

LHRMA RESOURCE

PUBLISHED MONTHLY FOR LINCOLN HUMAN RESOURCE MANAGEMENT ASSOCIATION



ABOUT OUR

SPEAKER:

Who is Aaron Davis?

•Has spoken to over a million people around the U.S.

and outside the U.S.

- Published author of two books and co-authored two others
- Founder & President of Aaron Davis Presentations, Inc.
- COO of The Thomas Group and partner in several other business ventures
- Recipient of the Minority Owned Business award by the Chamber of Commerce
- Recipient of the Communication & Leadership Award by Toastmasters International
- “Benchwarmer” on the 1994 Husker Football National Championship Team!
- Graduate of the University of Nebraska with a degree in Psychology
- Husband to an AMAZING WIFE and father to 3 of the most beautiful kids in the world!!!!

Sample of past clients: Walmart, Amgen, First National Bank, Farm Bureau, State Farm, Nationwide, University of Florida, Penn State, University of Texas A&M, Pepsi Bottling Group, Ameritas, Assurity Life, Davita, Pinnacle Bank, BKD, Lincoln Federal, Union Bank...many more

YOU SIMPLY CANNOT MISS THIS MEETING!!!

March 2008 Meeting

DUAD meeting with ASTD and LHRMA

| | |
|-----------------|---|
| Speaker: | Aaron Davis, Aaron Davis Presentations |
| When: | Thursday, March 20, 2008 |
| Where: | Embassy Suites, 1040 P Street |
| Registration: | 11:00 a.m. – 11:30 a.m. |
| Meal & Program: | 11:30 a.m. – 1:00 p.m. |
| Cost: | \$16.00 (parking is provided) |
| Meal: | Grilled chicken tenderloin over fettuccine alfredo with broccoli florets, toasted almonds and grated parmesan + chef's choice dessert, coffee and tea |

ABOUT OUR PROGRAM:

“Just Come and Have Fun”

WARNING!!!

Attending the March 20th LHRMA/ASTD combined meeting will cause the following:

- Stomach pains from **laughter**
- Rejuvenated, Renewed and Re-fueled** appreciation for life!
- Deeper understanding of **how** champions become champions
- Challenge you to remember your **purpose** both personally and professionally
- Tips that you can use **immediately** to improve in all areas of your life!
- A chance to win **\$100.00 CASH!!!**

FUTURE PROGRAMS

- April 8 Marketing the Talent
- May 13 Legislative Issues - Mark Fahleson
- June 10 Diversity & Workshop – Mark Butler

President's Message

Cathy Maddox, President



My thanks to Wayne Boles for reminding all of us about President Lincoln's birthday on February 12th. It was Lincoln's 199th birthday, and for those of you that were not at the meeting, Wayne had on a black stove pipe type hat that was typical of Abe Lincoln. It seems that as you get older time really does fly, and I have to admit I was quite surprised that it was the 199th birthday. When that happens to me, I generally will take a few moments (usually at a stop light) to look back and reflect. I was not necessarily thinking about Lincoln as much as I was the HR area and how much that has changed. It used to be "Personnel" and generally was the place that you filled out an application, and not a whole lot more. In looking at all the break out tables at the February meeting and seeing all the different subjects that were being covered you could not help but see how much more we all do as HR professionals. Taking applications is the probably the easiest thing that we do now! We did not have to be concerned with translators and translation, there was nothing even remotely called an HSA and discrimination is now an area that is almost unlimited. Now I know I'm older than some (there's that discrimination thing again – or maybe perhaps I should call it diversity!) but even in the last 10 years I can not believe how much has changed. While we all get exhausted from wearing all the different hats for all the different roles we play, I do think that HR is a more satisfying profession than it used to be. I personally get a lot of fulfillment

out of helping an employee realize their potential. Having a seat at the table during your company's strategic planning session is proof of all your hard work and dedication to the HR field. So Happy Birthday to Abe Lincoln and a pat on the back to all of you for advancing the profession!

The membership directories are almost done being printed, and we will plan on bringing those to the March meeting to hand out as many as we possibly can. We will have name labels on them, so we can track who is able to get theirs. We are trying to save as much as we can on postage – it's going up again you know – so please stop by and pick yours up. The March meeting will be our "duad" with ASTD, with the keynote speaker being Aaron Davis. I personally have never heard him speak but from what I understand he is quite motivating, so I'm very much looking forward to it. Remember that we are changing the date for this meeting, so be sure to mark your calendars for **March 20th**.

