



Our Mission: Enhance Professional Development

With a vision to be the premier resource for leadership and development for Human Resource Professionals and organizations within Southwest Washington.

July 2011

Message from the President

SHRM Members: Understand Your SHRM Membership Benefits

As busy professionals, many SHRM members are not fully aware of the many benefits available to them – and it can be time consuming "surfing" the SHRM website at www.shrm.org. To help you, there is information available reviewing many of your national member benefits at: <http://www.shrm.org/memberkit>.

Joining the SWHRMA Chapter – Advantages

The SWHRMA chapter membership is separate from national SHRM membership. SWHRMA offers many exciting networking, educational, and volunteer opportunities at the local level in Southwest Washington. We meet often and host our events schedule on our website www.SWHRMA.org. If you are PHR, SPHR, CA-PHR, CA-SPHR or GPHR certified, many of luncheons and conferences are pre-approved for HR Certification Institute recertification credits, and provide an easy way for you to meet your recertification requirements! As a member, you receive email updates regarding our events, newsletters and volunteer opportunities to get involved in the local business community!



You can also receive and post discussions and networking through the social network LinkedIn!

<http://www.linkedin.com/e/vgh/1860424/> Simply request to join the SWHRMA group and you will then be able to network with your local colleagues and gain valued information and read other postings, comments, and news at your leisure. (continued on the next page).

Please note: you do not need to be a SHRM member and a SWHRMA member to be able to attend SWHRMA's events, programs and conferences. We welcome non-members to attend SWHRMA's programs. The non-member rate for programs is higher than the member rate. To designate SWHRMA as your primary chapter, complete and submit the form on page 3.



Visit Us at www.SWHRMA.org

Volunteer Opportunities—Get Involved!

To get the most out of your membership, we encourage you to become an active member in SWHRMA by volunteering. It is a great way to network and meet new HR professionals! Contact one of our board members to learn how!

Contact Us!

If you have any questions regarding your SHRM and/or SWHRMA membership feel free to contact any one of our board members or volunteers for more information! Our contact information is on the SWHRMA website.

<http://swhrma.org/index.php/board>

Sincerely,

Sheryl Johnson, SPHR
SWHRMA 2011 President





Primary Chapter Designation

Chapter Name: SW WA Human Resource Management Association (SWHRMA)
Chapter #: 0585

You must be a current national member of SHRM to complete this form.

I hereby designate the above named chapter as my primary chapter for SHRM membership coding purposes. I understand that:

- This in no way precludes membership in other chapters
- This allows SHRM to list my membership to this chapter for statistical reporting and financial support for program purposes only

Name: _____ Membership I.D# _____

SPHR: _____ PHR: _____ OTHER: _____

Student: Yes _____ School: _____

TITLE: _____

COMPANY: _____

ADDRESS: _____

CITY/ STATE/ ZIP _____

PHONE: _____ FAX: _____

EMAIL: _____

HOME ADDRESS: _____

HOME/ CELL PHONE: _____

HOME EMAIL: _____

DATE: _____ MEMBER SIGNATURE: _____

This information is strictly used for SWHRMA chapter information and will not be given out.

Return to: Cerise Jolliver, PHR, Regional Director of Human Resources OR Fax: (360) 750-4915
Red Lion Hotel at the Quay
100 Columbia St.
Vancouver, WA 98660

Upcoming SWHRMA Events

To register or to obtain more upcoming event information, visit www.SWHRMA.org

“Privacy in the Workplace” – July SWHRMA Program

Where: Royal Oaks Country Club, 8917 NE Fourth Plain Blvd., Vancouver, WA 98662

When: Tuesday, July 12th, 2011
11:15 -11:30 Registration and Lunch
11:45-1:00 Program

Cost: Member Cost: \$25.00 / Non Member Cost: \$35.00

Who should attend: All business professionals and job seekers welcome to attend

Register: <http://www.swhrma.org/index.php/event?id=91>

Session Info: This session will review the current status of laws and regulations affecting employer obligations and employee expectations regarding the discovery, use and maintenance of employee information in the workplace. We will also discuss hot topics and current court cases dealing with electronic privacy laws and legal and practical issues inherent in various forms of employee monitoring, and corresponding “Best Practices” for the HR Professional when dealing with electronic monitoring issues.



