

## REGISTER TO ATTEND BY: NOON FRIDAY, JUNE 8TH

Members that receive e-mail notification of upcoming meetings and workshops can now register by replying to the notice. When replying, put "Registration" in the subject line. The body of the message needs to include the name of the person registering. If more than one person from an organization is attending the meeting, the e-mail can include multiple registrant names. Be sure to indicate if someone is a guest.

For those members that do not receive e-mail notification of upcoming meetings, you can also register via e-mail by sending a message to: [lhrma0048@yahoo.com](mailto:lhrma0048@yahoo.com).

The deadline to register for this meeting or to cancel your registration is by noon on Friday, June 8, 2007. Let us know if you plan to attend.

Remember...cancellations need to be emailed at [lhrma0048@yahoo.com](mailto:lhrma0048@yahoo.com) by noon on Friday, June 8, 2007. Remember...if you registered but do not attend the meeting, you will be charged an extra \$5.00 in addition to the cost of the meeting! Accommodating for late registrations cause a big problem for the restaurant in terms of providing enough food and seating space for late registrants. ***Please try your hardest to register by the noon deadline.***



[LHRMA0048@YAHOO.COM](mailto:LHRMA0048@YAHOO.COM)

## JUNE 12TH LUNCHEON MEETING:

### EMOTIONAL INTELLIGENCE – UNDERSTANDING AND USING IT

|                   |   |
|-------------------|---|
| Speaker:          | Lee Elliott   |
| When:             | Tuesday, June 12  |
| Where:            | Champions Club,<br>707 Stadium Drive  |
| Registration:     | 11:00 a.m. - 11:30 a.m.   |
| Meal and Program: | 11:30 a.m. - 1:00 p.m.  |
| Cost:             | \$15  |
| Meal:             | Chicken Marcella, Rice Pilaf, Ginger Carrots, Spring Lettuce Salad, Rolls, Tea/Coffee and Dessert     |
| Parking:          | <i>If you use the parking garage at 635 Stadium Drive (South of Champions), it will be validated.</i> |

### ABOUT OUR PROGRAM:

#### EMOTIONAL INTELLIGENCE - UNDERSTANDING AND USING IT

This program will help us gain an understanding of Emotional Intelligence. Furthermore, we will learn why we in business should care about it. The latest research will shed light on emotional intelligence's usefulness, too. Lastly, we will learn what one Nebraska Hospital is doing to enhance EQ, Emotional Quotient.

### ABOUT OUR SPEAKER:

#### LEE ELLIOTT

Lee Elliott is the Vice President for Human Resources and Fund Development at Saint Francis Medical Center in Grand Island, Nebraska. He also does consulting in a variety of areas including human resources, effective conflict and positive psychology. In addition, he has taught at several colleges and universities in the areas of psychology, business and statistics. His educational background is in the field of industrial/organizational psychology with degrees from the University of Nebraska at Kearney, Fort Hays State Kansas University and additional graduate work at Virginia Tech. He has published and presented on a variety of topics related to personnel psychology and human resources. He and his colleagues have won a variety of awards for their work, including the Optimas

*Read More About Our Speaker on Page 9 of This Month's Issue.*

## HRESOURCEARTICLES

WE WELCOME YOUR ARTICLES.

IF YOU HAVE SOMETHING THAT IS  
NEWSWORTHY FOR OUR NEWSLETTER  
PLEASE SUBMIT A REQUEST TO  
PUBLISH YOUR INFORMATION.