Also by the March meeting we are hoping to have our new name badges done. The results of the membership survey showed this is something that you would all prefer, and like everything new, it will take us a few meetings to get this routine down pat. Our plan at this time is to have you return the badges at the end of each meeting, so we can get them back in alphabetical order and ready for the next meeting. LHRMA will provide each member with this initial badge. If you change your name, company or HR designation and would like a new badge we will be more than happy to order it for you, but you will be billed for the new badge. As a new member you will

receive a name badge also, as we will be ordering these every other month since there will be a minimum amount that will need to be ordered. Although if we continue to have the amount of new members that we have the first 2 months we'll be ordering every month!

Just so you know – its 11 days until the first Husker baseball game (which will have occurred by the time you get this newsletter), 61 days until the Spring Game, and 6 months and 12 days until the first home football game!

Have a great month and I look forward to seeing all of you in March -

Sincerely,

Cathy Maddox

BOARD MEETING RECAP:

- Will hand out directories at March meeting
- Discussed the increase to \$20 for monthly meetings
- Will add a College Relations Chair to the board
- Reviewed the budget for 2008

ATTENDANCE DRAWING WINNER

Who Says There's No Such Thing as a Free Lunch? Congratulations to Kim Miller with Eye Care Specialties. Kim will receive free registration at the March 2008 meeting!

LHRMA MEMBER CHANGES

Check and verify your name and address on this month's LHRResource for accuracy. Please contact Kathy Harper our LHRMA Administrative Assistant, for any of your personal job and address changes. Please either email your changes to Kathy at lhrma0048@yahoo.com or by telephone at 402.483-4581 x 339.

NEW MEMBERS

Diana Petelle
Internal Staffing Consultant
Kenexa
Diana.petelle@kenexa.com

Jaime Sorensen
HR Administrator
Assurity Life Ins. Company
jsorensen@assurity.com

Jessica Reay, MBA
HR Administrator
Assurity Life Ins. Company
jreay@assurity.com

Trisha Matejka
HR Representative
Nation Wide Insurance
matejkt@nationwide.com

Jill Staberg
HR Manager
State of NE – Banking & Finance
Jill.staberg@bkg.ne.gov

Kimberly Steiner
Assistant Professor
Union College
ksteine@ucollege.edu

Barb Earl, PHR
CFO Asst.
Community Blood Bank
bearl@don8bld.org

Amy Cox, PHR
HR consultant
Verizon Wireless
Amy.cox@verizonwireless.com

Connie Laughlin
Director HR
Cherry Hill Co., LLC
chconnie@cornhusker.net

David Euchner, CST
Strategic Partner
Profiles Internaatinal
teamhrnd@neb.rr.com

Sara White
HR Representative
State Farm Insurance
Sara.white.quoz@statefarm.com

Laurie Smith
HR Representative
State Farm Insurance
Laurie.smith.sfo4@statefarm.com

Jean Uphoff, CPCU
HR Specialist
State Farm Insurance
Jean.uphoff.g2kf@statefarm.com

Rebecca Holmstedt
HR Representative
State Farm Insurance
Rebecca.holmstedt.stkl@statefarm.com

Cresha Henry
HR Recruiter
State Farm Insurance
Cresha.henry.qt9w.statefarm.com

Lynne Woody
Administrative Asst.
NE State Patrol
Lynne.woody@nebraska.gov

Frank Romano, PHR
Director of HR
Concord Enterprises
fromano@concordei.com

Welcome to LHRMA!



*New Members (left to right) Sara White,
David Euchner, Barb Earl, Shelly Toole,
Angela Tucci*

Congratulations,

Congratulations to the following members for passing the Fall HRCI certification exam:

- Pam Peters, PHR
- Kelly Roberts, PHR
- Barb Earl, PHR
- KayCee Sherrill, PHR
- Zach Bogart, PHR
- Karen Winney, PHR
- Frank Romano, PHR
- Kim Michael, PHR
- Joi Pool, PHR
- Julie Spader, PHR
- Nancy Scattergood, SPHR
- Charles Roberson, SPHR
- Julie Singh, PHR

LHRMA SALARY-BENEFITS SURVEY

Each year LHR conducts a Salary & Benefits Survey for LHRMA member organizations. The survey will be conducted later this year and one member from each company will receive the survey to complete.

At this time a survey committee is being formed as we would like your input. Members will provide input into the positions and benefits being surveyed.

There will be one committee meeting this spring to discuss the survey. This meeting will run for 2 hours and the date has not yet been determined. Committee members will need to review the survey in detail prior to this meeting.

Please contact Nancy Conway if you would like to volunteer for this committee. Email Nancy at nancy.conway@cabelas.com and put Survey in the subject line. Nancy will contact those that have volunteered with more information regarding the committee.

