

February 2010



Valley Society for Human Resource Management

Saginaw, Bay City and Midland - Michigan

Published for Members of the Valley Society for Human Resource Management

February's Meeting: HR Metrics



Demonstrating the effectiveness of the HR function is essential to maintaining a credible position in any organization. Measures of effectiveness depend on analysis and interpretation of data. What data are needed? How can they be used to demonstrate the contribution of HR to the bottom line? Kevin Marrs, Director of Survey Services at the American Society of Employers will review ASE's newly created HR Metrics Calculator Tool and 2008 HR Metrics Survey, and explain the measures across a spectrum of HR responsibilities including staffing, compensation, benefits, employee development, and organizational effectiveness. The session will also include ideas and thoughts on the following:

- Understanding the importance of measuring the effectiveness of the HR function
- Learning to calculate the metrics that are relevant
- How to present results to management in a meaningful way
- Reviewing the recent ASE HR Metrics survey.

About the Presenter:

Kevin Marrs is the Director of Survey Services at the American Society of Employers, overseeing ASE's compensation and benefits survey department. ASE conducts more than 20 local and national benchmark surveys annually, providing data to thousands of organization in Michigan. Before joining ASE in 1996, Marrs was a Human Resource Representative with BAE Systems, assisting the company in its compensation planning and administration. Prior to BAE, Marrs had spent five years with ASE working in research and survey areas. Marrs is a member of World at Work, a national professional association for compensation professionals. Marrs earned his master of science in experimental psychology from Central Washington University and a bachelor of arts in psychology from the University of Detroit Mercy.

Date: Tuesday, February 9th, 2010

Location: Horizons Conference Center
6200 State Street, Saginaw, MI 48603

Time: LUNCH MEETING

11:30 a.m. Networking / Registration
Lunch 11:45, Meeting begins at 12:15

Cost: \$20 for members
\$25 for Guests
\$10 for Students

Cost includes lunch

RSVP Information:

rsvp@vshrm.org, or call Sue Slade at (989)
754-4717, Ext. 5503

Register online at www.vshrm.org

RSVP Deadline:

RSVP by **Thursday, February 4th, 5:00 p.m.**
There is a \$5.00 charge for late RSVP's received after the deadline

Cancellation Policy:

If you made a reservation but are unable to attend a meeting, please cancel prior to noon the Friday before the meeting. You will be billed for the breakfast or luncheon if you do not cancel your reservation.

VSHRM P.O. Box 5448 Saginaw, Mi. 48603

THE RESOURCE



2007 SHRM SUPERIOR MERIT AWARD
CHAPTER

Exciting News!

Back in September, VSHRM along with Traverse Area HR Association (TAHRA) and Mid Michigan HR Association (MMHRA) submitted a proposal to tri-host the 2011 Michigan State Conference. Our proposal was enthusiastically accepted by MISHRM! This will be the first state conference using a newly developed three chapter hosting model.

While dates have not yet been set for the conference, we are targeting October, 2011. TAHRA is currently working with the Grand Traverse Resort to host the conference in their beautiful facilities.

We will be working hard over the next 18 months to ensure a successful conference. Volunteers will be critical to the success of this event, so please let us know how you would like to help!

Sincerely,
Gina Kellogg

VSHRM President



Working in a Diverse Society

Submitted by Sue Goddard, Diversity Chair

No matter where you work - education, social services, health care, energy, - the importance of developing some degree of cultural competence in your work is essential. Demographic information now illustrates the rapid changes happening in our society. Census data reports that by 2050, nearly half of all those in the United States will be from a non-white, non-anglo culture.

Those individuals who possess the knowledge and ability to work within an increasingly diverse society will be in the best position to gain employment. Cultural knowledge and awareness, having a multi-lingual ability and a true skill in working with people from other cultures will be sought after. Are we prepared to meet such challenges?

Admittedly, bringing up the subject of diversity is and can be difficult. As a Board, we know diversity has many meanings and can invoke some very 'heated' conversations, but by sharing these thoughts, we enrich each other by broadening our perspectives.