Summer Networking and Member Appreciation Event

Where: Three Brothers Vineyard & Winery / 411 NE 244th Street (East of I-5), Ridgefield, WA
http://threebrotherswinery.com/Home_Page.html

A beautiful setting, delicious appetizers from Pacific Perks-- www.pacificperkscoffee.com/ and award winning wine are on the agenda for a fun and festive August evening.

When: Thursday, August 4, 2011 from 5:30pm-7:30pm

Who should attend: All Human Resources, Business Professionals and Job Seekers plus spouses/significant others are cordially invited to attend. SWHRMA membership is not required; all are welcome!

RSVP to: Tracy Peterkin at Tracy@TJandassociates.com so we may provide appropriate arrangements; we would like to have reservations no later than 5:00 PM on Sunday, 7/31/11.

Cost: No cost to participate; beverages will be available for purchase. **Special recognition is planned for SWHRMA members—don't miss it!**

Directions: Three Brothers is located at 2411 NE 244th St. in Ridgefield, Washington—East of I-5 toward Battle Ground. From the new Battle Ground exit (#11) off of I-5, go east on NE 219th St. Take a left on NE 29th Ave. and a left on NE 244th St. and go to the end of the gravel road. Only a couple of minutes off of I-5.



Visit Us at www.SWHRMA.org

Certification – Your Professional Edge

Take your HR Career to the next level

Join the SWHRMA Study Group to prepare for the Human Resources Certification Exam

Who should attend?

HR Professionals looking for a resource to review and to prepare for the HRCI Professional in Human Resources (PHR) or Senior Professional in Human Resources (SPHR) certification exam HR practitioners with increased responsibilities interested in acquiring broader overview of HR management

HR professionals returning to the field for an update on current practices HR specialists expanding their understanding of all functional areas of HR management PHR certified professionals upgrading their certifications to SPHR level Individuals and students transitioning into an HR career, providing them with a solid foundation of HR management

Day/Time: Thursdays 6:00 p.m. to 9 p.m.

Session Period: September 1st, 2011 – November 17th, 2011

Location: Dick Hannah Subaru
Conference Room
7407 NE Vancouver Plaza Dr.
Vancouver, Wa 98662

STUDY GROUP COSTS

\$ 125.00	Members of SWHRMA
\$ 200.00	Non-Members
\$ 75.00	Returning Course Participants

Other expenses associated with the certification are the exam cost and purchase of other materials for study aids. HRCI costs are in addition to the study group fee. We will provide participants information with a Resource CD and will make other reference materials available for loan.

Contact Information

Tracy Whitmore, PHR
Professional Development/Certification Co-Chair
360-944-3364
tracyw@dickhannah.com

Tami Harmon, PHR
Professional Development/Certification Co-Chair
360-567-1321
tharmon@cadetco.com



Visit Us at www.SWHRMA.org

SWHRMA's Mentor Program

SWHRMA has recently launched a mentorship program in Southwest Washington and we need your help! The program is a 6 month commitment and is approved for 5 HRCI credits. Developing a mentor program is one way of formalizing the relationship between individuals in a professional SHRM chapter (mentors) and students in a college chapter (protégés). Mentor programs offer a structured setting in which to develop beneficial one-on-one relationships between students and professionals. Acting as a friend, a teacher, and a guide to the real world, mentors have the opportunity to encourage and advise students by sharing their own experiences and knowledge of the HR profession.



Benefits of a Mentor Program

A successful mentor program provides opportunities for students to:

- Explore the world of work through interaction with professionals in the HR arena.
- Gain an experienced HR practitioner's perspective on applying textbook concepts to the actual workplace.
- Familiarize themselves with corporate protocol.
- Identify long-term professional development needs.
- Realize the value of networking.
- Develop a meaningful professional relationship over a specified period of time.