YOU CAN DO THIS BY SENDING  
IT E-MAIL TO THE  
SECRETARY/PUBLICITY CHAIR,  
ELLY HARDEKOPF AT:  
ELLY.HARDEKOPF@MOLEX.COM

### BOARD MEETING RECAP:

- Help promote State Conference in Omaha on Sept. 21
- Have 33 new members in 2007 goal to have 75
- Diversity Workshop will be open for non-members to hear national speaker Scott Warrick

### FUTURE PROGRAMS

July 10: Diversity Speaker and workshop  
August 14: Workers Comp and Methods  
for Improvement  
Sept. 21: SHRM State Conference - Omaha

### Reach out to the Students

LHRMA members can use the LHRMA Website to advertise Student Internships or Summer Jobs. The three Student Chapters will be told that they can look on the LHRMA website, throughout the school year, to find job openings as well as internships. Please use this as another FREE advertising tool to get qualified interested candidates to help fill your open positions. Send job postings to Veda Armstrong at: [varmstrong@familyservicelincoln.org](mailto:varmstrong@familyservicelincoln.org)

## President's Message

*Carmen Wiles, President*



The year is flying by and summer has arrived, at least the 90 degree temperatures indicate summer has arrived however, school is still in session for some kids, the AC's have not been turned on and swimming pools are not open, so summer isn't officially here. Something about using the AC before June is not right. I'm sure the "overheated" complaints from my kids will soon win over my husband and my stubbornness. None the less, I hope each of you can find some time away from work to take a nice relaxing summer vacation to rejuvenate your work spirit to help get you through the rest of the year.

Our May meeting was well attended and the Country Inn Suites did a wonderful job with the South of the Border buffet meal and the delicious dessert. The evaluations indicated the panel did a nice job on background checking. It is always interesting to hear those real life "background check" horror stories and Nancy Biggs and Doug McDaniel sure had some interesting experiences they shared, while Bill Harding reminded all of us of the potential legal costs if you fail to conduct a thorough background check. Since Bill went through his slide show presentation rather quickly, he has given us permission to post his presentation on our website at [www.lincolnhhr.org](http://www.lincolnhhr.org). I also want to apologize to those of you in the back of the room that may have had a harder time hearing the speakers due to the lack of a working microphone.

Thank you for donating to the SHRM Foundation while at our May meeting and congratulations to the lucky members, who won a May basket. A big thank you to Russ Roberts, our SHRM Foundation Representative, who coordinated the fund drive for the

foundation and the member companies who donated a basket for the raffle drawing. The basket sponsors were Lincoln Plating, Nebraska Wesleyan University - Wesleyan Advantage, Kenexa, Bryan/LGH Medical Center and LifePointe, Continuum employee Assistance, Training and Consulting, Madonna Rehabilitation Hospital, and the LHRMA Board of Directors. We raised more than \$288 for the SHRM Foundation and the Board will add to that amount to make our donation an even \$500.

A special congratulation to Megan McCarville, a student from NE Wesleyan who was recently awarded the \$500 Dr. LaVerne C. Rudell Human Resources Management Scholarship for the 2007-08 school year. This is the 2nd year Megan has been awarded this scholarship and she has again demonstrated through her studies and activities that she is worthy of this scholarship. Please see a copy of Megan's thank you letter for the scholarship she was awarded this past school year and I think you will agree she is well deserving of the award.

I want to welcome Kathy Harper to the position of the LHRMA Administrative Assistant registration table. Kathy's full-time position is the Human Resources Manager of the Lincoln Medical Education Partnership, Inc. and she will now help the LHRMA organization in the role as Administrative Assistant. Special thanks to Veda for all her hard work in the position and we wish her well as she continues her human resources work with Family Services.

I hope you have a great month of June.

Sincerely,

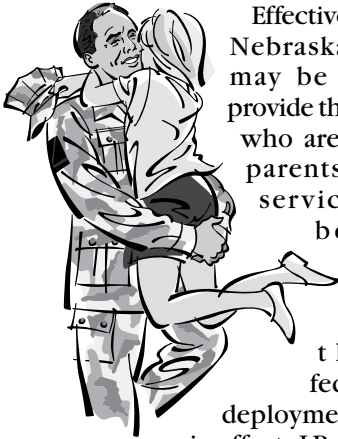
*Carmen Wiles*

Carmen Wiles

## LEGAL UPDATE

# NEW STATE LAW GRANTS FAMILY MILITARY LEAVE TO NEBRASKA EMPLOYEES

by Jack L. Shultz, HARDING & SHULTZ, P.C., L.L.O. • Lincoln, Nebraska



Effective April 4, 2007, Nebraska employers may be required to provide their employees who are spouses and parents of military service members between 15 and 30 days of unpaid leave during the time federal or state deployment orders are in effect. LB 497, signed by Governor Heineman on April 4, 2007, creates the Family Military Leave Act. Under this Act, employers are now required upon request to give unpaid leave from work to spouses and parents of military members deployed for at least 179 days.