REACH OUT TO THE STUDENTS

LHRMA members can use the LHRMA website to advertise Student Internships or summer jobs. The three Students 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 Kathy Harper at: lhrma0048@yahoo.com.

JOBS, JOBS & MORE JOBS!

Do you have one to advertise or are you looking for one?

CHECK OUT OUR WEBSITE:

www.lincolnhr.org

If you are an employer who has an LHRMA member employee, then you can post your Human Resource job opening on our website by contacting Kathy Harper at

lhrma0048@yahoo.com or at 402.483.4581 x 339.

If you are looking for a Human Resource job, then you can check out our website at: www.lincolnhr.org



From Doane College: (left to right) Pamela Masker and Christina Scheib



From University of Nebraska-Lincoln: (left to right) Dr. Gwendolyn Combs, Chris Macrander and Christine Bundy



From Nebraska Wesleyan University: (left to right) Nicole Lapaseotes and Advisor, Gerry Cotter

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 julies@tabitha.org throughout the year.

CHAPTER CHAMPIONS



The Lincoln Human Resources Management Association (LHRMA) has been recognized by the Society for Human

Resource Management (SHRM) Foundation, receiving the Chapter Champions award for 2007. At the February 12, 2008, luncheon meeting Carmen Wiles received the Olympic style, gold plated, Chapter Champions medal on a red, white and blue ribbon. Carmen was president of our LHRMA Chapter in 2007 when the award was earned. Chapters receive this award for actively working to support the SHRM Foundation through contributions and education of members about the work the Foundation performs on behalf of HR professionals.



Vigilance and Validation: Dealing with Workplace Violence

By Kevin J. Mattran, Continuum EAP

Within a year's time, three mass shootings have dominated the headlines. Virginia Tech seemed so far away, almost as if it were a dramatic, made for TV movie. Many of us were affected; some of us even knew people who were connected to Virginia Tech or the families of the victims. We empathized, mourned, discussed how frightening it was and then went back to our daily routines. Then came the Von Maur shootings; this time it was different, it happened in our back yard. Many of us knew the victims, witnessed the shootings, or had the Westroads' Von Maur location on our holiday shopping agenda. Most recently the shootings at Northern Illinois University shocked us again into a state of awareness and anxiety.

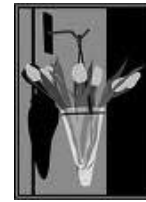
When events like this happen we have a hard time understanding. We don't understand how someone could do something so horrible, we don't understand why events like this can't be prevented and we don't understand why we feel afraid, depressed or like we've lost a member of our own family.

Workplace violence is a huge problem. The U.S. Department of Justice reports that about one million people each year are victims of workplace violence (some private sector studies say the number is closer to two million people). The annual cost to employers in lost time, insurance premiums, medical expenses, etc. is between \$20 and \$35 billion dollars.

We sometimes dismiss the feelings that we or others have following incidents of workplace violence, particularly if the event wasn't close to home. People should just be able to get over it, move on and feel fortunate that those kinds of things aren't happening here. These feelings are real and EAP can help people deal with these emotions. EAP counselors can help people sort through these feelings that can easily affect our work performance and personal lives.

EAP can also help employers take measures to help prevent violent events in the workplace. Training and resources can help an organization take steps to address security and awareness. Often violent events in the workplace seem very random and spontaneous, but it has become more and more evident that there are warning signs that precede violent episodes. EAP can provide training and resources to help identify and address these signs.

People want and need to feel safe at work and employers must be increasingly vigilant to address concerns about security and violence in the workplace. We must also understand that people can be affected by news reports of violent events. Employers must understand that these feelings are real. Your EAP is a great resource. Use your EAP to remain vigilant with training and awareness; and validate the feelings that people are feeling as a normal reaction to traumatic events as well as remind them that EAP professionals can help deal with those emotions.



The May 13th lunch meeting of the Lincoln Human Resources Management Association (LHRMA) will be abloom with prize baskets donated by area

employers and associations.

These festive and value-packed May Baskets are a fundraising project for the Society for Human Resource Management (SHRM) Foundation. The SHRM Foundation is the non-profit organization that funds Human Resource (HR) research, publications, certification scholarships and education efforts to benefit all HR professionals.

LHRMA members can support the SHRM Foundation as individuals and as a chapter, and last year contributed \$288 through the basket raffle alone. Eight (8) lucky participants went home with baskets packed with high-end items, treats and supplies with themes; such as, Health and Wellness, Stress Reduction, Margaritaville, Care for the Whole Family, Dinner and a Movie and Relaxation.

