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It's that time of year again!!!! September 18-19 is Nebraska State SHRM Conference in Omaha! Last year was my maiden voyage and it was such a successful trip, that'll I'm going back again this year. It is my hope that YOU will be able to attend to!

**Top 5 Reasons why you should attend the Nebraska SHRM Conference**

1. Excellent chance to meet your peers across the state and have a chance to network with them. The speakers and breakout sessions are excellent and we as HR professionals need to have that chance to indulge and feed our minds with positive energy.
2. HRCI credits. Need I say more! My renewal for my PHR is quickly approaching and I don't want to retake the exam! I can learn and grow at the state conference and be awarded the credits.
3. Find out what other SHRM chapters are doing. It's great to see what new ideas are out there so we don't have to reinvent the wheel.
4. Find out who will be awarded the HR Employer of the Year and the HR Professional of the Year. Two years in a row one of our own have been in the running. Last year, Lee Elliott was awarded the HR Professional of the Year and this year, Associated Staffing was nominated for HR Employer of the year.
5. A chance to rub elbows with fellow chapter members. Let's face it. Our chapter knows how to have fun and it's great to get together with one another bask in the camaraderie. It makes us a closer chapter and strengthens our bonds.

*Please plan on joining us!!!! You'll be glad you did!*

Save the date and REGISTER now for the...

# 2008 SHRM Nebraska State Human Resource Conference

September 18 - 19, 2008  
Qwest Center - Omaha Convention Center

Learn what's at "the heart of HR" at this fun and educational conference. Learn leadership and motivational skills for your workplace from featured speakers Steve Gilliland, author and certified speaking professional, and Barbara Glanz, best-selling author and certified speaking professional.

Plus, win a trip for two in the Grand Prize trip giveaway! The exhilaration of New York City or the serenity of Martha's Vineyard... if you win the SHRM Grand Prize trip giveaway, it's your choice!

For more information and to REGISTER for the 2008 Nebraska State Human Resource Conference:

Click on the logo at <http://www.shrm-ne.org> then click on conference registration on the right. It'll take you right to the registration page!

For questions, please contact Quinn Vandenberg at (402) 636-8296.

## CNHRMA Questions and Answers...

As many of you have probably noticed, we have had an abundance of questions from our fellow HR peers!! We think this has been a wonderful tool to have, being able to e-mail questions out to the group and receiving many responses to your questions!! However, due to the high volume of questions, we will no longer be able to offer this through e-mail. CNHRMA would like for the forum portion of our website to begin getting utilized.

That being said, as of **September 1<sup>st</sup>, 2008**; we will no longer accept questions through e-mail. We apologize for any inconvenience this may cause you; however, we feel that by using the forum - all members will have access to the questions and answers that go with it!!

Registering your user name and password is easy. Just go to our website at [www.cnhrma.org](http://www.cnhrma.org) and click on the member forum at the top of the homepage. Once the new window opens, you will see the following:

Register or log in:

Username:

Password:

Click on register, from there it will prompt you to fill in a user name, password, etc. Please remember your user name and password, as CNHRMA is unable to recover this information. If you do forget, you will be required to register again. Read the terms and conditions carefully at the bottom of the registration page!!! ***If the forum is misused, we will have no choice but to take it off of the website!!!!*** We hope that this will become a helpful and useful tool in your everyday work and a chance for you to connect with your fellow HR peers!!! If you should have any questions regarding the forum, please do not hesitate to e-mail Tina at [tinafeek@yahoo.com](mailto:tinafeek@yahoo.com)

## Are you certified for your PHR, SPHR, GPHR, CCP & CBP?

If you are certified, the CNHRMA chapter would like to recognize you at our Annual Meeting in November. So we may recognize your certification achievement please e-mail [pmorgan@cccneb.edu](mailto:pmorgan@cccneb.edu) the following information.

**Name**  
**Title**  
**Company Name**  
**Company Address**  
**Certification Type**  
**Certification Date**



Please indicate if you would like your manager to receive a letter informing them of your certification by providing their information below.

**Manager's Name**  
**Manager's Title**  
**Manager's Address**

If you have questions or concerns please contact Pennie Morgan at (308) 398-7558 or e-mail [pmorgan@cccneb.edu](mailto:pmorgan@cccneb.edu)

## SHRM Learning System™

The **SHRM Learning System™** course provides an in-depth study of key areas in human resource management. Course materials include six extensive modules that correspond to the six functional areas, responsibilities and associated knowledge defined by the Human Resource Certification Institute (HRCI).