### UNPAID LEAVE

Nebraska employers which employ between 15 and 50 employees are to grant up to 15 days of unpaid leave to eligible employees during the time deployment orders are in effect. Nebraska employers which employ more than 50 employees shall grant up to 30 days of unpaid leave to eligible employees during the time deployment orders are in effect. An eligible employee is any employee who has been employed by the same employer for at least 12 months and has been employed for at least 1,250 hours of service during the 12-month period immediately preceding the commencement of the leave.

### NOTICE TO EMPLOYER

The employee must give at least 14 days notice of the intended date upon which the leave will be commenced if it will consist of five or more consecutive work days. The employee, when able, should consult with the employer to

schedule the leave so as not to unduly disrupt the employer's operations. Employees taking leave of less than five consecutive days are to give the employer advance notice as is practicable. The employer may require certification from the proper military authority to verify the employee's eligibility for the requested leave.

### JOB RESTORATION

Any employee who exercises the right to leave under the Act, upon expiration of the leave, is entitled to be restored by the employer to the position held by the employee when the leave commenced or to a position with equivalent seniority status, employee benefits, pay, and other conditions of employment.

### CONTINUATION OF BENEFITS

During any leave taken under the Act, the employer is to make it possible for employees to continue their benefits at the employee's expense. The employer and employee may negotiate for the employer to maintain benefits at the employer's expense for the duration of the leave.

### BENEFITS AND LEAVE RIGHTS PROTECTED

Taking leave under the Act is not to result in the loss of any employee benefit accrued before the date on which the leave commenced. Nothing in the Act is to offset an employer's obligation to comply with any collective bargaining agreement or employee benefit plan which provides greater leave rights to employees than the rights provided under the Act. The rights provided under the Act are not to be diminished by any collective bargaining agreement or employee benefit plan. Nothing in the Act is to offset or diminish the contract rights or seniority status of any other employee covered under

the Act.

### RETALIATION PROHIBITED

An employer may not interfere with, restrain, or deny the exercise of or the attempt to exercise any right provided under the Act. An employer may not discharge, fine, suspend, expel, discipline or in any other manner discriminate against any employee who exercises any right provided under the Act or opposes any practice made unlawful by the Act.

### CIVIL ACTION

A civil action may be brought in district court by an employee to enforce the Act. The court may enjoin any act or practice that violates or may violate the Act and may order any other equitable relief that is necessary and appropriate to redress the violation or to enforce the Act.

### SUMMARY

Employers employing at least 15 employees should develop a policy for their employees on the new Family Military Leave Act so as to inform the employees of their rights and obligations under the Act. Supervisors should be educated on the employees' rights under the Act and how to process a leave request to avoid legal liability.

*Editor's Note: This article is not intended to provide legal advice to our readers. Rather, this article is intended to alert our readers to new and developing issues and to provide some common sense answers to complex legal questions. Readers are urged to consult their own legal counsel or the author of this article if the reader wishes to obtain a specific legal opinion regarding how these legal standards may apply to their particular circumstances. The author of this article, Jack L. Shultz, can be contacted at 402/434-3000, or at Harding & Shultz, P.C., L.L.O., P.O. Box 82028, Lincoln, NE 68501-2028, or [jshultz@hslegalfirm.com](mailto:jshultz@hslegalfirm.com).*

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## HELP ACHIEVE THE SUPERIOR MERIT AWARD

You can help achieve the LHRMA Chapter Superior Merit Award by notifying Julie Singh, Workforce Readiness Chair, with any dates that you provide service to local schools or adults in regards to: career days, mock interviews, speaking on the HR profession, provide internships to students to gain HR knowledge, etc.. The following information would be needed: name, date of event, location/school name, hours spent or duration of program. Email your information to [jsingh@notes.state.ne.us](mailto:jsingh@notes.state.ne.us) throughout the year.