Raffle tickets for this year's "garden" of baskets will be on sale at the May 13th meeting, one (1) ticket for one dollar, and six (6) tickets for five dollars. (Note: Six is a better value!) Plan now to bring your wallet and join in the fun of a May Basket Raffle on behalf of the SHRM Foundation and all HR professionals.

Kevin Mattran is the Organizational Training and Education Specialist for Continuum EAP. For more information on this and other workplace issues, call us at (402) 476-0186 or email at consultant@4continuum.com

The FMLA - Things Are A Changin'

by Mark A. Fahleson, Esq. • Rembolt Ludtke LLP

Adopted in 1993, the federal Family and Medical Leave Act (FMLA) has been the source of many headaches for employers trying to comprehend and comply with its myriad technical requirements. While the Department of Labor recently published proposed regulations in an attempt to lessen some of these headaches, Congress opted to create additional ones by expanding the FMLA.

FMLA EXPANDED TO FAMILIES OF SERVICE MEMBERS

On January 28, President Bush signed into law a defense authorization bill that included amendments to the FMLA. These amendments relate to military families, creating two new classifications in which employees with family members in the armed services may be entitled to FMLA leave.

The FMLA amendments, which became effective immediately, add the following leave entitlements for eligible employees:

1. On an annual basis: Up to 12 weeks of leave for a "qualifying exigency" related to active duty service by the employee's immediate family member; and

2. Once during an employee's employment: Up to 26 weeks of leave to care for a spouse, son, daughter, parent, or next of kin who is a member of the armed forces and who is undergoing medical treatment or who is medically unfit to perform military duties due to an injury or illness incurred while on active duty.

The new law does not define "qualifying exigency," leaving that issue to be subsequently defined by the Department of Labor in its regulations. The legislative history suggests that

it includes situations such as: (a) taking care of legal and financial arrangements; and (b) child care arrangements or other family obligations that arise in an active deployment situation, such as (i) paying bills; (ii) going to the bank; (iii) picking up children from school; (iv) caring for children; and (v) providing emotional support for the family.

Nebraska employers should keep in mind that in 2007 the Nebraska Legislature adopted the Nebraska Family Military Leave Act, which applies to employers with as few as 15 employees. Those Nebraska employers with more than 50 employees should follow the federal FMLA as amended as it provides greater benefits to employees.

PROPOSED FMLA REGULATIONS ISSUED

On February 11, the Department of Labor issued proposed revisions to the FMLA's regulations. These proposed regulations represent the first significant regulatory update since the FMLA's adoption. The proposed changes include the following:

- Employers would be permitted to directly contact an employee's health care provider, without the employee's permission, to clarify a medical certification, provided the employee is first given the opportunity to remedy problems with the certification;

- Male employees may take FMLA leave if their pregnant spouse has severe morning sickness and are in need of physical or psychological care;

- Clarification of the time period within which an employee must have two visits with a medical provider when there have been three consecutive days of incapacity by requiring two visits within 30 days of incapacity;

While the proposed regulations offer



little to actually clarify the use of intermittent leave and do not increase the minimum increment of intermittent leave, they do propose requiring that employees "make a reasonable effort" when scheduling leaves to avoid disruption of the employer's operations.

The regulations are subject to a 60-day public comment period before they will be finalized. The Department of Labor is committed to finalizing the regulations prior to the end of the Bush Administration. Employers desiring to examine the proposed regulations may review the published proposed rules at www.remboltludtke.com under "Legal News" and the section entitled "eNews."

Fahleson is a partner with the Lincoln-based law firm of Rembolt Ludtke LLP and may be reached at (402) 475-5100 or <mailto:mfahleson@remboltludtke.com>. This article is provided for general information purposes only and should not be construed as legal advice. Those requiring legal advice are encouraged to consult with their attorney.

Reward your Employees With This FREE Benefit.



Wouldn't your employees enjoy saving on local goods and services they already use?

By implementing an Employee Discount Benefit Program you'll be joining several of Lincoln's most progressive companies. You can provide this great reward program for a very low cost or even FREE!

I know you're busy, that's why I made it simple and easy for you to get it started.

You can even grow & improve your existing program with this step by step guide.

For your totally FREE guide to starting an Employee Discount Benefit Program. Contact: Dave Yoakum @ 423-7200

BE MINDFUL OF EMPLOYEE HORSEPLAY *By Charles L. Kuper*

Practical jokes and horseplay can become common in the workplace. While making sure employees enjoy where they work is important, injuries occurring as a result of horseplay may result in the injured employee being able to file two lawsuits. The first lawsuit would be against the employer for workers' compensation benefits with the second being against his or her coworkers for further damages under traditional tort theories for personal injury.

