

AFFILIATE OF



Established 2000

June 2006

*Special Points of*

*Interest:*

- June's Luncheon has been approved for recertification hours
- SHRM Silent Auction will happen in November.
- Diversity Workshop is June 13, 2006
- Information on Luncheon Sponsorship

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Southwest Washington Human Resource  
**SWHRMA**  
 Management Association

## June Luncheon

### *“The ABCs of Creating Organizational Climates Supportive of Diversity”*

*Presented By Renee Branch  
Diversity Faculty Fellow, WSU - Vancouver*

**TUESDAY, June 13th, 2006**

**11:15 AM - 1:00 PM**

**11:15 – 12:00 PM – REGISTER/NETWORK/LUNCH**

**12:00 PM – 1:00 PM PROGRAM**

**Hostess House, 10017 NE 6th, Vancouver**

**\$18.00 PRE-PAID WITH RESERVATION**

**\$23.00 PAID AT THE DOOR (NO RESERVATION)**

**REGISTRATION DEADLINE: 6/6/06**

This program has been approved for credit hours toward PHR, SPHR and GPHR recertification through the Human Resource Certification Institute (HRCI).

The future of organizations will depend on their ability to recognize and adapt to rapidly changing workforce demographics and needs. HR professionals need to continue to have an awareness of issues around diversity as well as provide options and training to meet the ever-changing workforce needs.

Ms. Branch will discuss how to develop a working definition of diversity in the workplace and its complex nature based on the ABC systems approach:

- o Affirming Identity
- o Building Community
- o Cultivating Organizational Climates

The certified HR professionals will:

- Gain knowledge of the systematic ABC approach to creating an organizational climates supportive of diversity;
- Learn how to apply the ABC approach, sustain it and build upon it for the future;
- Develop tools to lead authentically by building trust and enabling success; Understand the importance of creating strategic alliances with the surrounding community.

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## June Luncheon Speaker

### Renee Branch

### Diversity Faculty Fellow, WSU - Vancouver

Reneé B. Branch serves as Diversity Faculty Fellow for Washington State University in Vancouver, Washington. In this role, she works collaboratively with faculty and staff to create an institutional environment that is safe and inclusive for work and learning. Her area of focus is curriculum and scholarship, recruitment and retention and campus climate. Ms. Branch is a member of the Diversity Council and is a liaison to the Diversity Advisory Board comprised of local leaders from Southwest Washington. She lectures frequently on the subject of diversity and leadership.

Professional experiences include the Urban League of Philadelphia where she worked on a range of community development and equity issues, Peirce College also in Philadelphia, as Vice President of Institutional Advancement serving as a member of the President's Cabinet, and Johns Hopkins University in Baltimore, Maryland.

She earned a Master of Science degree from Drexel University and a Bachelor of Science degree from Eastern University. She also completed studies at the Institute for Educational Management at Harvard University. Branch is pursuing a Ph.D. in Public Administration & Policy at the Hatfield School of Government at Portland State University, Portland, Oregon.



*“Ms. Branch is a member of the Diversity Council and is a liaison to the Diversity Advisory Board comprised of local leaders”*

## Silent Auction Benefiting the SHRM Foundation

Our 3<sup>rd</sup> Annual Silent Auction, benefiting the SHRM Foundation, will be held during our November meeting. (I know it's early to be thinking ahead to November, but it'll be here before we realize it!) All proceeds from the auction go to funding major research projects that have a direct and practical impact in advancing the HR profession. Please start collecting items for the auction now. If you or your company would like to contribute a tax-deductible item to this very worthwhile event please contact Pam Noll, Foundation Chair, 360-921-8028.

