

# HR LEADER

**Akron**  
SOCIETY FOR  
HUMAN RESOURCE  
MANAGEMENT



The Akron Area Chapter of the Society for Human Resource Management

December 2005

AFFILIATE OF



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## Membership Appreciation Meeting – December 14, 2005

The Board would like to  
thank you for your  
membership and  
commitment to our chapter.

This group of human  
resource professionals is  
stronger and larger than ever  
and it is because of you! We  
hope that you will join us for  
our regular chapter meeting  
so that we can celebrate  
and thank you in person!

## AASHRM December Meeting Highlights

### AASHRM DECEMBER 2005 MEETING

When: Wednesday, December 14, 2005  
Where: Sheraton Suites – Cuyahoga Falls  
Time: **Luncheon: 11:00 a.m. to 1:00 p.m.**  
Registration: Reservations may be made online at  
[www.akronshrm.org](http://www.akronshrm.org) or [pauber@comdocinc.com](mailto:pauber@comdocinc.com).  
Questions? Call Patti Auber at 330.899.8087

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

**Registration deadline is Friday, December 9, 2005**

### **CRUISIN' THROUGH LIFE AT 35 MPH: SIX STRATEGIES TO KEEP YOUR INTERNAL ENGINE RUNNING SMOOTHLY**

Brian Blasko, [www.brianblasko.com](http://www.brianblasko.com), is a nationally known speaker and trainer. His programs, inspiring individual and organizational growth, are some of the most sought after in the country. This celebrated author of Cruisin' Through Life At 35 MPH has an M.A. in interpersonal communication and collegiate level teaching experience. Every year clients throughout the country depend on Brian to re-charge their organization and employees.  
*(Please see Page 2 for more details)*

Cancellations: Meeting/event cancellations may be made by contacting Patti Auber at 330.899.8087 or [pauber@comdocinc.com](mailto: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.

## December Meeting Sponsor

# Cutler/GMAC Real Estate

See Ad on Page 2

## Here...There... Everywhere You Look... We have Connections

CUTLER/GMAC Real Estate is a member of a national network of more than 1,300 GMAC Real Estate offices and over 22,000 Sales Professionals.

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## December Meeting Highlights — See Registration Information on Page 1

### Cruisin' Through Life at 35 MPH Six Strategies to Keep Your Internal Engine Running Smoothly

Life is a journey...Enjoy the ride! This exciting program invites you to discover and maximize your own personal potential. Our lives and careers are like vehicles, and we are the engines that keep them running smoothly. Come learn how to gain some fuel for your internal engine. Brian will share a few strategies for successful leadership, teamwork and personal growth. The strategies have all been test-driven and proven road-worthy. Do not let life's little road blocks keep you stuck on the side of the road. Come have some fun and learn how to push your pedal to the metal! Cruisin' Through Life at 35 MPH is a delightful road trip!



- Mile Marker #1 - Knowing Your Speed Limits**
- Mile Marker #2 - Speed Bumps and Potholes**
- Mile Marker #3 - Reading the Road Signs**
- Mile Marker #4 - Pit Stops and Oil Changes**
- Mile Marker #5 - Headlights and Interior Lights**
- Mile Marker #6 - Road Maps and Destinations**

## Upcoming Events

Mark Your Calendars for the next AASHRM Monthly Meeting:

Wednesday, January 11, 2006

11:00 a.m. to 1:00 p.m. – Sheraton Suites, Cuyahoga Falls, OH

Keynote Speaker: Anne Byrnes, SPHR – SHRM North Central Regional Manager

### **ETHICAL ISSUES IN HUMAN RESOURCES & UPDATE ON SOX**

Breaking the Silence: The Role of HR in Business Ethics Doing the "right" thing as an HR professional is sometimes easier said than done in today's corporate environment. But, no matter how tough it is, HR must rise to the challenge. There is simply too much at stake to do otherwise. From establishing guiding principles to devising systems for reporting and investigation to sometimes simply just standing up for what's right, HR professionals have a critical role to play in creating ethical cultures within their organizations. Learn why HR cannot afford to remain silent and what - exactly - HR leaders should do to help their organizations make sound, ethical decisions.

## New Members: Welcome to AASHRM!

### **Cathy Hess**

Associate Member  
Account Manager  
BridgeStreet Worldwide

### **Fran Ginther**

Professional Member  
Recruitment/Placement Supervisor  
Massillon Community Hospital

### **Anne Sojak, SPHR**

Professional Member  
HR Manager  
Imperial Electric

### **Jason Guseman**

Professional Member  
HR Generalist  
Shin Etsu Silicones

### **Jackie Schulte**

Professional Member  
Director, Human Resources  
SGS Tool Company

### **Wanda Meadows**

Professional Member  
Office Manager  
Akron Hardware Consultants

### **Lisa Keefer**

Professional Member  
HR Administrator  
SGS Tool Company



*Get Active! 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.*

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

## Compensation & Benefits Committee

*Provide tools and resources to support effective decision-making*

### HOW TO TRAIN EMPLOYEES TO BE SAVVY HEALTHCARE CONSUMERS



The healthcare industry needs a healthy dose of economic medicine. The current healthcare delivery system has distorted the most basic economic laws of supply and demand. An integral step to realign these forces will be to train employees to better understand their role as a purchaser of healthcare. Here are 5 tips to train your employees to be savvy healthcare consumers.