The exclusive remedy provisions of every state's workers' compensation laws typically shield employers from tort liability for an employee's injury. When a fellow employee is the cause of an injury, that employee is also generally protected by the exclusive remedy provisions. Exceptions to exclusive remedy provisions exist in every state and vary greatly from state to state. However, a recent case in Delaware highlights an exception that may be recognized in most states.

Imagine this: three employees grab a coworker, hold him down, and then wrap him in duct tape, causing him to be injured. As a result, the employee files a workers' compensation claim and wins. Thereafter, he pursues an action against the coworkers causing the injury. The coworkers try to dismiss this case based on the exclusive remedy provisions contained in the workers' compensation laws.¹ Will the case be dismissed?

The answer is "maybe", but the Delaware court noted that if the coworkers' actions were sufficiently extreme so as to occur outside the scope of employment, then the third-party action against the coworkers may proceed. In making such a determination, the court noted that the following four factors should be considered: (1) the nature and degree of the deviation; (2) whether the defendant was in any way performing his duties or had wholly abandoned them; (3) whether the horseplay in question had become an accepted part of the employment; and, (4) the extent to which the nature of the employment may be expected to include some horseplay.²

In sum, if an employee can show that the injury was sustained outside the scope of employment, then he or she would be able to avoid the exclusive remedy provision of the workers' compensation law and sue the coworkers. However, making such a claim is incongruent with the filing of a workers' compensation claim because to recover on the workers' compensation claim the employee would need to show the injury occurred within the scope of employment. But, what if the horseplay only took the coworkers outside the scope of employment and not the injured employee? The analysis may then be similar to cases involving a third-party assault. In such cases where the relationship between the third-party and the employee is related to the employment, then the employee would have a compensable workers' compensation claim and then may also be able to sue the third party, in this case the coworkers.

Admittedly, such a scenario would not be an everyday occurrence, but it could be a very costly one. However, this is a good reminder of an employer's need to be aware of what goes on in the workplace, especially when certain conduct could lead to injury. Bear in mind that the four factors listed above will also be used by a workers' compensation court to determine if an injury caused by horseplay occurred within the scope of employment. Therefore, employers need to pay special attention to factor number three listed above because ignoring horseplay can make it an accepted part of employment and thus any injuries occurring as a result, compensable.

Graboski v. Mangler, 2007 Del. LEXIS 301 (Del. July 9, 2007).

² These factors come from 1A Arthur Larson, *The Law of Workmen's Compensation*, §23.01 (2007) and have been adopted in most jurisdiction to determine if an injury caused by horseplay falls within the scope of employment.

Reprinted by permission from:

Berens & Tate, PC, LLO • 10050 Regency Circle, Suite 400 • Omaha, NE 68114

Phone: 402 / 391-1991 • Fax: 402 / 391-7363

Website: www.berenstate.com • Email: berens@berenstate.com

Berens & Tate is a law firm with a nationwide practice specializing in labor relations, employment litigation, immigration, and human resource management.

PAY FOR THE WHOLE YEAR!

In an effort to speed up and simplify the monthly meeting registration process, LHRMA is now offering the option for our members to pay for the entire year with one payment. In doing this, we will now offer a separate line for any pre-paid registrations to simply check-in when they arrive. This new option will begin April 1st. Members who would like to take advantage of paying for the whole year can pay \$105 and be paid through the remainder of 2008.

Please note that you will still need to register for each meeting so we have accurate meal counts. Also, a member cannot send someone in their place per the LHRMA policies. If a member cannot attend for any reason, you will not be credited or refunded for that meeting.

Avoid the line and pre-pay today! To take advantage of this offer, send your check to LHRMA at PO Box 81066, Lincoln, NE 68501, or pay online with Pay Pal at www.lincolnhn.org



MEMBER SPOTLIGHT

Sheryl Gartner

How long have you been an HR professional and what have you done?

I have been working in HR for 13 years. My HR career started as a staffing consultant at the University of Nebraska Medical Center; handling employment, compensation, strategic planning, training and development. My husband and I moved to Lincoln in 1998, I was hired at the Central Administration Office for the University of Nebraska to work as a personnel coordinator. Over the years, additional duties and responsibilities were added to my position and I now serve as the Assistant Director for Human Resources which also includes HR and leadership responsibilities for UNCA's Computing Services Network department.

What initially attracted you to Human Resources?

I had been an X-Ray Technologist. I enjoyed working in Radiation Science and Technology as an Instructor and Clinical Coordinator. I was working as the Supervisor for the Radiology department at the University of Nebraska Medical Center and had just completed my Master's in Adult and Continuing Education when my "door" into the world of HR was opened. I applied and was hired as a staffing consultant when UNMC's HR department was re-structured. I was hired to help bring "field" experience into the staffing consultant's role. It was an interesting career change, but having a super mentor made the transition a perfect fit.