## JOBS, JOBS & MORE JOBS!

**DO YOU HAVE ONE TO ADVERTISE  
OR ARE YOU LOOKING FOR ONE?**

CHECK OUT OUR WEBSITE:  
[www.lincolnhir.org](http://www.lincolnhir.org)

IF YOU ARE AN EMPLOYER WHO HAS A LHRMA MEMBER EMPLOYEE, THEN YOU CAN POST YOUR HUMAN RESOURCE JOB OPENING ON OUR WEBSITE BY CONTACTING VEDA ARMSTRONG AT: [VARMSTRONG@FAMILYSERVICELINCOLN.ORG](mailto:VARMSTRONG@FAMILYSERVICELINCOLN.ORG)

OR CALL **402.441.7949**

IF YOU ARE LOOKING FOR A HUMAN RESOURCE JOB THEN YOU CAN CHECK OUT OUR WEBSITE:

[www.lincolnhir.org](http://www.lincolnhir.org)

THIS WILL BE AN EXCELLENT RESOURCE FOR STUDENTS WHO ARE SEEKING AN HR POSITION. IT IS ALSO AN EXCELLENT FORUM FOR COMPANIES TO ADVERTISE IF THEY HAVE SUMMER INTERNSHIPS AVAILABLE. PLEASE TAKE ADVANTAGE OF THIS GREAT RESOURCE!

\*\*\*\*\*

## MEETING REGISTRATION OPTIONS CHANGE EFFECTIVE JUNE 1, 2007.

Effective June 1st members will no longer be able to register for the meeting by phone. We learned that very few members registered by phone so we decided to drop this service. Register by replying to our meeting email blasts or by email to [lhrma0048@yahoo.com](mailto:lhrma0048@yahoo.com). Meeting cancellations also need to be done by email. This will start with our June meeting.

We decided this would be more effective use of our money since very few members used this option when registering.

Please pass this on to your fellow LHRMA members and potential guests.

\*\*\*\*\*

## BE OUR GUEST AT OUR MONTHLY MEETINGS AND COME AGAIN AND AGAIN!!

The Board made a change to the guest requirement and will now allow guests to attend meetings with no restrictions. If you are not a member of LHRMA you may attend and you don't have to be accompanied by a LHRMA member AND you can come back as a guest as many times as you want. Of course, it would be a better deal if you joined since you will have to pay a non-member rate of \$25 versus our very affordable \$15 member rate. Please tell your co-workers who aren't members about this change and encourage them to attend one or many of our meetings and then encourage them to consider joining LHRMA for only \$50. Guests will still need to register for the meeting by sending a message to [lhrma0048@yahoo.com](mailto:lhrma0048@yahoo.com) by the registration deadline. They can either pay by credit card through Paypal or by bringing a check to the meeting.

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★ EXTRA!! ★

# EAP CORNER NEWS

*We're here to help.*

## STRESS TEST FOR FREQUENT OR NOT SO FREQUENT FLYERS

*Julie Gibson, LMHP • Directions EAP, LLC*



On a recent quick trip to Boston via Providence, RI, I was given a stress test like I'd never had before. My husband and I had a wonderful time visiting family and celebrating a special occasion and now it was time to return. Flight to leave at 5:05pm, the usual 2 hour early arrival - security check uneventful. Plane delayed from California just 30 minutes. Now 6 o'clock we're headed for runway three and we wait and wait, 6:30 we slink back to the gate with news of a small repair needed in a safety valve. "Not to worry" we are told "ready to roll in 45 minutes." "If you need to reschedule your connecting flight you may leave the plane now and do that." Many scramble to wait in line and make Plan B accommodations. At 7:30 a muffled voice announcer says our flight has been cancelled, repairs to take much longer than expected.

I am now fully aware that I am in a major stress test. Some folks are pacing and cussing to everyone in ear shot and no one in particular. About 80% of folks are bemoaning the predicament over cell phones to anyone who will listen- their travel agents, family, corporate sponsors, hotel reservation folks, car rental places, bosses...