1. Clearly articulate why your company's healthcare cost increases are relevant to your employees.
2. Define what it means to be "a better consumer" by providing employees with practical suggestions they can put to use the next time they receive medical care.
3. Align plan design and pricing to motivate the right behaviors.
4. Provide tools and resources to support effective decision-making.
5. Review, repeat, and remind. It is critical that employees and dependents are regularly reminded of the specific steps they can take to make better healthcare decisions.

## Human Resource Career Opportunities

### PatentHEALTH, LLC – Canton, OH

#### Director of Staffing and Human Resources

##### Job Duties:

- Sourcing, locating, interviewing, hiring and retaining qualified, competent candidates – entry-level to top management
- Provide general oversight and direction:
  - Employee relations, benefits administration, investigations
- Training & Development

##### Qualifications:

- Bachelor's Degree in Human Resources, Business or related field
- PHR/SPHR preferred
- 7 plus years in progressive HR roles
- Successful recruiting experience

For more information regarding this opportunity, please see the complete job description on our website at [www.akronshrm.org](http://www.akronshrm.org).

## Student Chapter News

### Kent State University Chapter

On November 16th, 2005 the Kent State University Chapter of SHRM held a Resume Clinic. There were nine participants that came to the clinic. They received helpful and personalized advice on their resumes and how to edit them to showcase their skills.

Each participant spent about 10 minutes with a professional and left the clinic with a number of ideas on how to make their resumes better. Special thanks to Molly Daniels and Tara Hundley (Manager of Retirement) from the Timken Corp. for coming in to look over the students' resumes. It was a great success. We hope to hold another Resume Clinic in the spring.

Kenneth Wepler  
President-Kent SHRM



### University of Akron Chapter

The University of Akron-Chapter of Society for Human Resource Management is in the swing of things for another semester. This year as an organization our goal is to further the longevity of the organization for future generations of University of Akron students. This year, we are planning to expand outside of the realm of HR majors and bring in other business majors, along with branching off into other colleges by in bringing psychology majors that are interested in the business side of their field. By bridging this connection, we are drawing upon a greater population base which should increase the population of the organization. This year U. of Akron SHRM grew with new officers. With only four returning officers/members from last year, we have a good amount of fresh leadership and new ideas coming in from our new officers. Our returning officers/members from last year are: President Jerrod Weyer, Vice President Regan Radzinski, Treasurer Katie Kurth, and Webmaster Dave McPeek. The new officers are as follows; Secretary/Social Director Lisa Riedinger, Service Director Jessica Warstler, Recruitment Director Allison Sanders, Program Director/Meeting Assistant Rachel Geiser, Business Liaison/Social Director Jim Sotak.

Over the past few weeks we have had three speaker events which have all been fun and very informative. Our first speaker event was with Bob Rakoci and Susan Joseph. Both of whom hold current positions in the Akron SHRM parent chapter. They gave personal insights on their experiences in the field of HR and a summary of the past, present and future of HR as a field. Dr. Dennis Doverspike, a professor at the U. of Akron in the Psychology department, was our second speaker who presented on the issue of "Navigating the Complicated Legal Environment of HR." This speech gave an overview of multiple legal issues that are present in the HR world and how one should go about dealing with the issues and ways to avoid encountering them in the first place. Our last speaker of the semester was Larry Conti, the HR director at the Akron Zoo. This speaker took us for a walk on the wild side with information on recruiting the most complicated animal of them all, the human. He gave us a new perspective—different from the corporate environment we have been learning about through classes. Each of these speakers has enlightened the group to think more about the human resource field and what direction each of us individually will take over the course of the next few years.

Jerrod Weyer  
U. of Akron SHRM President

## Did You Know?

SHRM National Offers a Number of FREE Webcasts On A Variety of Topics:

### Webcast Series

- [HR Essentials](#)
- [Comp & Benefits](#)
- [Recruiting & Staffing](#)
- [Global HR](#)
- [HR Technology](#)
- [HR Consulting](#)
- [HR Outsourcing](#)
- [HR Measurement](#)
- [Diversity](#)
- [Workplace Law](#)

Unless otherwise indicated, all Workplace Law Series webcasts are eligible for PHR/SPHR recertification credits. Visit [www.shrm.org/webcast](http://www.shrm.org/webcast) for information.

Visit the Akron SHRM website at [www.akronshrm.org](http://www.akronshrm.org). Add it your “favorites” or “bookmarks”!



*Happy Holidays!*

### *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](mailto:carla.dyer@roadway.com) or 330.258.6140.

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