

**REGISTER TO  
ATTEND BY:  
NOON  
FRIDAY, JAN. 6TH**

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).

Members can still register for meetings by calling LHRMA's automated voice mail system at 434-6554.

The same registration deadlines, late and no-show fees still apply if you register by e-mail or voice mail. The deadline to register for this meeting or to cancel your registration is by **noon on Friday, January 6, 2006. Let us know if you plan to attend.**

**Remember... cancellations need to be called in to the voice mail system at 434-6554 or by email at [lhrma0048@yahoo.com](mailto:lhrma0048@yahoo.com) by noon on Friday, January 6, 2006. 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.**

**JANUARY 10 LUNCHEON MEETING:**

**ROUND TABLE DISCUSSION TOPICS & FACILITATORS:**

- Cultural Diversity:** Mary Fagerstrom, Concord Enterprises  
Tina Rhode, Cedars
- E-Learning:** Georgia Glass, Nelnet  
Georgette Kingkade, Continuum
- HR Metrics:** Ruth Jones, Dana Cole  
Cindy Mefford, Eastmont Towers
- Creative Benefits:** Judy Ganoung, Nebraska Advocacy Services  
Cindy Thomson, Ameritas
- Wellness Programs:** Michele Spadt, Lincoln Housing Authority  
Mary McCombs, NIC Inc.

**When:** Tuesday, January 10, 2006

**Topic:** Networking Round Tables — Successful Communication in the Human Resource Field

**Where:** Country Inn & Suites  
5353 North 27th

**Registration:** 11:00 a.m. - 11:30 a.m.

**Meal & Program:** 11:30 a.m. - 1:00 p.m.

**Cost:** \$15.00

**Meal:** South of the Border Buffet

**ABOUT OUR TOPICS:  
ROUND TABLE DISCUSSIONS —**

Back by popular demand, this month we are featuring Round Table discussions to allow LHRMA members to share information and ideas while also networking with other HR professionals. We are featuring Round Table Topics as follows:

- Cultural Diversity - We will be discussing challenges and solutions encountered with training and communicating with bi-lingual employees, being respectful of all religions regarding office functions and other related information and/or questions members bring to the table.

*Read More About the Luncheon Meeting on Page 5 of This Month's Issue.*

# President's Message

*Cindy Mefford, President*



**W**ow! What a busy month for holidays! Like most HR professionals, December is a busy month for end of year business - benefit renewals, updating personal information, possible budgets and more! And then you throw in your personal life - Christmas shopping, holiday parties, Christmas programs, etc. etc. I am so exhausted by the time the New Year rolls around. But I am excited to return this year as your president. We have several excellent returning board members and they have some great ideas for this year. I would also like to welcome our new Board members - Mike Boden, Membership Chair and Mark Pankoke, Programs Chair. Please congratulate them at our January meeting!

I would like you to take a moment to read the Board members' goals in this issue. After attending the SHRM Leadership Conference in November, Carmen Wiles, Michele Spadt and I are coming back rejuvenated with ideas on new programs, networking, and how to increase our membership. The Board members will also be attending a SHRM Nebraska State Council Leadership conference in late January. We hope

to gather more useful tools and can't wait to implement some of those ideas and share them with you. We want to "Serve the Profession - Advance the Profession" in accordance with SHRM's motto. Additionally, we want to serve our membership! So if you have ideas, please share them with a board member.

Volunteering on a committee is a great way to meet other HR professionals and to learn more about LHRMA. It is also a great way to work towards becoming a Board member if that is your goal. If you would like to volunteer on a committee, please contact myself or the Committee Chair.

I would like to thank Michele for her outstanding leadership in 2005 and thank the rest of the Board for their dedication and hard work. They are genuinely committed to make this organization great!

Finally, I am excited and honored to serve as your president this year! Thank you for the opportunity! Happy New Year!

Cindy Mefford, PHR  
President

## HR Tip HR and the Blogs

Although "blogs" started out as personal, online diaries, many business are now using them to increase productivity or broaden their recruitment network. But while blogs are powerful (and relatively simple) tools, they also pose risks to employers, raising questions: Can or should an employer fire an employee for developing or maintaining one, even if it the blogging is done off-duty? Are blogs useful recruitment and retention tools, or are they distractions, adversely affecting employee productivity?