Amazing how many people are now adjusting to this change. We are told the airlines will put people up for the night and rebook everyone for tomorrow, just get in one of three lines - approximately 70 folks in each line. After learning that due to the Boston Marathon yesterday, there are no hotels rooms in Providence, rumors began to fly. The line moves slowly trying to rebook flights for all these people. You hear babies crying, cell phone users sharing their plight, people making tough statements about never flying this airline again, and words used like - this is absurd, ridiculous, irresponsible, totally disrespectful of people's time and some we can't use here. The problem solving folks are suggesting they should bus us all to Boston, a bigger airport an hour away, or just fly in another plane from the airline's hub, or just put us on other airlines, for Pete's sake! Tension seems to build as some of us are now near the end of the line and it's 10:30pm.

We commiserated with our fellow travelers - the veterinarian who was not going to make Chicago in time to give a presentation before his peers at a national meeting, the young newlyweds who were missing their flight to Miami to meet their ship for a honeymoon non-refundable cruise, the couple traveling to see their son before his heart transplant surgery... It wasn't that big a deal for me, I just worried about missing the next day at work, clients that had to be rescheduled, arrangements for the dog that needed changing, etc. By 11:00 we are on our way to a room at a nearby hotel, with a ticket for a

flight at 9am, we fared well according to some stories. We finally slept.

At 7:30 am we now see familiar faces at the airport in Providence, many of us reconnecting on a special extra flight. We boarded on time, made it to the runway. My husband and I and our 200 fellow travelers patiently waited. The pilot didn't want to speak but cautiously said, "I'm sorry folks... we're having serious engine pressure problems and need to send this plane back to the shop. When we get back to the gate folks will help you reschedule on the next available flight." For a moment it was silent. Then it was like dejavu, the same attendants, the same slow moving lines, the cell phone chatter, mothers now crying with their babies! The same exasperation.

I became aware of how many people are affected by unexpected changes to plans. I saw some folks seeming to cope, using cell phones to make other arrangements themselves, speaking calmly albeit with some disappointment, but not yelling or screaming like others. For some it seemed this was a major catastrophe, plans were ruined, memory making moments were lost forever! Major grief. Some were taking the high road and recommending this "was not the airline attendant's fault- don't be harsh with them." One particularly annoying man kept smiling and saying, "Aren't you glad they didn't discover engine problems after we were in the air?" Obviously, the thought flashed, he was retired and had nothing on his calendar!

*See EAP Corner News on Page 8.*



## New LHRMA Members

**Kimberly Zavala**  
HR Coordinator  
Kenexa

[Kim.zavala@kenexa.com](mailto:Kim.zavala@kenexa.com)

**Jerry Lee Jensen**  
HR Manager

Dept. of Environmental Quality  
[Jerrylee.jensen@ndeq.state.ne.us](mailto:Jerrylee.jensen@ndeq.state.ne.us)

**Amy Dills**  
HR Rep  
Cabelas

[Amy.dills@cabelas.com](mailto:Amy.dills@cabelas.com)

**Sheryl Gartner**  
Asst. Dir. Human Resources  
Univ. of NE Central Admin.  
[sgartner@nebraska.edu](mailto:sgartner@nebraska.edu)

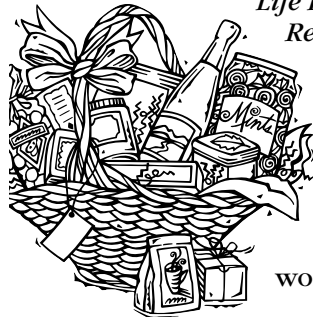
**Chantel Denker**  
HR Manager  
Hughes Brothers  
[chantel@hughesbros.com](mailto:chantel@hughesbros.com)