What LHRMA committees are you on or have served on?

I joined LHRMA last fall and where I have not served on any committees yet, I look forward to doing so in the future.

What has been your proudest moment in your HR career?

It is really hard for me to identify my "proudest moment" in my HR career... I think anyone who works in the employment arena has a proud moment every time we fill a vacancy and the hiring manager is so appreciative of our work. None the less, anyone who works countless hours doing market pay analysis or spends numerous hours on equity and impact feels very proud when all the work is done. All in all, I guess I feel the best when I put on my employee relations hat. I enjoy helping others. Recently, one of our student workers visited my office and asked if I would give her a letter of recommendation for the Radiology degree program at UNMC. I was delighted. We also did some "mock" interviews and talked about all the career opportunities she could have. Her letter saying, "Thanks for all your help, I made it!" is probably a moment that sits right there as one of the best!

Tell us about your family?

My husband's name is Fred and we have five beautiful children; Michael, 21; Chris, 20; Drew, 19; Mallary, 16; and Joel, 9. We also have two furry family members; Monte, a Dalmatian and Jack, a Poodle.



Where have you lived?

My family lived in Iowa and Illinois when I was a child, but we moved to Nebraska in 1970. Prior to my current residence in Lincoln, I lived in Omaha, Gretna, and Springfield.

What do you do for fun?

My family's sporting and theatre events.

Who is your favorite movie star?

Johnny Depp.

What is your biggest vice?

My biggest vice...candy! I just haven't outgrown skittles and hot tamales.

What advice would you give other HR professionals?

Count your blessings, embrace change, think positive, and solve one miracle at a time!

MEMBER SPOTLIGHT



Ruth Jones

How long have you been an HR professional and what have you done?

I have 15 years of HR experience and have just entered my fourth job. I started in HR at The Cornhusker and was fortunate enough to have a great mentor and teacher to start my career. My husband and I moved to Phoenix after we were married and I joined Human Resource Center Inc., a consulting firm, where I gained an incredible amount of HR knowledge. We returned to Lincoln and started as the first HR Manager for Dana F. Cole & Company, LLP. I was blessed to work at Dana Cole for 9 years and combine consulting and internal HR, along with a wonderful group of people. Just recently, I started a new opportunity at Nebraska Book Company.

What initially attracted you to Human Resources?

In college, I joined the Nebraska Human Resource Institute (NHRI) as a mentor. NHRI works with grade school through high school students to develop their leadership potential. I helped student teach the entry level class where a lot of the fundamentals

of strength psychology are taught. It helped me eventually combine my psychology degree with the business world. The Director of NHRI mentioned that UNL was starting a masters HR program through the Division of Continuing Education. I learned about the program and started my masters in HR. Of course the classes were very different from the principles of NHRI and I wasn't sure that HR was the profession for me. Luckily, I started my job at The Cornhusker and found I really liked HR.

What LHRMA committees are you on or have served on?

I started on the Legislative committee and helped occasionally at the registration desk. Through those opportunities, I was asked to be the SHRM Foundation Rep and from there to move into the Programs position on the board. As a board member, I had the opportunity to run the Programs committee, the Legislative committee, and Workforce development. My LHRMA board position helped me transition in to the State Certification Director and LHRMA Certification Chair. I eventually became SHRM State Council Director and represented the North Central Region on the Membership Advisory Committee, which has 7 members who provide feedback and information directly to the SHRM Board of Directors. I think my volunteer career shows how you can start small, do a good job and it can lead personally to some really rewarding opportunities.

What has been your proudest moment in your HR career?

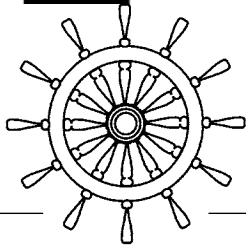
There are a lot of great moments in my HR career. I've had some wonderful external recognition. I was on the LHRMA board when we won the Pinnacle Award, achieving my SPHR, and the recognition as the HR Professional of the Year. I've appreciated the recognition; however, it's a lot of the day-to-day duties that I feel are my best moments. Personal satisfaction comes from believing in others and helping them see their strengths and achieve their goals or working as a team to make something better or really going above and beyond. I look back at the moments where all of that comes together with great pride.

Tell us about your family?

I have a wonderful husband, David and two children, Megan (9) and Colin (4). Megan is in the 4th grade. She loves school and dance. She's on a competitive dance team and will spend a lot of her weekends this spring performing. Colin is in preschool and swimming lessons. He's very active and loves hot wheels, Batman and trucks.

What advice would you give other HR professionals?

