

# HR LEADER

**Akron**  
SOCIETY FOR  
HUMAN RESOURCE  
MANAGEMENT



The Akron Area Chapter of the Society for Human Resource Management

January 2006

AFFILIATE OF



SHRM®



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## January Keynote Speaker

Ann Byrnes joined the Member Relations Team at SHRM in August 2005 after more than 20 years as a human resource practitioner and 3 years with another national association. As Regional Manager, Ann works with chapters and at-large members in the ten-state region. She works with the chapters as an advisor and a colleague.

Ann is a graduate of Xavier University of Cincinnati, OH, holding BS and MBA degrees.

## AASHRM January Meeting Highlights

### ETHICAL ISSUES IN HUMAN RESOURCES & UPDATE ON THE SARBANES-OXLEY (SOX) ACT

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.

#### Keynote Speaker:

**Ann Byrnes, SPHR, North Central Regional Manager**

Ann has been certified as a Senior Professional in Human Resources (SPHR) since 1995 and previously certified as a Professional in Human Resources (PHR) since 1983.

**See Meeting Registration Information on Page 2**

## January Meeting Sponsor

See page 2



*This program has been approved for 1 recertification credit hour toward PHR and SPHR recertification through the Human Resource Certification Institute (HRCI)*



## Meeting Registration Information

### AASHRM JANUARY 2006 MEETING

When: Wednesday, January 11, 2006

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, January 6, 2006**

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.

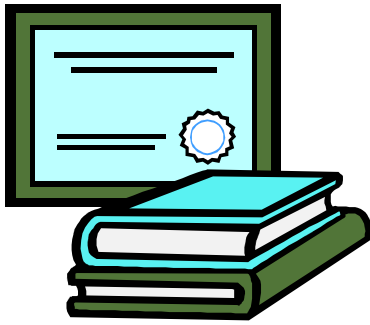


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**Contact us at 800.356.7640 to join the growing number of organizations discovering the Timeware alternative.**



## SHRM CERTIFICATION PREPARATION COURSES OFFERED

Have you ever thought about becoming a certified Human Resources professional? There are two designations—**PHR**, Professional in Human Resources, and **SPHR**, Senior Professional in Human Resources. These designations are achieved by passing a rigorous testing procedure administered by the Human Resource Certification Institute, HRCI. These designations recognize qualified, well trained, experienced professionals in the Human Resource profession. To learn more about the benefits of certification and why it sets you apart from other HR professionals, visit [www.hrci.org](http://www.hrci.org).

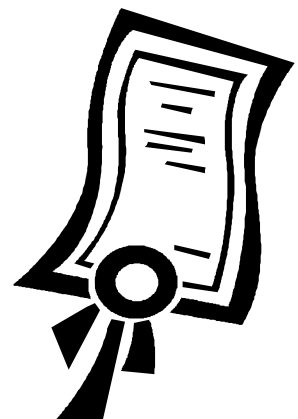
Two local universities offer preparation classes using the Society for Human Resource Management (SHRM) Learning System. Upcoming classes and registration information are as follows:

The University of Akron will offer this preparation course in six Saturday class meetings from 9 a.m. until 3:30 p.m. from March 4 through April 8. This course will be taught by Kate Sberna, SPHR, and Rose Ann Kay, SPHR. The cost is \$999. For more details, visit [www.uakron.edu/ce](http://www.uakron.edu/ce) or call 330-972-7577 for a brochure.

Kent State University – Stark Branch will offer this preparation course two different times. The first is Saturdays from 8 a.m. to 1 p.m. from February 11 through April 29—skipping 2/25, 3/11, 3/25, 4/8, and 4/22. This allows more time for reading and preparation between class meetings. There are a total of 7 sessions.

The other Stark Branch offering will consist of 6 sessions on Fridays from 9 a.m. until 3 p.m. from February 17 through April 28, skipping 2/24, 3/10, 3/24, 4/7, and 4/21. Both these courses will be taught by Kelly Kroskey, PHR, and Susan (Vinson) Joseph, SPHR. The cost is \$1,095. For additional details, contact Mona Zink at 330-244-3508 or visit [www.YourCorporateU.com](http://www.YourCorporateU.com).

If you are committed to your career in HR and want to enhance your credibility within not only your organization but also your profession, you should seriously consider becoming certified. If you have any questions regarding certification, contact Susan Joseph, SPHR, Certification Chairperson for your local Akron SHRM chapter at 330-665-0282 or at [susan.joseph@roadway.com](mailto:susan.joseph@roadway.com).