**Larry Johnson**  
President  
Synergistic Management Systems  
[smsi@alltel.net](mailto:smsi@alltel.net)

*Welcome — you have joined an  
outstanding organization!*

## MAY BASKETS A WINNER!

The annual effort to raise funds for the Society for Human Resource Management (SHRM) Foundation was a great success. Persons attending the May 8th lunch meeting of the Lincoln Human Resources Management Association (LHRMA) donated more than \$288 to the SHRM foundation, an increase of 65% over giving in 2006. Listed below are the names of the basket sponsors, along with the names of the prize winners. LHRMA and its members are grateful to our corporate friends who provided the wonderful baskets for the fund and awareness raising effort. Lincoln Plating, *Wellness Basket* won by Mark Pankoke; Nebraska Wesleyan University – Wesleyan Advantage, *Life Long Learners Bag* won by Diane Huenink; Kenexa, *Relaxation Basket* won by Kari Anderson; Bryan/LGH



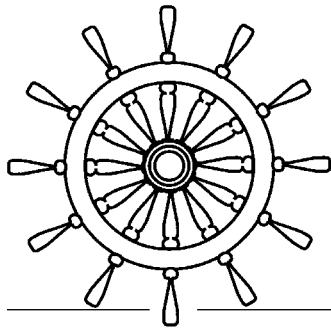
Medical Center and LifePointe, *Care for the Whole Family Basket* won by Mark Pankoke; Continuum Employee Assistance, Training and Consulting, *Soothe Your Stress Basket* won by Renee Sheil; Madonna Rehabilitation Hospital, *Health Wellness and Fun Basket* won by Jane Flynn; and the LHRMA Board of Directors, *Margaritaville Basket* won by Anne Golden.



*Back Row: Kari Andersen, Mark Pankoke, Diane Huenink, Anne Golden  
Front Row: Renee Sheil, Jane Flynn*

## LHRMA MEMBER CHANGES

Check and verify your name and address on this month's LHResource for accuracy. Please contact Veda Armstrong our LHRMA Administrative Assistant, for any of your personal job and address changes. Please either email your changes to Veda at [varmstrong@familyservicelincoln.org](mailto:varmstrong@familyservicelincoln.org) or by telephone at 402.441-7949.



# DIVERSITY HUB

## COMING IN JULY!

LHRMA DIVERSITY LUNCHEON AND AFTERNOON SEMINAR WITH NATIONAL SPEAKER, SCOTT WARRICK, J.D., MLHR, SPHR

National Speaker Scott Warrick, J.D., MLHR, SPHR, will be coming to Lincoln to give a diversity presentation at the July 10th LHRMA monthly luncheon meeting and will be staying for the afternoon to give an afternoon seminar for both our members and non-members interested in attending. (HRCI Recertification credits are pending.)

Scott Warrick was a presenter at SHRM's 2006 and 2003 National Diversity Conferences. Scott travels the country presenting his "Intolerance of Intolerance: Skill-based Tolerance Program." His clients include The Gap, Skyline Chili, The Ohio Supreme Court, Honeywell, etc. Scott will examine the source of bigotry and what we can do about it in our profession in his unique "rubber hits the road," humorous approach.

The lunch meeting program is entitled, "Intolerance of Tolerance: Why do I have an Accent?" Scott will cover such

topics as:

- Does most of our bigotry lie in our subconscious...waiting to come out?
- How can you spot bigotry instantly... so you or your employees do not pull a "Mel Gibson" or a "Kramer"?
- Why do some of the smartest people in our society say the most stupid things?
- Emotional Intelligence and why our brain structure may predispose us towards bigotry.
- Can you "de-program" yourself...and what will happen to your career if you don't?

The afternoon diversity seminar, scheduled for 1:15 p.m. to 4:30 p.m. is entitled, "Intolerance of Intolerance: Management v. Employees." Scott's skill-based tolerance program will take a practical and in-depth look at tolerance

in today's work environment and why it is so critical to any organization's success. You will learn:

- What is the difference between a skill-based and culturally-based diversity/tolerance program...and why do culturally based programs fail?
- What are the four skills that are necessary for any diversity/tolerance program to succeed?
- What style of communication is most effective in creating a more tolerant workplace?
- What is the difference between "real differences" and "stereotypes"?
- Why is "emotional intelligence" a vital part of any tolerance program?

