an informed employee," write authors Sandra O'Neal and Julie Gebauer of Towers Perrin. "This informed employee would feel valued and critical to success."

The complete text of the article can be viewed at www.right.com.

Bob Rakoci
Compensation & Benefits Committee



Governmental Affairs Committee

Hello from your Governmental Affairs Committee! In recent legislative news, there has been a lot of activity! See below:

A case revolving around “Employment At Will” language in employee handbooks: (Miller v. Lindsey-Green, Inc.) 10th District Court (Franklin County, Ohio). In short, Miller had a contract with Lindsey-Green. The court ruled that when there is a contract that does not specify length of time for employment, it is considered at will UNLESS the “terms of the contract **or other circumstances clearly manifest the parties’ intent to bind each other**” to a specific duration of employment, **then this presumption is overcome and outside agreements can be used to explain the parties’ intent in forming the contract.** *Sent to me by Scott Warrick.*

The West Virginia House on Wednesday approved legislation (HB 4021) that “seeks to guarantee all West Virginians access to health care by 2010.” *Sent to me by Pat Grischow.*

President Bush will propose that Americans be allowed to take tax deductions on more of their out-of-pocket medical expenses, as part of an initiative the White House believes will rein in soaring health costs by shifting responsibility toward individuals, according to congressional and other sources familiar with the administration’s thinking. *Sent to me by Pat Grischow.*

For more information on these and other legislative activity, please contact Terri Bednar at tbednar@goodwillakron.org or 330.724.6995 ext 114.

At this time, I would like to welcome two new committee members: Katie Hedderly, HR Generalist at Homesite and Andrea Perry, Organizational Advancement Analyst at The Timken Company.

Terri Bednar
AASHRM GAC Chair

Workforce Development Workshops

The Akron Chapter of SHRM will be conducting a 4-week training & development workshop with residents of Akron Metropolitan Housing Authority (AMHA). The workshop will begin Tuesday, March 7th and will be held every Tuesday thru March 28th at the AMHA main office located 100 W. Cedar St. from 6:00pm-7:30pm.

The topics of discussion includes:

- Career Aspirations: Determining one's occupational goals
- Resume Building /Job Application/ Pre-employment screening
- Dress for Success/ Interview Techniques/ Mock Interview Exercises
- Occupational Prospective of Employment Trends

Various speakers from the employment sector will speak to the residents. An employment Job Fair will held for AMHA residents on April 11th at Edgewood Homes from 2:00pm-6:00pm. These jobs will be mainly entry-level positions. If interested in participating in the workshop or job fair, please contact Jim Sneed, Workforce Development/Community Chairperson at (330) 668-7221.



The Courageous HR Project

Calling Akron SHRM Members: Share your HR stories!

You've seen the good. You've heard the bad. You work to prevent the ugly. As human resource professionals, the numerous challenges you face are an inspiration to your peers and your profession.

The Courageous HR Project is a book celebrating your acts of courage in action. Whether inspirational, humorous, or instructive, you are invited to share your experiences, so that in turn, they may be shared with others. The final book will serve as a showcase of your immeasurable contributions of HR in today's constantly evolving business environment and as an invaluable resource to those that hope to follow in your footsteps. If you have an interest in being published, this is a great way to do it and help future HR and Management professionals deal with similar situations effectively.

The Courageous HR Project is sponsored by the Lake Washington Human Resource Association (LWHRA) an affiliate of the Society for Human Resource Management.

If you have any questions about the project or how you can help, please visit www.courageoushr.com or email courageoushr@comcast.net or call Ruth Alstadt, Marketing Chair for Courageous HR at (206) 268-8848 or Lynn Robbins, Project Director at (425) 746-9481.

AN EXCLUSIVE INVITATION

Enjoy a free breakfast and an overview
of Crucial Skills Training

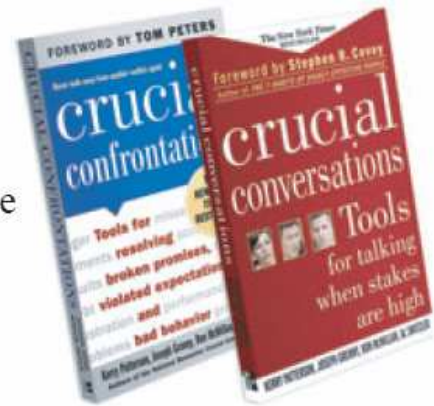
Named top training product by HR Exec Magazine

“...simple, easy to understand, engaging...”

- A proven approach for driving measurable business results
- Real case studies where this approach created phenomenal success
- A complimentary copy of the NY Times Bestseller

“Not only have we been able to create measurable changes in behavior, we now have hard evidence that these changed behavior were essential to our winning the Joint Strike Fighter program.”

*-- Dain Hancock, President
Lockheed Martin Aeronautics*



March 23, 2006

7:30-9:30 a.m.

Holiday Inn South

6001 Rockside Road
Independence, OH

*Could the skills of the **Top 1%** benefit you?*

Most of us don't deal well with difficult issues. We tend to avoid or hint around tough topics and let them fester. When they do come up, it is typically with frustration and contention. We can deal with anything at work—except incompetence, workload, budgets, micromanaging, poor quality, information hoarding, or upset customers. And what's the cost?

**If your organization can't deal effectively with crucial issues like these...
your results are suffering.**

We've surveyed half a million people, interviewed 5,000 and spent 10,000 hours observing top performers to learn specific skills for dealing with the toughest situations. This is more than a communications class, this is a **results** program. Come see what we mean.

RSVP

Please register for this free event.

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Southam Consulting, LLC

(740) 453-4547

kurt@southamconsulting.net

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Human Resource Career Opportunities

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Director of Staffing

Areas of responsibility include sourcing, locating, interviewing, hiring and retaining qualified, competent candidates from entry level to top management positions; work with management to define positions needed and draft job descriptions for open positions. Select appropriate advertising media and write ads for all posted positions. Will also assist with T&D program.

Requirements

- Bachelor's degree in Business or related field
- Successful recruiting record at all levels
- Ability to work in a fast-paced environment with all levels of employees
- HR experience a plus

For more information regarding this opportunity, see the complete details on our website at www.akronshrm.org.

Visit the Akron SHRM website at www.akronshrm.org. Add it your "favorites" or "bookmarks"!



February Meeting Highlights

By Sandy Manjura, PHR
President, Akron Area SHRM

February proved to be a milestone event for the Akron SHRM chapter. Leslie Yerkes spoke to a new all time high attendance record for Akron SHRM, about the importance of fun in the workplace and creating places where people love to work. Everyone really seemed to connect with Leslie's message that Fun Works, which just happens to be the title of one of her latest books. Leslie provided everyone with 11 key principles for all to put to use in our organizations.

- | | |
|--|--|
| 1) Give Permission to Perform | 7) Be Authentic |
| 2) Challenge your Bias | 8) Be Choiceful |
| 3) Trust the Process | 9) Hire Good and Get Out of The Way |
| 4) Capitalize on the Spontaneous & Risk Taking | 10) Embrace Expansive Thinking & Risk Taking |
| 5) Value the Diversity of Style | 11) Celebrate! |
| 6) Expand the Boundaries | |

Hope to see you all at the next meeting!

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 posted on our website, giving even more individuals the chance to see your ads.

HR Leader advertisement rates:

1/8 page \$ 50
1/2 page \$125
1/4 page \$ 75
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 Carla Dyer at carla.dyer@roadway.com or 330.258.6140.

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