Persistence, hard-work high standards are the best traits for HR. People are complex individuals and it takes a multitude of factors to attract, maintain and develop a high performance culture. It takes education and repeated messages to bring buy in and managers to model the desired culture. There is not a magic wand in HR, but if you work hard, put your best into everything you do and never give up you'll have what it takes to make great strides for yourself and your company.



DIVERSITY HUB

Cultural Orientations in the Workplace

By Amy E. Boren, Ph.D.

Cultural orientations describe the way that members of a particular society interact with their environment. There are several ways to measure these orientations, but one of the most common is to explore cultural preferences concerning individualism and collectivism.

Consider for a moment children in the United States. Here children are often asked by well-meaning adults what they want to do when they grow up. We encourage children to dream big, tell them that the sky's the limit, and they can be whatever they want to be! We strive to awaken their individual interests, discover their natural talents, and see where those talents take them. We praise them – and brag about them – for their individual achievements. Later in life, we transfer these same thought patterns into the workplace. We encourage people to climb the corporate ladder, find their niche, or seek a promotion. People are recognized for their individual successes and awarded for personal accomplishments. Mainstream U.S. culture rewards self-reliance and competitive individualism; hence, the name of this cultural orientation, individualism.

Contrast this with the cultural norms that many of the immigrants to Nebraska may have experienced. In many Latin American, Middle Eastern, and African countries, a child is often raised to see himself as an extension of the family group. Children are encouraged to respect family traditions, honor their families by contributing to the well-being of the group, and are viewed as integral parts of a much greater whole. Individual attainments

are often not celebrated, but self-sacrificial acts that benefit the community are held in high esteem. Loyalty to the group, mutual trust, and collective harmony are encouraged. Interdependence, rather than independence, is the preferred interpersonal paradigm. This tendency towards mutual dependence is called collectivism and is common in the cultures of origin of many immigrant groups in the U.S.

It's important here to issue a caveat in regards to generalizing and prescribing behaviors to any culture. Actual human experience is far too complex to be stuffed into neat little categories. There exist myriad mediating factors which influence people's behavior; cultural orientation is just another one of those factors. While certain cultures show tendencies towards certain cultural orientations, the people who make up those cultures have widely varied experiences which also affect their behavior. Hence, it's safe to say that the issue of cultural orientation isn't a zero-sum game – you're one or the other, collectivist or individualist. Rather, it's more accurate to think of cultural orientation in terms of degrees; we can exhibit some level of individualistic behaviors and collectivistic behaviors simultaneously.

How does this concept of cultural orientation pertain to the workplace? Primarily it shows itself in people's modes of communication and how they go about achieving their goals. Individualists will tend to be direct and to the point in their communication style. Clarity and brevity are encouraged. This is contrasted with communication styles in collectivist cultures where directness, particularly when there is a disagreement, is

considered rude. Maintaining group harmony is most important and saying 'no' is frequently done in a manner which avoids actually saying the word. In individualistic cultures like the U.S., individual wealth attainment and personal promotions are sought after and are often openly discussed. In collectivistic cultures, the focus tends to be on the wealth of the organization and the success of the groups inside the organization rather than individual success.

Organizations that wish to communicate effectively with their employees from collectivist cultures may wish to keep in mind that those employees may feel uncomfortable with direct, to-the-point, communication. It may take longer to get to the heart of a matter as the collectivist employee may feel uncomfortable speaking directly about it, particularly if it may be perceived as disruptive. It may be helpful to preface discussions with a more personal approach, offering employees something to drink, asking them how they are, etc. Additionally, employees from collectivist cultures may feel uncomfortable with a lot of personal recognition. Employers should be sensitive to this difference in cultural orientation and think of alternative ways to recognize superior performance without singling-out an individual.

Collectivism and individualism comprise only one dimension of cultural orientation. For a deeper discussion, please refer to the 2005 book *Culture and Organizations: Software of the Mind* 2nd Edition by Geert and Gert Jan Hofstede (New York: McGraw-Hill)

2007 LHRMA Membership Survey

Conducted October 2007 • Summary of Survey Results

334 members at the time the survey • 106 members (32% participation rate).

| | |
|-------------------|---|
| Age of Membership | Years of HR experience |
| 10.3% Ages 20-29 | 20.1% 0-5 years |
| 29.9% Ages 30-39 | 21.2% 6-10 years |
| 29% Ages 40-49 | 23.1% 11-15 years |
| 23.4% Ages 50-59 | 36.5% 16+ years |
| 7.5% Ages 60-65 | |
| 0.0% over 65 | Certification Levels |
| | 28.9% PHR |
| | 15.4% SPHR |
| | 22.1% Plan on sitting for exam in 2007/08 |