*Please register early and encourage non-members to attend! First come, first served!*

## NEW LHRMA BOARD STAFF MEMBER



The LHRMA Board is pleased to announce that Kathy Harper, Human Resources Manager

of the Lincoln Medical Education partnership, Inc. will be soon taking over the role as the LHRMA Administrative Assistant. The transition will officially take place as soon as Kathy can be fully trained and the equipment she needs to perform her duties be hooked up in her home which will be sometime in June. She is replacing Veda Armstrong of

Family Services. Veda decided to resign her position with LHRMA; however, Veda will continue to be a member of LHRMA and so we will continue to see her at our monthly meetings. Veda will be spending the next few weeks training Kathy on the administrative duties.

Kathy Harper is a current member of LHRMA and of the Society of Human Resources Management Association (SHRM). She has been serving on the LHRMA registration committee and LHRMA program committee since January 2006 and received her PHR certification in June 2004. We are excited to have Kathy on board and we thank Veda

for her service this past year and for the time she will take to train Veda.

Kathy's daytime contact information is:

Kathryn Harper PHR  
Human Resources Manager  
Lincoln Medical Education  
Partnership  
402.483.4581, ext. 339

Kathy will be conducting most of the LHRMA duties during the evening hours, outside of her full-time position at LMEF and as soon as we have her email address that she will be using for her LHRMA duties, we will list this in the next LHRMA newsletter.

## EAP CORNER NEWS

Continued From Page 5.

After another long line and being booked on the “very next available flight” at 5:30 PM!, I examined my own stress management techniques and coping skills. First, I shopped the local newsstand. I took a walk up from Gate 13 to Gate 26 to Gate 1 and back to the all too familiar, Gate 13. I watched others walking by wondering where they were going and why. I ate a bagel slowly. I called my office- three times. I tried to pay attention to my self talk. Yes, this was a rather lousy way to be spending one of my vacation days, but yes, I am grateful the plane didn't fall from the sky. It is amazing how dependent we have become on this miraculous form of transportation that our great grandparents never even imagined. My husband and I had lunch, took another stroll through the newsstand.

It's 5:30, we're weary. New airline - flight on time. We're at the runway - saying to ourselves- “yeah, but we've been here before.” Then lift off. Rest of trip uneventful. Much relief, it's midnight- we're home.

What I learned: I think I fared better than the red faced man who surely had to send his blood pressure soaring with his cursing that he'd never fly this #%&\* airline again. I was reminded again that “Life Happens!” I learned that my resentment towards the positive thinker who quickly reminded everyone that stuff like this happens and we need to plan for it and not schedule ourselves so tightly - was because he didn't listen first to what the individual issues were. We all probably accept change better when we feel our concerns are listened to,

not brushed aside as irrelevant and of little consequence. I also learned to prepare a Plan B and always carry a good book, maybe even an MP3 player with calm music.

Most of all I was reminded - stress happens and good stress management helps us through the tough times.



## 2007 SHRM Nebraska State Conference

Register today at [www.shrm-ne.org](http://www.shrm-ne.org)

**Thurs.-Fri., Sept. 20-21, 2007**

**Qwest Center-Omaha, NE**

**For more information or to register  
visit [www.shrm-ne.org](http://www.shrm-ne.org)**

### **Keynote Speakers:**

**John Miller** is the author of two books, QBQ! The Question Behind the Question and Personal Accountability. He is the founder of QBQ, Inc., an organizational development firm.

**Max Brown** helps create more profitable, focused, and energized businesses through the power of employee recognition. He has taken clients rappelling off the great Wall of China, facilitated at the Parliament of World Religions Conference in Spain, spoken to a cheering crowd in the Netherlands, and even run from a grizzly in Yellowstone Park.

**WIN A TRIP FOR TWO TO SAN FRANCISCO AND NAPA VALLEY!**



## ABOUT OUR SPEAKER:

*Continued From Page 1.*

Lee Elliott

award from Workforce Management magazine, the Psychologically Healthy Workplace award from the Nebraska Psychological Association, and were runner up for the Recruiting and Staffing Best in Class award from the International Quality and Productivity Center.

