• EHRA is GOLDEN
• ...Diversity for White Guys
• Spring Seminar Recap
• Membership Marathon Tally/Winner
• 75th Anniversary stories
• Congratulations Pam Goedde
• Community Health Panel
• Much, Much More
Dear Chapter President:

On behalf of the Society for Human Resource Management, I am pleased to confirm that your chapter has been awarded the 2010 Gold EXCEL Award. This award recognizes outstanding achievements in chapter operations and a commitment to providing meaningful programs and services to your members. It also is recognition of your continued growth and development as a business leader, capable of developing strategies that lead to business success! We are very proud of your leadership, and thank you for your continued partnership with SHRM.

By achieving this award, your chapter distinguishes itself as an outstanding organization dedicated to serving the needs of your members and to the advancement of the human resource management profession. Throughout the year, we will continue to recognize your chapter’s achievement as a Gold EXCEL award winner.

Congratulations on your achievement.

Sincerely,

Pamela J. Green, SPHR
Chief U.S. Membership Officer
May 2011 Meeting Sponsors

May 19, 2011
10:00-10:30am — Registration, 10:30am - Announcements, 11:00-12:00pm—Presentation 12:00-12:30pm—Lunch 12:30-2:00pm - Presentation

About our Speaker:

Scott Warrick specializes in working with organizations to prevent employment law problems from happening while improving employee relations. Scott uses his unique background of LAW and HUMAN RESOURCES to help organizations get where they want to go.

Scott travels the country presenting his revolutionary “Emotional Intelligence, Tolerance & Diversity for White Guys...And Other Human Beings: Understanding the Neurology of Intolerance.” This one of a kind SKILL-BASED program is the only SKILL-BASED Emotional Intelligence/Tolerance/Diversity Program in the country approved by HRCI-SHRM for STRATEGIC SPHR Credit because it creates an atmosphere of open communication so we are better able to resolve all kinds of conflicts in our organizations.

Scott’s “Do It Yourself HR Department & Legal Compliance CD” is a favorite among Human Resource Professionals across the country to not only inform clients of the changes in Employment Law but to also bring their departments into compliance... AND KEEP THEM THERE!

About our Topic:

Topic: Emotional Intelligence, Tolerance & Diversity for White Guys...And Other Human Beings (Understanding the Neurology of Emotions & Intolerance)

This program is designed to teach you the skills of “Emotional Intelligence” and “Tolerance” so you will be better equipped whenever you encounter anyone who disagrees with you or is different from you, which we refer to as “Diversity” or “Diversity Ideas.” This program is a skilled based program. This program focuses on building the Emotional Intelligence and Communication skills we all need whenever we encounter someone who is different from us or disagrees with us.

This program also provides you with dozens of strategies to use in order to have a healthier and more efficient brain so you will be better able to control your own emotions and egos.

By the end of the program, not only will you have a much better understanding as to why we humans act the way we do, but you will be able to take this knowledge and use it to your advantage by being better able to control your own ego and emotions.

Don’t Forget
Reserve your spot for the May 19 meeting by noon on May 16.

***Reservations accepted through 12:00 noon on Monday, May 16, 2011 online at www.ehranet.org by clicking "read more" or by contacting Pat Kerstiens at (812) 867-4340 or pat@leedsamples.com. If you choose to register online, please enter your phone number using format with area code in parentheses, e.g., (812).

Please notify us of any accommodation. Registered attendees who do not show will be invoiced.

The following rates will apply for this meeting.

<table>
<thead>
<tr>
<th>Role</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Members</td>
<td>$15</td>
</tr>
<tr>
<td>Students</td>
<td>$10</td>
</tr>
<tr>
<td>Guests</td>
<td>$20</td>
</tr>
</tbody>
</table>

This month’s meeting will be held at:
EVSC Southern Indiana Career and Technical Center
1901 Lynch Rd
Evansville, IN 47711-2842
The Membership Marathon is now underway. Our current leader(s) are:

Lisa Schenk — 3 referrals
Vicki Hubiak — 2 referrals
Nancy Priebe — 1.5 referrals
9 tied — 1 referral

Don’t forget, each person you refer gets you one step closer to our grand prize at the end of the year. For more details on the program, visit the October 2010 edition of Chapter Connection.

-Membership Committee

Spring Seminar Recap

Evansville-Area Human Resource Association (EHRA) held its Annual Spring Seminar on April 21, 2010, and surveys from over 70 participants indicate that the event was a success by all measures.