# SWHRMA Luncheon Reservation Form

*“The ABCs of Creating Organizational Climates Supportive of Diversity”*

TUESDAY, June 13th, 2006

11:15 AM – 1:00 PM

Hostess House, 10017 NE 6th, Vancouver

***\$18.00 Pre-paid with Reservation      \$23.00 Paid at the door (No Reservation)***

*Federal ID#91-2052754*

**Complete and return this page before 6/6/06 to: Elizabeth Stork**

SECURITAS SECURITY SERVICES USA, INC.  
7200 NE 41ST STREET, SUITE 103  
VANCOUVER, WA 98662

PHONE: (360) 604-5556  
FAX: (360) 260-2072  
EMAIL: [elizabeth.stork@securitasinc.com](mailto:elizabeth.stork@securitasinc.com)

- Reservations are required whether you pre-pay or pay at the door.
- You must register in advance in order for you to receive the pre-paid price. Same day reservations will pay \$23.00 at the door. We accept Cash, Check, Visa and MasterCard.
- Call Elizabeth (see above) if you must cancel.
- No-shows will be billed.

YOUR NAME: \_\_\_\_\_ SPHR PHR OTHER \_\_\_\_\_

EMPLOYER: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

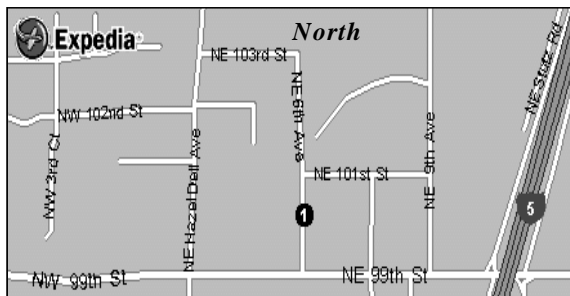
CITY, ST, ZIP: \_\_\_\_\_

PHONE: \_\_\_\_\_ FAX: \_\_\_\_\_

E-MAIL: \_\_\_\_\_ GUEST: \_\_\_\_\_

### Check all that apply:

- My check for \$\_\_\_\_\_ made out to SWHRMA is (circle one):    Enclosed    In the Mail
- I will pay \$\_\_\_\_\_ with Visa or MasterCard
- Vegetarian lunch requested.
- Send membership information to my address.
- My contact information above (employer, address, e-mail, phone) has changed.
- This is the first SWHRMA meeting I've attended.*



### DIRECTIONS TO LUNCHEON

From I-5 take Exit 5 to access 99<sup>th</sup> Street. After exiting from I-5, turn west onto 99<sup>th</sup> Street. Continue to 6<sup>th</sup> Avenue (there is a bank on the corner of 6<sup>th</sup> and 99<sup>th</sup>) and turn North (right). The Hostess House is on the right side of 6<sup>th</sup> Avenue. For more information, call the Hostess House, (360) 574-3284.

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# Don't Miss the SWHRMA Diversity Conference!

## Best Practices in Recruiting, Hiring and Retaining a Diverse Work Force A Whole Systems Approach

**When:** Tuesday, June 13, 2006

**Who's Presenting:** Renee Branch, Diversity Faculty Fellow, WSU – Vancouver  
Randy Boose, HR Director, WSU – Vancouver



**Time:** 7:00 – 7:45 am Registration / Breakfast / Networking  
7:45 – 11:00 am Presentation

**Where:** Hostess House  
10017 NE 6<sup>th</sup> Avenue, Vancouver, WA

The demographics of Clark County are changing at a rapid pace. While the diversity in our local, regional, national and global communities is steadily increasing, achieving workplace diversity remains a challenge for some organizations. Research indicates that a diverse workforce contributes to the richness of ideas, creativity and productivity of an organization and its surrounding region. Program participants will come away with whole system strategies to help their organizations recruit, hire and retain a diverse work force.

This workshop will be most valuable for human resources professionals, diversity professionals, training professionals, both senior and middle managers, supervisors and anyone with a vested interest in the success of their organization and community.

### Learning Outcomes:

This workshop will provide a whole systems approach to help participants develop new skills and strategies to recruit, hire and retain a diverse work force. This whole systems approach is designed for the purpose of aligning ourselves more deeply for sustained organizational diversity leadership in our respective work places. The major goals of the workshop are to:

- Provide participants with information to develop cultural competencies;
- Develop strategies and increase knowledge around best practices in recruiting, hiring and retaining a diverse workforce;
- Survey both the theoretical and practical applications of the impact of diversity in the workforce and how to turn theory into practice;
- Study methodologies, which can be customized for specific workplace settings;
- Help participants to become better skilled at leading efforts to promote increased organizational diversity.