## Check out this website

THE MAY MONTHLY MEETING WAS ON BACKGROUND CHECKING AND POLICE CHIEF TOM CASSIDY HAD INDICATED THAT THERE ARE SOME GOOD ARTICLES TO READ ABOUT THIS TOPIC ON THE FOLLOWING WEB PAGE:  
[WWW.LINCOLN.NE.GOV/POLICE](http://WWW.LINCOLN.NE.GOV/POLICE)

## BOOK WINNER AT THE MAY MEETING

Congratulations to Debra Russnogle, HR Manager with Nebraska Boiler, on winning the Federal Law Manual donated by Bill Harding attorney with Harding & Schultz, P.C, L.L.O at the May monthly meeting.

## ATTENDANCE DRAWING WINNER

Who Says There's No Such Thing as a Free Lunch? Congratulations to Amy Spellman, Recruiter with Nelnet. Amy will receive free registration at the June 2007 meeting!

**2006-07 Recipient of the  
Dr. LaVerne C. Rudell  
Human Resources Scholarship  
Megan J. McCarville**



*Members of LHRMA,*

*Thank you so much for granting me the Dr. LaVerne C. Rudell Human Resource Scholarship. While I don't necessarily pay the funds for my schooling (which is not for lack of trying), I think it is always important for me to help out in any way that I can. As I mentioned before, my father has terminal cancer and it has progressed recently — it can get very expensive to pay for treatments even with insurance. The \$500 scholarship you granted me this semester stretched a lot further for me and my family than you can ever imagine. Thank you so much for giving me this scholarship, I cannot express my gratitude enough.*

*Sincerely,  
Megan J. McCarville*

### My background:

I grew up in Grand Island, Nebraska, and attended Grand Island Northwest High School. During high school I was very involved in band, swim team, and academics. My mother, Diane, and my father, Mark, have continued to support me all they can and I couldn't have made it this far without them.

### Academics:

I will graduate from Nebraska Wesleyan University in December 2007 (one semester early!!!) with a B.S. in Business Sociology. My joint degree has allowed me to take a number of interesting classes such as Human Resources Management, Advanced Human Resource Management, Principles of Management, Organizational Behavior, Group Dynamics, Macroeconomic Principles, as well as various sociological and environmental classes. In the fall I plan to get an internship as a human resource generalist and then graduate and get a full-time job. Once I enter the workforce full-time I plan to take the PHR and hopefully go on to get a masters degree at some point.

### Outside interests and involvements:

As far as work goes, I have a work study job in the Sociology/Anthropology/Social Work department. It allows me to do my work on the job. I have had it since my freshman year of college and I plan to continue to work here until I graduate. It has really given me an advantage because essentially, it helped me decide on a major in sociology, and helped me get to know my professors on a more personal level. In regards to volunteering, I did a lot more of it in high school than I do now. Mainly the time issue gets in the way. I volunteered at a hospital pharmacy and the library during my four years of high school. Recently I stick to volunteering my time to Relay for Life. I do this event here at Wesleyan and in Grand Island. I am a huge supporter of the American Cancer Society as my father is a survivor. My hobbies (when I have time for them!) are mainly music on all different kinds of levels. I played five different instruments in high school and I still love making music and going to concerts to see others perform. I also love to bake and spend time with my family.

### Why I decided to attend NWU:

I toured Nebraska Wesleyan University my senior year of high school and immediately fell in love with the campus. We happened to have visited the UN-L campus previously that day and I wasn't at all impressed with their organization of their tour or the large, impersonal size of their campus. I knew I wanted to go to a school in Lincoln because it isn't too far from my family, but far enough away that I could learn and develop on my own. I love how Wesleyan is small and my professors care about my education and welfare. My best friend and I toured Wesleyan together and we came here together. We have been best friends for over 10 years now and lived together for 3. She played a role in me wanting to attend Wesleyan as well. I love this school and even though it was more expensive, it was definitely worth it!

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