## 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, CATHY MADDOX AT: CMADDOX@HAMPTON1.COM

## CONGRATULATIONS!

The following people were recognized in our September, 2005 newsletter for passing their certification exam, however, we have not had the opportunity to recognize them at a meeting! We will be doing so at the January meeting, so if you have not done so previously, be sure to congratulate them!

*Connie K. Butler, PHR   Jane Carmichael, PHR   Marsha Dreesen, SPHR  
Janice M. Harper, PHR   Peggy L. Koehn, SPHR   Roderick L. Shelton, SPHR  
Carmen E. Wiles, SPHR*

The certification exam is a fairly difficult exam because it covers a wide variety of human resource issues. The pass rates for the exams are generally 65% for those taking the PHR (Professional in Human Resources) and 55% for those taking the SPHR (Senior Professional in Human Resources).

## LHRMA MEMBER CHANGES

Check and verify your name and address on this month's LHResource for accuracy. Please contact Kelly Riley, PHR our LHRMA Administrative Assistant, for any of your personal job and address changes. Please either email your changes to Kelly at [kelly@clarion-group.net](mailto:kelly@clarion-group.net), by telephone at 402.781-2054 or by mail to Kelly Riley, PHR, 1338 South 202nd St., Eagle, NE 68347.

# CAN MEDIATION SAVE A COMPANY MONEY?

By: Kelly Riley

**Y**es. Mediation can save a company money in two ways: time and morale. If you have ever responded to an EEOC complaint or gone through litigation, you know how much time must be invested in it. Most HR professionals would agree that it is best to resolve issues before a formal complaint is filed. Just as important is to protect the company's financial status and reputation.

Another aspect of dealing with a formal complaint is employee morale. It doesn't matter if the complainant is a current or former employee; morale is generally low when there is a question about how the company treated another employee. Low morale is very costly. It can affect production and quality which in turn affects the bottom line.

In the book "Getting to Yes" by Roger Fisher & William Ury, they tell an orange story that illustrates the difference between an argument handled the "usual" way and the mediated way that incorporates interests. Below is a version of that story.

Dick and Jane are brother and sister. One day they are arguing over the last orange. After so long, Mom can no longer take it. She comes into the kitchen, takes the orange and cuts in half for each to have. Problem solved, right? No, not really. Dick and Jane are still pouting and they are going to find more to argue about as the day goes on.

Mom using an interest-based approach: Mom hears Dick and Jane arguing over the last orange, and it is obvious that they are not going to agree. She comes into the kitchen and asks "Jane, what do you want with the orange?" Jane says she wants to make a cake for Grandma and needs the rind. Mom then asks Dick the same question. Dick says he wants fresh squeezed orange juice. With that information, Dick and Jane quickly realize that their interests (needs) can be met without having to compromise.

Incorporating mediation into workplace conflicts can have the same impact. Obviously, it will take more than one question to bring out the underlying interests. However, once that information is out on the table it allows the parties to remove the blinders and move forward.

One of the most important responsibilities of a mediator is to make the parties feel heard, at least by the mediator. The majority of time that is what is needed most. To achieve that mediators have a process to follow which incorporates steps and tools. One highly regarded interest-based process is the 8-step Nebraska process that was developed by the first director of the Nebraska Office of Dispute Resolution (ODR), Kathleen Severens, and is used by the ODR approved community mediation centers across the state. A brief outline of the 8-Step Nebraska process is:

1. **Introduction** - This includes an explanation of mediation; specifically that the mediator does not offer any advice or solutions.
2. **Opening Statements** - Don't let the title of the step fool you; rather than setting the stage for your argument, this is when each party has the

*Continued on Page 9.*

## HELP ACHIEVE THE SUPERIOR MERIT AWARD

You can help achieve the LHRMA Chapter Superior Merit Award by notifying Elly Hardekopf, 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 [elly.hardekopf@molex.com](mailto:elly.hardekopf@molex.com) throughout the year. We are getting close to the end of the year, and all volunteer efforts need to be recorded in order to qualify for the award.