The day started with announcements and a hot breakfast catered by Bauerhaus. Four attorneys from Bamberger, Foreman, Oswald & Hahn, LLP, Doug Welp, Laura Scott, Thomas Kimpel, and Michael Cork, kicked off the seminar by discussing legal updates on a number of issues: non-compete clauses; guns in the workplace; social networking; FMLA; ADA Amendments Act; Healthcare Reform; and GINA.

During the morning break, participants visited 29 vendor booths to learn more about area employment services, insurance products, bank services, vehicle purchasing programs, employee awards programs, and more. When the group reconvened, Pam Goedde was presented the HR Professional of the Year Award.

The second morning session featured a very lively, dynamic author and speaker, Amy Lynch, who presented information on generational differences and how this affects the communication and decision making styles of employees. Participants took a quiz to identify their own communication preferences.

Lunch of fajitas, Spanish rice, and vegetables was prepared by Southern Indiana Career and Technical Center students. Along with the meal, participants enjoyed networking and visiting the vendor booths during the lunch break.

Amy Lynch returned to present the first afternoon session where she talked about getting the best return on investment in hiring younger workers. Participants completed a worksheet to calculate the cost of hiring which emphasized the importance of maintaining workers to avoid such costs. Amy and the group explored practices for keeping younger workers.

The last session of the day, presented by Old National Bank employees, Janet Heldt and Amy Casavant, focused on work-life balance initiatives. The speakers shared their experiences in implementing programs such as flex time, job sharing, reduced hours, telecommuting, seasonal schedules, phased retirement, and more. Janet and Amy stressed that all generations of employees need flexibility in order to care for aging parents and children being raised within double working parent homes and to continue with their educations.

EHRA Membership Marathon

Congratulations to Nancy Priebe for winning the quarterly drawing - she'll receive a $15 EHRA credit that she can use toward membership or an upcoming meeting!

Thanks to Nancy and all of those who have made referrals under the Membership Marathon. As a reminder, the program runs through the end of September with the top three referrers winning prizes* at the following values:

1st Place - Gold Medal: $100
2nd Place - Silver Medal: $65
3rd Place - Bronze Medal: $40

With five months remaining and two more quarterly drawings along the way, reach out to your friends and colleagues now. It’s not too late for you to move your name to the top of our leader board!

* Prizes will be awarded in form of restaurant gift card, EHRA credit, or a donation in winner's name to the charity of their choice

Questions about the program can be directed to George Lance at george.lance@oldnational.com
During the year I served as EHRA President (2007), the following are achievements of which the Board was most proud:

1.) Implementing Online payment ability
2.) Diversity Panel presented at IN State SHRM Conference for our Family Friendly Conference and Awards.
3.) Johnny Taylor, then President of the SHRM Board, spoke at our January Meeting.
4.) Our nominee, Angie Brawdy, won Professional of the Year at State Conference.
5.) Evansville Area Human Resource Association was named Chapter of the Year at State Conference.
6.) Achieved Superior Merit Award
7.) Our Workforce Readiness involvement with:
   A.) the Small Business Group (providing in-services to Small Business Owners and EHRA published HR articles in the Evansville Business Journal)
   B.) Groundbreaking participation at the Girls in Bloom February event – offering education on use of the Internet as well as what can happen if misused by the teen or the person with whom they “think” they are chatting.

I enjoyed every office I held on the board: College Relations, Professional Development, President Elect, President, and Past President. Each office allowed me to give back to my profession; however, I gained far more than I gave - personally and professionally. EHRA is a topnotch professional organization.

Suzanne Hilbert, MS EmpL SPHR
2007 EHRA President
EHRA COMPENSATION SURVEY

Do you feel like you are missing something? We hope the answer to that question is YES. As you may have noticed, the EHRA has decided to take a year off with regard to conducting the Regional Compensation and Benefits Survey. We are taking this time to conduct an extensive review of the survey in an attempt to improve the survey and its usefulness to our participants.

Every aspect of the survey is up for review – Timing, Partners, Geographic Areas, Format, Industries, and Positions. You name it and we will discuss it! We want this survey to be a valuable tool for our membership, survey participants and community. If you are interested in helping us retool the survey there are two ways in which you can participate. You might consider joining this year’s committee. You may also send me suggestions on ways the survey could better fit the needs of your company! Any comments are greatly appreciated and can be directed to Michelle Davis, Compensation Survey Chairperson, at mdavis@scvl.com.