As a result of the survey the Board has decided to act on some of the recommendations/suggestions given and they are as follows:

- Will review the options and consider what format to publish the LHRMA newsletter.
- Will work to get the chapter meeting presentations on the website and in a timelier manner.
- Will work to differentiate between the College Relations and the Workforce Readiness roles.
- Will use SHRM to conduct a website review to ensure the layout is sufficient and easy for the readers. Survey results didn't indicate a strong dissatisfaction in the website and a majority felt we didn't need to spend more time and money into trying to improve the website so this will not be a high priority but we will utilize free services from SHRM to take a look at our website to decide whether we want to enter an agreement with them to host our website.
- Will promote the chapter meetings and identify the core leadership track that the meeting supports.
- Will continue to use the acrylic tabletop displays to promote upcoming events, SHRM activities, and may also use them to highlight a HR topic question and use it as an icebreaker to encourage more networking at the tables at Chapter meetings.
- Will educate and promote meeting sponsorships to increase the number of meeting sponsors.
- Will consider offering a breakfast chapter meeting during the year.
- Will establish a program budget for the program committee so they know how much can be spent on the speakers. Would like to be able to attract a couple of well-known paid speakers.
- Will track meeting expenses and meeting income to determine whether there will be a need to raise the price of the luncheon meetings in 2008 in order to break-even.
- Will assign the Program Committee the task of deciding where the best 2-3 locations are for monthly meetings and determine how often we should vary the location and then determine those locations.
- Will assign the Treasurer/Registration committee to discuss the possibility of offering a pre-pay option that would allow members to pay for all 10 meetings in advance.
- Will assign the Membership Chair the task of looking at new member welcome options to improve member relations such as spotlighting a member of the month, having pictures of members in the newsletter, etc.
- We will continue to explore offering more workshops during the program year.
- Will purchase permanent name tags for membership.
- Will work to offer more programs that have been approved for credit for the HR Certification and gear more topics that will appeal to the experience level of our membership.
- Will explore and try new ways to expedite the registration process at chapter meetings.
- Will look into providing a Lincoln HR Blog or forum to pose questions, etc. and seek input from other chapter members.

If you participated in the on-line survey, we thank you for your time and input. We value the feedback and will work to make sure we can meet your needs to the best of our abilities.

LHRMA RESOURCE

NEWSLETTER IS PUBLISHED MONTHLY BY THE
PUBLICITY COMMITTEE OF THE LINCOLN
HUMAN RESOURCES MANAGEMENT ASSOC.
IT IS PUBLISHED SOLELY FOR THE USE OF
LHRMA MEMBERS. COST OF PUBLICATION
IS PAID BY MEMBERS' DUES. BULK COPIES FOR
DISTRIBUTION ARE NOT GIVEN OR SOLD.

AFFILIATE OF



SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

**SHRM
LOCAL CHAPTER 0048**

PLEASE CALL KATHY HARPER AT
402-483-4581 x 339,
WITH ANY CHANGE IN POSITION, COMPANY
OR ADDRESS OR SEND HER AN E-MAIL AT:
LHRMA0048@YAHOO.COM



PRESIDENT
CATHY MADDOX, PHR
489-8858
CMADDOX@HAMPTON1.COM



PAST-PRESIDENT
CARMEN WILES, SPHR
483-9275
CARMEN.WILES@NRECA.ORG



PRESIDENT ELECT-GOV'T. RELATIONS
MARK PANKOKE, SPHR
323-7800
MARK.PANKOKE@UNIVERSE.COM



PROGRAM CHAIR
JUDY GANOUNG
474-3183
JUDY@NAS-PA.ORG



SECRETARY - PUBLICITY
ELLY HARDEKOPF, PHR
475-1700
ELLY.HARDEKOPF@MOLEX.COM



TREAS. & REGIST. CHAIR
CINDY MEFFORD
486-2221
CINDYM@EASTMONTTOWERS.COM



MEMBERSHIP CHAIR
LIN BLODGETT, XMBA
483-1743
LINB@NEBCOINC.COM



DIVERSITY CHAIR
BARB BENES, PHR
467-8812
BARB.BENES@NOVARTIS.COM



**WORKFORCE READINESS
CHAIR**
JULIE SINGH
486-8556
JULIES@TABITHA.ORG



**SHRM
FOUNDATION REPRESENTATIVE**
RUSS ROBERTS
441-7949
RROBERTS@FAMILYSERVICELINCOLN.ORG



CERTIFICATION DIRECTOR
DARCI SPENCE, SPHR
475-2525
DSPENCE@NATIONALRESEARCH.COM