## ATTENDANCE DRAWING WINNER

Who Says There's No Such Thing as a Free Lunch? Congratulations to Michelle Fischbach, HR SR Representative, Allied Insurance Michelle will receive free registration at the January, 2006 meeting!

## JOBS, JOBS & MORE JOBS!

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

CHECK OUT OUR WEBSITE:

[www.lincolnhhr.org](http://www.lincolnhhr.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 KELLY RILEY AT: [KELLY@CLARION-GROUP.NET](mailto:KELLY@CLARION-GROUP.NET) OR CALL 402.781.2054

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

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

## BOARD MEETING RECAP:

- The Nebraska Leadership Conference will be held January 20th.
- A recap of the leadership conference in Washington, DC was given.

# What does “adverse” mean when it comes to retaliation claims?

by KRISTIN SCHROEDER SIMPSON and MARK A. FAHLESON, ESQ. • Rembolt Ludtke LLP

Equal Employment Opportunity Commission (“EEOC”) statistics reveal that retaliation charges are the fastest growing category of Title VII claims. See <http://www.eeoc.gov/stats/charges.html>. Most employers are aware that its not smart practice to punish an employee for reporting discrimination or filing an EEOC charge. However, for years there has been a sharp division among the courts regarding whether a retaliation claim is actionable under Title VII of the Civil Rights Act of 1964 when the plaintiff-employee does not suffer a materially adverse change in his or her terms of employment as a result. Surprisingly, while courts agree that the employee must prove that an employer took an adverse action, the courts are not in agreement as to **how** adverse the action must be. The United States Supreme Court recently decided to resolve the sharp division among the courts’ standards.

As most HR professionals know, Title VII prohibits certain types of discrimination but does not prohibit all discriminatory acts. While Title VII expressly mandates that it is an unlawful employment practice to discriminate against any employee because such employee opposes any unlawful employment practice, Title VII does not define what actions rise to the level of unlawful retaliation. Courts have made one thing clear - not every change to an employee’s status constitutes an adverse employment action. Actions that are *de minimus* are not actionable under Title VII, because if any negative evaluation or expression of constructive criticism could support a Title VII claim, unhappy employees would fill up the courthouses. Thus, to prevent

lawsuits based upon trivial workplace dissatisfactions, courts require that a plaintiff prove the existence of an **adverse** or **tangible** employment action.

Some courts reason that the employment action must result in some type of direct economic harm - in other words, the action must constitute a significant change in employment status, such as hiring, firing, failing to promote, reassignment with significantly different responsibilities, or a decision causing a significant change in benefits. Other courts, however, conclude that an adverse employment action in a retaliation case can be any employment action if it is based on a retaliatory motive and is reasonably likely to deter an employee from engaging in a protected activity. The divide is widened by competing policies. On one hand, because employees who accuse their employers of discrimination are likely to view every subsequent action and reaction by their employers with suspicion and distrust, a higher standard is appropriate. On the other hand, a broader standard best comports with the plain language of Title VII, which prohibits any action that discriminates against an employee in retaliation.

As mentioned above, the United States Supreme Court recently announced that it will review these differing standard and will hear oral argument in the case of *White v. Burlington Northern & Santa Fe Railway Co.*, in the spring. *White* involves a female forklift operator, Sheila White, who complained to her employer, Burlington Northern, about incidents of alleged sexual harassment. Following her reporting of harassment,

other employees complained that White was allowed to work less labor intensive jobs than her peers. Burlington transferred her to a different laborer position, and while working this other job and following White’s filing of an EEOC claim, Burlington suspended her without pay for thirty-seven days, citing insubordination. Following its internal investigation, Burlington reinstated White with **full back pay**. During the suspension, White filed a Title VII case in federal district court, and the jury found in her favor on the retaliation claim. Burlington appealed and argued that suspension followed by reinstatement with full back pay does not constitute an **adverse** employment action.