SHRM Foundation News: The Executive Briefing Series

To make it easier for HR professionals to share important evidence-based management practices with their CEOs and line managers, the SHRM Foundation has introduced its new Executive Briefing series. The executive briefings are based on solid research. They cover similar content to the popular Effective Practice Guidelines; however they are just 3-5 pages in length, making them ideal to share with colleagues at the office. The briefings highlight the most important, bottom-line implications on each HR topic. The following briefings are now available for free download:

- Leveraging HR Technology for Competitive Advantage
- Four Questions the CEO Should Ask About Performance Management
- Use and Management of Downsizing as a Corporate Strategy

This series is made possible by the generous support of SHRM members and chapters. Visit www.shrm.org/foundation and select "SHRM Foundation Products" to download the executive briefings.

EHRA COMPENSATION SURVEY

Next opportunity to donate: May 19, 2011

THANK YOU

So far we have collected 54 toiletry items, seven packages of socks and underwear and 20 pieces of clothing, shoes and accessories.

August 29 through 31, 2011

Featuring Keynote Speakers: Marcus Buckingham, Steve Gilliland and Ken Yerkes

For more details visit: http://www.indianashrm.org/newweb/INconference.htm

IndianaSHRM.org
For a variety of reasons and accomplishments, individuals are nominated for 'Professional of the Year'. I think this began in 1995 and consequently, we've had fifteen (15) winners of this award. To date, they have all been different people. There has never been a repeat winner and I'm not sure why there hasn't been. Surely a person's accomplishments aren't just for one great year and then they fade away. I do not see why a person cannot be a 'repeat' Professional of the Year - a two or even multiple time winner. Our very first Professional of the Year was Pam Goedde. Pam was not just an outstanding individual in 1995, she's was an outstanding professional both before and after that year. I would like to be so bold as to nominate her for Professional of the Year as the first multiple winner of that award. She has been on the Indiana State SHRM Conference Committee from the beginning serving as the Conference Chair and as the Programs Chair putting forth a valiant effort, lining up world-class programs and presenters. In addition, she has taught the SHRM Module for the University of Southern Indiana since helping bring the program to our area. She has been a presenter for local chapter meetings, seminars, the State Conference and other notable locations as the keynote speaker or program presenter. Pam worked as an HR Professional at various local businesses, left lucrative positions to work for her church and finally taking the challenge of going into business for herself - a true crusader. She has always had my respect and admiration for your dedication and contributions. I have only scratched the surface. Pam helped put the Evansville-area Human Resources Association on the map and inspiring others to follow her lead.

HISTORY of past winners
Since it’s induction in 1995, 15 local HR professionals have received this award. The award is given to the person who exemplifies the meaning of HR professional with the EHRA. Winners are selected each year by a selection committee full of past winners. Pam Goedde, SPHR, is our first repeat winner of the award.

<table>
<thead>
<tr>
<th>Year</th>
<th>Winner</th>
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<tbody>
<tr>
<td>2010</td>
<td>Pam Goedde, SPHR</td>
</tr>
<tr>
<td>2009</td>
<td>Michael Murphy, SPHR</td>
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<tr>
<td>2008</td>
<td>Janet Heldt, SPHR</td>
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<td>2007</td>
<td>Angie Brawdy, SPHR</td>
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<td>2006</td>
<td>Allen Mounts</td>
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<td>2005</td>
<td>Deb Fleck, SPHR</td>
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<td>2004</td>
<td>Brenda Bosecker, PHR</td>
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<td>2003</td>
<td>Robyn Taylor, PHR</td>
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<tr>
<td>2002</td>
<td>Mary Reese</td>
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<td>2001</td>
<td>Frank Kanowsky, SPHR</td>
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<td>2000</td>
<td>Nancy Epperson</td>
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<td>1999</td>
<td>Gene Weisheit, SPHR</td>
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<td>1998</td>
<td>Peggy Forbes, PHR</td>
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<tr>
<td>1997</td>
<td>Nancy Byrd, SPHR</td>
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<tr>
<td>1996</td>
<td>Darlene Fisher, SPHR</td>
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<tr>
<td>1995</td>
<td>Pam Goedde, SPHR</td>
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Community Health Panel: HR Benefits Managers

Healthcare reform law requires that all healthcare providers conduct a community needs assessment each three years. The local hospitals have been conducting these assessments for many years; however, they must now comply with specific regulations as stated in the law. St. Mary’s, Deaconess, ECHO Clinic, Welborn Foundation, and the United Way are joining forces to conduct a three-phased assessment:

**Phase I:** A search of secondary/public data that profiles our service area based on county-level public health data

**Phase II:** Community Health Panels: Solicits input and buy-in from important community partners. Groups are convened to discuss local healthcare needs that might be unique to the area or may not be met locally. The focus is on service gaps.

**Phase III:** Household interviews are used to quantify disease prevalence, access to care, and the demand for oral and mental health services.