A mentor program benefits professionals by allowing them to:

- Contribute to the professional development of the future HR workforce in our local community.
- Identify potential interns and new hires for their organization.
- Enhance their professional network.
- Networking resources and knowledge between one another.
- Assist students in beginning successful careers.

The program is a 6 month commitment and is approved for 5 HRCI credits

Interested in Mentoring? Please contact David Konz, SWHRMA College Relations Director, at david.konz@tidewater.com or 360.693.1491 for more information or to sign up.



2011 NW Youth Career Expo Recap

Thank you to all of the volunteers that generously donated their time to the 2011 NW Youth Expo.

This year marks the 7th Annual NW Career Expo! There were more than 6,200 students from all over the Oregon and SW Washington. There were also a few Jr. High School Students for the first time exploring career opportunities at the Expo. Students had the option of participating in a mock interview with one of the 112 volunteers from SWHRMA, PHRMA, BizConnect, OSA and Jennifer Johnson's HR Network. There were more than 1,186 successful mock interviews conducted!



**Stephanie Leach, SWHRMA
Workforce Readiness
Director**

PHRMA and the Portland Workforce Alliance have been partnering together for the last 7 years to host this event. If you would like to learn more about how you can connect directly with schools, we encourage you to connect with Kevin Jeans-Gail, Director of the Portland Workforce Alliance at (503) 201-1803 or email at kgail@pps.k12.or.us.

Save the date for next year's NW Youth Career Expo on May 8th, 2012 at the Oregon Convention Center.

Book Recommendation

"Face-to-Face Networking: It's All About Communication" by Kathy Condon

We all know we need to network, but sometimes it can be a frustrating or awkward experience. It does not have to be this way; local author and consultant Kathy Condon has written a book full of tips and tools to help pull out the roots of your inner wall flower. Read it and you will be on the path to more productive and enjoyable networking.



**Earl Meininger, SWHRMA
President Elect**

Kathy was a presenter at the SWHRMA annual conference last year and did an excellent job presenting on this material. She engaged the audience and provided actionable methods to improve how HR professionals network. If you had missed out on this event, the information presented (with additional material), is now in book form. Kathy dedicated this book to her former teacher, and has been kind enough to donate a portion of the proceeds to the teachers at Harney Elementary School in Vancouver.

The book is available at Beacock's Music in Vancouver, or online on kathycondon.info or Amazon.com – get yours today!

Partner Events

PHRMA – Portland Human Resources Management Association

When: Wednesday, July 20 / 11:30am-1:00pm

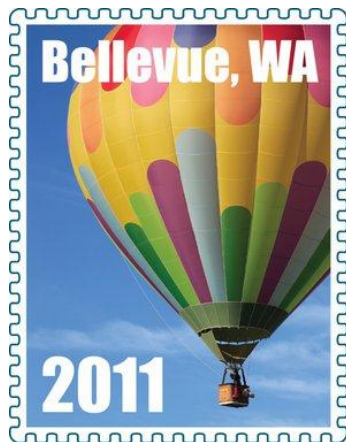
Where: Doubletree Hotel, Lloyd Center

HRCI: 1 credit pending

The Military Talent Funnel: Linking Employers with Talented Service Members to Create a Stronger Workforce. Please join us for a panel discussion about how military competencies can translate into and benefit the civilian workforce. This exciting panel will cover and focus on building a talent pool based on military competencies, how to equate military experiences and skills with workplace competencies and the Employer Partnership of the Armed Forces and how it can benefit employers.