On appeal, the Sixth Circuit Court of Appeals held that suspension without pay followed by reinstatement with back pay constituted an adverse employment action for purposes of Title VII. The Sixth Circuit reasoned that while a narrow definition deters lawsuits over trivial matters, denying a paycheck for over a month is not trivial. The Sixth Circuit court held that a suspension with pay pending a full investigation was **not** an adverse employment action. The court reasoned that an employer need not be faced with the dilemma of allowing a disruptive or potentially dangerous employee to remain in the workplace or face potential Title VII liability for suspending the employee. The Sixth Circuit thus affirmed the jury’s finding that Burlington’s actions were improper retaliation.

Several groups have filed “friend of the court” briefs before the Supreme Court, notably the Equal Employment Advisory Counsel (“EEAC”). The

*See Legal Update on Page 5.*

## ABOUT OUR TOPICS

*Continued From Page 1*

- E-Learning - This topic will invite participants to discuss the goals of e-learning, the technology pitfalls, the benefits and detractors for computer based instruction.
- HR Metrics - HR professionals know that employees are a company's greatest asset. HR Metrics help portray that message in concrete data. This session will focus on methods used to measure employee contributions and the effectiveness of HR departments.
- Creative Benefits - This topic will allow members to share ideas and experiences regarding benefits that are unique or particularly powerful in attracting and retaining employees. These may be formal programs or small informal programs valued by employees.
- Wellness Programs - Featuring an interactive discussion to share ideas on developing, implementing and "selling" a workplace wellness program. Discussion topics include: garnering top-level support, integrating wellness into the company's mission, types of programs, risk factors and associated costs.

Members attending the meeting will have the opportunity to participate in three of the above topics. **COME READY TO DISCUSS, ASK QUESTIONS AND BRING YOUR BUSINESS CARDS!**

## LEGAL UPDATE

*Continued From Page 4.*

EEAC urges that the Supreme Court adopt a "materially adverse" standard, requiring the employee to show that the employer inflicted direct economic harm, and therefore reinstatement with full back pay was not a materially adverse employment action. The EEAC argues that to hold otherwise would diminish traditional management prerogatives and allow plaintiffs to sue based on petty or routine workplace irritations or disappointments.

In contrast, the EEOC exhorts the Supreme Court to adopt the broader standard, as the EEOC's guidelines interpret adverse employment action to mean "any adverse treatment that is based on a retaliatory motive and is reasonably likely to deter a charging party or others from engaging in protected activity."

Nebraska employers should be on the lookout for the Supreme

Court's decision in *White* next spring. Hopefully the decision will bring much-needed clarity to what is and what is not an "adverse employment action." Better yet, we should hope that the Supreme Court adopts a narrow standard of what is an "adverse employment action" so as to relieve employers of the burden of charges and litigation over truly immaterial or intangible employment decisions.

*Mr. Fablesen and Ms. Simpson are attorneys with the Lincoln-based law firm of Rembolt Ludtke LLP and may be reached at (402) 475-5100, [mfablesen@remboltludtke.com](mailto:mfablesen@remboltludtke.com) or [ksimpson@remboltludtke.com](mailto:ksimpson@remboltludtke.com). This article is provided for general informational purposes only and should not be construed as legal advice. Those requiring legal advice are encouraged to consult with their attorney.*

## LHRMA HAPPENS!

HERE'S WHAT'S HAPPENING ON THE HOME FRONT.

### Mark Your Calendars



**February:** Compensation

**March:** Joint Meeting with ASTD

**April:** Strategic HR

**May:** Legislative Issues

*Sounds like we are going to have some informative and educational programs — don't miss out!*

### LHRMA SPONSORS

#### WORLDATWORK

#### BUILDING BLOCK WORKSHOP

**TUESDAY, FEBRUARY 14, 2006**

On February 14, LHRMA will be hosting a WorldatWork Building Block workshop on "Compensation Basics for HR Generalists - Understanding the Role of Pay in HR Strategy". The workshop will identify the specific components of typical compensation programs including compensation philosophy, base pay and salary ranges, job evaluation and market analysis, and pay for performance. The presenter will be Tom Whalen, Principal with the Silverstone Group in Omaha. Tom has over 30 years of experience in human resource management. His knowledge and experience helps organizations identify the human resource strategies that will link HR programs to the key strategic and operating objectives of the organization. Tom is a graduate of Midland Lutheran College and serves on the Board of Directors of the Nebraska Chamber of Commerce and Industry and the Nebraska Industrial Competitiveness Alliance. Cost of the workshop is only \$35, which includes a participant booklet. To register, complete the enclosed/attached registration form and submit no later than the registration deadline of Friday, January 20.