A core goal/ initiative of SHRM is Diversity and each Chapter is measured on this initiative as presented to SHRM as part of our Chapter Achievement Plan. As part of our discovery, your Chapter Board Members are asking that you begin thinking holistically about where our Chapter is, where it should be and how to move forward with this initiative. In next month's newsletter, we will have more information on gathering your thoughts; if you would like to participate in helping with this initiative, please contact the Diversity Chair.

VSHRM BOARD MEMBERS

President

Gina Kellogg, SPHR

Citizens Bank
Telephone: (989) 776-7348
gina.kellogg@citizensbanking.com

Past

President & SHRM

Wendy Yelsik

Fabiano Brothers Inc.
Telephone: (989) 509-0282
wyselk@fabianobrothers.com

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Mistequay Group, LTD
Telephone: (989) 752-7700
meeks@mistequaygroup.com

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Masud, Patterson, Schutter, Peters & Vary P.C.
Telephone: (989) 792-4499
brian@mpslaborlawyers.com

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Sue Slade, PHR

Spicer Group
Telephone: (989) 754-4717 x 5503
sues@spicergroup.com

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Tim Quinn, SPHR

Bay County
Personnel Director
Telephone: (989) 895-4096
quinnt@baycounty.net

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Bruce Gluski, SPHR

Corporate Director of HRMeans Industries
(989) 771-3443
brglusk01@meansindustries.com

Secretary

Terry Schramm, PHR

CIGNYS
989-393-0107
tschramm@cignys.com

Workforce Readiness & College Relations

Chair

Diversity

Chair

Lori Lunger, PHR

Amigo Mobility International, Inc.
Telephone: (989) 921-5077
llunger@myamigo.com

Susan Goddard

Do-All, Inc.
989.284.5924
SGoddard@corpserv.delta.edu



HR Certification Institute Important Dates

There are only two exam-testing periods left before the eligibility requirements for the PHR, SPHR and GPHR change – May-June 2010 and Dec. 2010-Jan. 2011.

Currently, applicants must have two years of professional (exempt-level) HR work experience to be eligible but beginning with the 2011 May-June testing period, applicants will have to demonstrate a combination of work experience and education to be eligible.

Following are the new eligibility requirements for each certification exam:

PHR Eligibility	SPHR Eligibility	GPHR Eligibility
<ul style="list-style-type: none"> • 1 year of demonstrated professional (exempt-level) HR experience with a Master’s degree or higher • 2 years of demonstrated professional (exempt-level) HR experience with a Bachelor’s degree • 4 years of demonstrated professional (exempt-level) HR experience with less than a Bachelor’s degree 	<ul style="list-style-type: none"> • 4 years of demonstrated professional (exempt-level) HR experience with a Master’s degree or higher • 5 years of demonstrated professional (exempt-level) HR experience with a Bachelor’s degree • 7 years of demonstrated professional (exempt-level) HR experience with less than a Bachelor’s degree 	<ul style="list-style-type: none"> • 2 years of demonstrated global professional (exempt-level) HR experience with a Master’s degree or higher • 3 years of demonstrated professional (exempt-level) HR experience (with 2 of the 3 being global HR experience) with a Bachelor’s degree • 4 years of demonstrated professional (exempt-level) HR experience (with 2 of the 4 being global HR experience) with less than a Bachelor’s degree

The fees to take the exams have not changed and national SHRM members still receive a discount.

The application for the 2010 May-June exam period opened on Jan. 11. The regular deadline is March 12 and the late deadline is April 16.

WELCOME NEW MEMBERS!

*Cheryl Dzurka –
Delta College – Sr. HR
Generalist*

*Vanessa Lewis, PHR
Lutheran Homes of Michigan*

*Monica Smith –
Student Member - SVSU*



MISSION:

The Valley Society for Human Resource Management (VSHRM) strives to be the principal voice for human resource issues for the Tri-Cities area. It promotes and assists the profession by providing valuable human resource information to area employers, resulting in the highest professional and personal development of their employees.