## Upcoming Events

**FRIDAY, February 10, 2006**  
**11:00 a.m. to 1:00 p.m.**

*Fun Works: Creating Places Where People Love to Work!*  
**Leslie Yerkes**, President, Catalyst Consulting Group and author of Fun Works

Visit our website for full meeting details

## New Members: Welcome to AASHRM!

**Gretchen Busch**  
Professional Member  
Human Resource Manager  
Waste Management

**Jennifer Orum**  
Professional Member  
Human Resources Manager  
Stan Hywet Hall and Gardens



*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.*

## Compensation & Benefits

### TIPS TO INCREASE YOUR EMPLOYEES' RETIREMENT SAVINGS

With the controversy surrounding Social Security, 68% of today's workers are skeptical that Social Security will be able to provide them benefits of at least equal value to what current retirees receive. Unfortunately, most employees have inadequate retirement savings and, 18% of employees simply do not save at all, even though they have a workplace retirement plan available to them. In the face of these realities, here are some tips to help increase your employee's retirement savings:

1. Consider automatically enrolling employees in a default investment option and require them to "opt-out" if they choose not to participate.
2. Provide a matching contribution and be sure to convey to employees the "immediate return" it represents.
3. Give employees tools for, or assistance with, completing a retirement savings calculation. This will help quantify how much they need to save today for a comfortable tomorrow.
4. Consider implementing the new "Roth 401(k)" as another option for company-sponsored retirement savings.
5. Implement a program that will automatically increase salary deferrals each year. For example, Mary elects to defer 4% of her pay today and increase it by 1% at the beginning of each year until it reaches 10%.

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.

## Scholarship Awards

By Tina Speicher, Past President



Akron SHRM is pleased to announce that our organization awarded two scholarships during the December 14th meeting.

Our winners were:

- Jamie Broadhead; Scholarship Award: \$1,250
- James Sotak, Scholarship Award: \$1,000

Both of these two very deserving students attend The University of Akron and are pursuing education and future employment in the human resources field.

Both students attended Akron SHRM's December meeting to accept their scholarships awards.

Special thanks to North Canton Tool for its contribution to the Akron SHRM's 2005 scholarship fund!



## Governmental Affairs Committee

Hello and Happy New Year from your Governmental Affairs Committee! I am so excited for the new year. The committee will be meeting on Tuesday January 17<sup>th</sup> at Cracker Barrel Restaurant in North Canton near the Strip at 7:30am-9:00am. We will be making committee plans for 2006. Please RSVP to me at (330) 724-6995, ext.114, no later than Thursday January 12<sup>th</sup> if you will be attending. If you would like to be on the email list to receive legislative updates or you would like to become involved in the committee, I'd like to hear from you!

At this time, there are a few committee members I'd like to recognize for their help and hard work over the past year. Thanks to **Jodi Clark** for taking the reigns for me when I was out on maternity leave. Thanks to **Sue Linnell** for all your help with the October Program and for your wonderful Governmental Affairs Committee "wisdom". Also, thanks to **Pat Grischow** for lending your expertise on legislative hot topics over the year and for getting us connected to speakers for our October program. Thanks to **Jim Krosky** for helping out and attending the meetings. I am looking forward to another wonderful year with all of you!

Terri Bednar  
GAC Chair



## Superior Staffing, Inc. – Akron, OH

### Recruiter

Superior Staffing is looking for a candidate with strong recruiting skills to join the professional search division and assist in the development and growth of the Finance/Accounting area by building new business relationships. The qualified candidate must:

- Be goal oriented, determined and have strong communication skills
- Have an entrepreneurial spirit with a commitment to business growth.

Additionally, the candidate will be responsible for recruiting, screening, interviewing and placing both exempt and non-exempt Finance/Accounting candidates.

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



## December Meeting Highlights

By Sandy Manjura, President

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

December proved to be a high-powered month for Akron SHRM. Brian Blasko enthusiastically offered Akron SHRM members and guests ways to re-fuel our internal engines and provided some helpful strategies to keep our internal engines running smoothly throughout the year. Brian's message encouraged us to proudly stand up and say "I've got gas"!

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

## *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**

**1/4 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 Carla Dyer at [carla.dyer@roadway.com](mailto:carla.dyer@roadway.com) or 330.258.6140.

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