Includes the 2006 **SHRM Learning System™** manuals, Learning System software or CD Rom, access to the Resource Center, instructor handouts and 48 hours of classroom instruction.

- Strategic Management
- Workforce Planning and Employment
- Human Resource Development
- Compensation and Benefits
- Employee and Labor Relations
- Occupational Health, Safety and Security



You can earn 3.5 continuing education units (CEUs) for completing this course.

Investment per person: \$975.00

**To reserve your seat for the official SHRM course, please contact:**

Sue Carlson  
Ph: 308-398-7527 or 1-877-222-0780 ext. 7527  
[scarlson@cccneb.edu](mailto:scarlson@cccneb.edu)

CCC-Grand Island Campus  
CIT Building, Room 901  
September 9 to November 25,  
Tuesdays  
6:00 p.m. to 10 p.m.

*We request pre-registration for these workshops be made 5 business days before the start of the course. A 36-hour notice is required for a refund. No refund will be given without timely notice.*

## Board Member Spotlight



**Joyce Carroll**  
**Diversity Chair**

Joyce is the Human Resource and Safety Manager for Nebraska Turkey Growers Cooperative. She is responsible for recruiting, staffing, compensation and benefit programs, as well as safety and health processes at the Gibbon, NE facility. This facility consists of first processing, further processing and cook operations. Joyce has worked in the poultry industry for twelve years. Her expertise is in human resources and safety. She holds a B.S. degree in Organizational Communication from the University of Nebraska at Kearney and a M.S. degree in Organization and Management from Capella University. She is a member of the Society of Human Resource Management (SHRM). Joyce is a charter member of CNHRMA. She has held several positions including Membership Chair, Student Advisory Chair, Legislative Chair, Treasurer, President-elect, President, and Immediate Past-President. Joyce is currently serving as CNHRMA's Diversity Chair.

## Membership Corner

Back to school!!! This tells me that Fall is just about here, shortly followed by winter... Which means, CNHRMA membership renewal is just around the corner!!! Just as we've done in past years, we will start our renewal of memberships somewhere around the late-November, early-December time frame. I advise every SHRM member to renew your CNHRMA membership during that time because **your CNHRMA dues are free!!** However, if you renew after December 31<sup>st</sup>, 2008, you will have to pay the yearly CNHRMA dues, but at the SHRM discount.

Speaking of, now is also a good time for SHRM members to double check on your SHRM membership expiration dates. Your SHRM membership runs one **calendar** year from the time you become a member or renew your SHRM membership. If your SHRM membership expires, or is expired, you will not be able to join CNHRMA as a SHRM member until you have renewed your membership. We will verify your SHRM membership upon your CNHRMA membership renewal.

With that being said, as of 8/18/08 we officially have 125 CNHRMA members (**68 SHRM, 17 PHR / SPHR certified, 20 new members!!!**) We are only two members short from 2007! Way to go!!! As always, if you ever have any questions or concerns regarding CNHRMA membership or SHRM membership, please feel free to contact me at any time!!

Thank-you,  
Tina Feek - CNHRMA Membership Chair

## Working Definitions of Diversity

**Workplace Diversity** is the collective mixture of differences and similarities that includes for example, individual and organizational characteristics, values, beliefs, experiences, backgrounds, preferences and behaviors.

**Dimensions of Diversity** include but are not limited to:

Age	Gender
Ethnicity	Physical abilities/qualities
Race	Sexual orientation
Geographic location	Income
Religious beliefs	Parental status
Marital status	Military experience
Work experience	Family status
Socio-economic status	Educational background
Class	Organizational Background
Group identity	Language
Organizational level	
Thinking styles	Job classification, job function
Communication styles	Relationships and group affiliations

**Inclusion** is the achievement of a work environment in which all individuals are treated fairly and respectfully; have equal access to opportunities and resources; and can contribute fully towards the organization's success.

**Diversity Management** is a comprehensive organizational and managerial process for leveraging diversity and achieving inclusion that maximizes the potential of all employees.

*A special thank you to Joyce Carroll, CNHRMA's Diversity Chair, for contributing this article to our monthly newsletter.*