We would like to extend an invitation for human resource benefits managers to participate in a Phase II expert panel, representing the needs of area employers. We believe you are in the best position to identify the unmet needs of our local workforce. This would be a facilitated discussion in a focus group setting. Ideally, we would have 15 – 20 benefits managers who would be willing to meet for 2 hours in a central location – on June 9 or 10 during daytime hours. Because most households depend upon the insurance provided through employers, it is important for us to identify the perceptions and opinions of local employers regarding our healthcare services. It is equally important for us to identify areas of opportunity for better meeting the employers’ needs.

If you have an interest, please send your contact information (name, phone number and e-mail), to Carol Meese at cmeese@stmarys.org. Once we determine a date/time for the focus group, we will call or e-mail to determine your availability.
Bicycle-Friendly Community

Planning for Bicycle-Friendly Community Seminar
Evansville, May 18, 2011
VECTREN CONFERENCE ROOM/211 N.W. RIVERSIDE DRIVE

Tentative Agenda

8:30 – 9:00 a.m. Check-in/On-site Registration
9:00 – 11:45 a.m. Planning for a Bicycle-Friendly Community

Topics: Complete streets, bikeway networks, non-infrastructure programs, implementation, bike facility design, bicycling and public health

11:45 a.m. – 1:00 p.m. Luncheon presentation – Benefits of being a bicycle-friendly business
1:00 – 2:30 p.m. – Bike Route Mapping Exercise
2:30 – 4:00 p.m. – Facilitated Discussion for forming Bicycle-Friendly Task Force

Who should attend:
- Planners, engineers, landscape architects, consultants
- Elected officials
- Business and community leaders
- Local government employees
- Engineering students

Register at www.bicycleindiana.org/ for more information info@bicycleindiana.org

Continuing education credits available for professional engineers, certified planners, landscape architects and parks and recreation professionals

Presented by:

Division of Nutrition and Physical Activity
EHRA adds nine members in April

Amy Folz was one of seven new and returning members to the EHRA in March. Amy currently serves as Technical Training Coordinator at Vectren. When asked why she joined EHRA, Amy said, “I recently obtained my PHR and wanted to make sure I use the resources available to keep up to date on current HR topics and trends. [EHRA] will also give me the opportunity to network with other professionals in the area.”

Jeanna Neighbors is another new and returning member from March 2011. Jeanna currently serves as a Human Resource Specialist at MasterBrand Cabinets. When asked what her favorite aspect of her job was, Jeanna said, “My favorite aspect of my current position is recruitment. I enjoy recruitment because I get to learn a great deal about different individuals on a daily basis. It is also very challenging and changes daily which makes it exciting.”

The EHRA also added nine new or returning members in April. Among those was Erin Higginson. Erin currently serves as an Account Director at Custom Staffing Services. When asked why she joined EHRA, Erin said, “…..Becoming a member of the EHRA will enhance my Human Resource skills and open my eyes to the resources available within our community and hopefully, I will be able to make a contribution that will positively impact the lives of others.”

Other new and returning members in April include, Jessica Bailey, Wright Stemle, Reva Baker, Jasper Rubber Products, Inc., Ben Bendetti, The Matrixx Group, Stacey Deibler, Vigo Coal Company, Debra Dillman, Red Spot Paint, Donna Miller, Ohio Valley Heartcare, Justin Spath, Surgical Solutions, LLC, and Cathleen Wathen, Air Quality Services.

Please help us welcome our new and returning members at our next meeting.

Did you have a recent accomplishment that you want to share? Let us put you in the spotlight.

Email our Newsletter Editor, Nick Lindy at nlindy@scvl.com
Indiana Wesleyan University is an evangelical Christian comprehensive university that is committed to liberal arts and professional education. U.S. News & World Report ranks Indiana Wesleyan University as “one of the best Master’s universities in the Midwest.”

Over 3,200 students live and learn in state-of-the-art residence halls and academic facilities on IWU’s residential campus in Marion, Indiana. More than 80 majors are offered, covering everything from Art to Theology and Ministry. An increasing number of honors students on the residential campus has led to the formation of the John Wesley Honors College.

Another 12,000 adult learners attend classes at regional IWU Education Centers in Indiana, Kentucky, and Ohio, as well as through our Online Degree programs, including Associate, Bachelor’s, and Master’s Degree offerings such as the Master of Education, certificates, and electives. The innovative adult education program, which was established in 1985, has received national attention.

IWU has been Indiana’s fastest-growing University for the past two years. The University’s total enrollment, which now exceeds 15,000 students, makes IWU the largest private university in Indiana. One result of this growth has been the establishment of the IWU School of Nursing, a premier nursing school in its own right.