Renee Branch and Randy Boose, both with Washington State University – Vancouver, will discuss strategies around best practices in recruiting, hiring and retaining a diverse workforce, the impact of diversity in the workforce and methodologies which can be customized for specific workplace settings.

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# Diversity Conference Presenters



**Reneé B. Branch** serves as Diversity Faculty Fellow for Washington State University Vancouver. In this role she works collaboratively with faculty and staff to create an institutional environment that is safe and inclusive for work and learning. Her area of focus is curriculum and scholarship, recruitment and retention and campus climate. She is a member of the Diversity Council and is a liaison to the Diversity Advisory Board comprised of local leaders from Southwest Washington.

Prior to joining Washington State University Vancouver, Ms. Branch enjoyed a successful 15 year career in fundraising and institutional advancement. She has extensive experience in organizational management, government relations, resource acquisition, managing diversity and cultural understanding, and leadership development.

Branch earned a Master of Science degree from Drexel University and a Bachelor of Science degree from Eastern University. She also completed studies at the Institute for Educational Management at Harvard University. Branch is pursuing a Ph.D. in Public Administration & Policy at the Hatfield School of Government at Portland State University. Her research focus is the role of a spouse/significant other in public policy decision making.

**Randy Boose** is the Director of Human Resources at Washington State University Vancouver. In this position he acts as a campus wide human resource consultant for all academic and administrative directors to assist them in recruiting, retaining and developing the employees within their units. In addition he is responsible for benefits, compensation, employee relations, affirmative action and training for over 300 employees.

Prior to WSU Mr. Boose was a Human Resource Manager at Portland Community College, Director of Human Resources at Southwest Washington Medical Center, and Personnel Manager for the Metropolitan Service District. In addition, Boose has taught college level Human Resource courses for over 20 years.

Boose has a Bachelor's degree in Business Administration from Eastern Oregon State College and classes toward a Master's in Public Administration at Lewis and Clark College.

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# Workshop Registration

## Best Practices in Recruiting, Hiring and Retaining a Diverse Work Force A Whole Systems Approach



### Date and Location

June 13, 2006; Hostess House, Vancouver, WA

### Times

7:00 – 7:45 am Registration / Breakfast / Networking  
7:45 – 11:00 am Presentation

### Fees

Workshop Fee for SWHRMA Member: \$35.00  
Workshop Fee for Non-Member: \$45.00  
Workshop Fee for Students: \$15.00  
*Federal ID#91-2052754*

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Name

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Company

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Address

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Phone

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Email

If paying with Credit Card:

MasterCard or VISA (Circle one)

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Card Number

Expiration Date

Payment must be enclosed with this registration.

**Registration deadline is June 6, 2006.**

If you are unable to attend you may send someone in your place.

In order to receive a refund cancellations must be made before June 9, 2006

**Mail this registration with payment to:**

Pam Noll  
13701 NW 46<sup>th</sup> Ct., Vancouver, WA 98685  
Phone: (360) 921-8028  
Email: [Noll1@prodigy.net](mailto:Noll1@prodigy.net)



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## Workforce Readiness

Thank You!

Lisa M. Neef

Co-Chair of the Oregon Staffing Association's Preparing Youth for Industry Program

Just a quick note to all of the individuals that helped to make this years "Preparing Youth for Industry Workforce Readiness Program" a success. There were more than 4,800 students that came to the Expo and at first count it appears that we may have processed more than 300 mock interviews in a 5-hour time frame.

As many of you know, OSA / PHRMA was invited this year to partner with the Manufacturing 21's Coalition Northwest Youth Expo in order to bring the PYI-Workforce Readiness piece to the students. This being our first year for this partnership, there were many kinks to iron out. We appreciate your patience regarding our first attempt to align our goals with the Manufacturing 21's Coalition.

Over the last several years the Oregon Staffing Associations partnership with PHRMA has continued to grow and this year grew to include SWHRMA. Our goals may have been a little side-tracked this year in the attempt to fold our programs into this worthy effort by the Manufacturing 21's Coalition to expand their program. We will be revisiting our goals in a debriefing session on Friday, June 2, 2006 at 8:00 AM at the Portland Development Commission's offices. We welcome any comments from our volunteers in order to start the planning for next year's event and to determine the effectiveness of a continued partnership with the Manufacturing 21's Coalition.