Our expert panel includes: **Terry Billedeaux**, An entrepreneurial and Human Resource leader who successfully co-founded ASI International Inc. in 2002 with strategic business, customer, and financial partners; **Roger Parish, PMP**, a consultant to the US Marines as well as to major corporations; and **Isaac Dixon PhD., SPHR**, a respected, Portland-based HR professional. This informative panel discussion will be moderated by **Hank Fore**, Regional Senior VP of Comcast. For more information on PHRMA and to view other upcoming PHRMA events, please visit: <http://www.portlandhrma.org/>

NHRMA - Northwest Human Resources Management Association



Reaching New Heights in HR Management

NHRMA Annual Conference & Tradeshow

73rd Annual Conference
October 5-October 7, 2011
Meydenbauer Center,
Bellevue, WA

www.nhrmaconference.org

ASTD – CASCADIA

The Cascadia Chapter of the American Society for Training and Development (ASTD) has been supporting workplace learning and performance professionals (WLP) in Oregon and SW Washington since 1947. We take pride in providing cutting edge programs and services to support those in our field, whether they are new or seasoned professionals. As one of the largest ASTD Chapters in the nation, our 540+ members make ASTD-Cascadia the place for workplace learning professionals to learn, connect and grow. To view upcoming ASTD-Cascadia events and to take advantage of this partnership, go to <http://www.astdcascadia.org/>



Visit Us at www.SWHRMA.org



SWHRMA Board & Committee Members

2011 SWHRMA Board Members

If you have any questions regarding your SHRM and/or SWHRMA membership feel free to contact any one of our board members or volunteers for more information! Our contact information is on the SWHRMA website.

<http://swhrma.org/index.php/board>

Sheryl L. Johnson, SPHR	President
Earl Meininger, PHR	President Elect
Wendy Henderson, PHR	Past President & Interim Foundation Director
Matthew Warner, MBA, SPHR	Vice President
Tracy Peterkin, PHR	Secretary
David Konz, PHR	College Relations Director
Brenda Wallace, SPHR	Programs Co Chair & Registrar
Kelly Kidd, SPHR	Communications Director
Stephanie Leach, PHR	Workforce Readiness Director
Meridith Green, SPHR	Diversity Director
Tami Harmon, PHR	Professional Development & Certification Co -Chair
Tracy Whitmore, PHR	Professional Development & Certification Co-Chair
Elizabeth Stork	Legislative Director
Steve Weinberg, Ph.D.	Membership Director
Foundation Director	Position Open

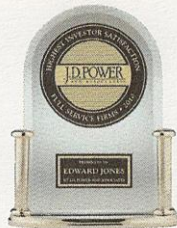
2011 SWHRMA Committee Members

Amy Ferdinando	Sponsorship & Advertising Committee Chair
Skye Mercer, MBA, SPHR	Communications Committee Chair; Foundation Committee
Susanne Cox	Foundation Committee
Cerise Jolliver, PHR	Membership Committee Chair
Mitzi Ang	College Relations Committee Chair
Tamara Russell, PHR	Membership Job Postings
Krista Holland	Website Coordinator
Carol Zaharko, SPHR	Longview Committee Chair
Julie Nelson, PHR	Longview Committee Member
Debbie Troyer, PHR	Longview Committee Member
Debbie Luchau, SPHR	Longview Committee Member
Lisa Straughan, PHR	Longview Committee Member



Visit Us at www.SWHRMA.org

Thank you to our July sponsors!



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Sponsorship

Interested in becoming a SWHRMA sponsor?

Depending on the level of sponsorship you commit to, benefits of becoming a sponsor include:

- Your Logo in the newsletter and e-invite
- Your Website link in newsletter and e-vite
- Up to 5 minutes in front of group before the main speaker
- A free meal for the sponsor meeting attendee (additional meals are \$30 each).
- Ability to collect business cards for follow up by offering a giveaway with a minimum value of \$25
- 3x5 Business card ad on the e-newsletter
- After the event, a thank-you email to the group again including your logo and website
- 6 foot table display near registration table at event

**For more information about
SPONSORSHIP contact Amy
Ferdinando at
360-713-6908 or
aferdinando@unitusccu.com**