The Oregon Staffing Associations Preparing Youth for Industry's goal is to support the premise that a student who is "Workforce Ready" is a student who is "College Ready" and vice a versa. We will continue to encourage schools to focus on "core curriculum" versus "industry specific" curriculum. Curriculum that focuses on Math, English, Science, Social Studies, Technology, critical thinking, problem solving and project based learning skills. Skills that we feel are critical for success when entering into any college, trade school or work place. Our program is to align with High Schools and Workforce Development career preparation programs and provide students with workforce readiness skills that would include mock interviewing and a job fair. Our mock interview and personal presentation skills coupled with real jobs in the real world will give these students the work experience they need to gain valuable self-esteem, confidence and the ability to function in the real world. Our goal is "1000 summer jobs for 1000 Portland Youth". We will do this by holding our annual "Preparing Youth for Industry Workforce Readiness and Summer Job Fair" as well as continuing to solicit the business community to invest and hire summer youth through our attached job fair.



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## Workforce Readiness Thank You! Continued

PHRMA / SWHRMA's Workforce Readiness Program is a comprehensive approach to integrate a series of Workforce Readiness Curriculum into the Portland Public High Schools through the design, implementation and facilitation of such curriculum. A huge thank you to Penny McBain, Dale Clinton, Ron Marely, Tamara Russell and many other PHRMA / SWHRMA members who dedicated their time and energy to the design of the program and the many hours of training that went in to preparing our HR professionals who volunteered to facilitate one of the modules. It was unfortunate that we did not get to fully integrate the program into this year's one day event, however, I am confident that the introduction of this program will continue to build momentum over the coming months through the Portland Workforce Alliance, Kevin Jeans-Gail and the Portland Public Schools Career Pathways Program, Jeanne Yerkovich. We received many questions from various workforce and education representatives at the event last week, including the Business Education Compact. We are excited to see where these connections may lead in the planning for next year's event.

Finally, but certainly not least, an enormous thank you to Susan Greening at the Business Journal who has been an amazing Co-Chair of OSA's PYI program over the last several years and has been the Grand Dame of Volunteer Coordination. We couldn't have done it without you!

Please mark next year's calendar as we start the process of planning next year's event on May 10<sup>th</sup>, 2007. We hope to bring the event back to the Oregon Convention Center, so stay tuned for more exciting information regarding volunteer opportunities, summer youth job postings, and sponsorship opportunities. Thanks again for your continued support in helping us build the bridge between business and education! Our future depends on it!

**SWHRMA's Board of Directors would like to thank Tamara Russell, Workforce Readiness Director, for all her efforts with this program.**

For more information on Workforce Readiness, please contact Tamara Russell via the following:

[trussell@cfamhc.org](mailto:trussell@cfamhc.org) or (360) 636-3892

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## HR Job Bank

If you are searching for employment opportunities, or your company needs to fill a Human Resource position, go to the SWHRMA web site [www.swhrma.org](http://www.swhrma.org), and click on “Job Bank”. This links directly into the Portland Human Resource Management Association Job Bank. While there is no charge to an individual posting their resume, there is a small charge to businesses posting openings.



## Post HR Job Openings

Does your company have a job opening for an individual in Human Resources? If so, forward the information to Tamara Russell at [trussell@cfamhc.org](mailto:trussell@cfamhc.org). She will post the information at the monthly Chapter luncheon meetings.

*“Does your company  
have a job opening for  
an individual in  
Human Resources?”*

## Luncheon Sponsors

If you know of a business that might be interested in sponsoring an upcoming SWHRMA luncheon, please contact Leah Cox at:

417 NE 136<sup>th</sup> Street  
Vancouver, WA 98685  
(360) 576-4223

[Leah.Cox@adaliscorp.com](mailto:Leah.Cox@adaliscorp.com)

## Advertising

You can advertise your HR related products or services on Southwest Washington’s leading website for Human Resource professionals. Visit [www.swhrma.org](http://www.swhrma.org) for more information.





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