Lincoln  
Human  
Resource  
Management  
Association

## COMPENSATION BASICS FOR HR GENERALISTS

### Understanding the Role of Pay in HR Strategy

*Presented by Tom Whalen, Principal, SilverStone Group*

This workshop will identify the specific components of typical compensation programs with topics including:

- o Compensation Philosophy
- o Base Pay and Salary Ranges
- o Job Evaluation and Market Analysis
- o Legal Defensibility
- o Incentive Pay
- o Pay for Performance
- o Salary Surveys
- o Total Compensation

Participants will receive a booklet that will be referenced during the workshop and will be valuable for future reference.

When: *Tuesday, February 14, 2006*  
1:30 p.m. to 3:30 p.m.

Where: The Cornhusker Hotel

Cost: \$35

**Advance registration is required** (see below).  
**Registration deadline – January 20**

*Please Note: This workshop is separate from the regular February lunch meeting.*

---

### REGISTRATION FORM FOR COMPENSATION BASICS WORKSHOP

Name: \_\_\_\_\_

Company: \_\_\_\_\_

Send completed registration form and payment (\$35 made payable to LHRMA) to:

**LHRMA • PO Box 81066 • Lincoln, NE 68501-1066**

**Questions? Call 402.781.2054**



Lincoln  
Human  
Resource  
Management  
Association

AFFILIATE OF



SOCIETY FOR  
HUMAN  
RESOURCE  
MANAGEMENT

**2006 PHR/SPHR SPRING  
CERTIFICATION PREP COURSE**

**PLACE:** BryanLGH East, S. 48th  
Room to be announced  
**DATE:** Jan. 30 - Apr. 24, 2006

**THIS PROGRAM IS DESIGNED FOR:**

Professionals desiring a review course in preparing for the HRCI exam. *To earn the PHR or SPHR designation, the candidate must have 2 years of exempt-level HR experience or meet student eligibility requirements.* Individuals applying for the PHR/SPHR Certification Exam must submit their application with payment by the dates specified to HRCI. Any questions re: the Certification Exam or eligibility should be directed to HRCI. HRCI's Certification Handbook can be accessed on line at [www.brci.org](http://www.brci.org).

**CERTIFICATION COURSE INSTRUCTIONAL FORMAT AND MATERIAL:**

**The Certification Course uses a lecture format that encompasses the six functional areas that make up the new test specifications effective with the May 2002 HRCI Certification Exam.**

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

Classes are held one night per week, three (3) hour sessions, for 13 weeks. LHRMA instructors are certified practitioners in Human Resources and are able to provide both practical and technical expertise to participants. The Certification Guide written by HRCI will be provided to all participants.

The core text for the certification study course is "Human Resource Management" (11th edition) by Robert L. Mathis and John H. Jackson. You may purchase the text books **on your own**. The best rates available are at the SHRMstore ([www.shrm.org](http://www.shrm.org)). Prices are listed below. You must be a SHRM member to get the best rate. Other sources may be Amazon.com, textbooks.com or the University of Nebraska bookstores. If purchasing a used book, be sure to purchase the 11th edition.

Human Resource Management (Mathis) \$126.95/\$115.95    o Text plus Study Guide \$175.95/\$155.95    o Study Guide only \$46.95/\$42.95

CERTIFICATION COURSE ENROLLMENT AND FEES/CANCELLATION POLICY:

Fees: \$35 for LHRMA members    } (NOTE: Fees do not include the cost  
\$45 for non-LHRMA members    } of the HRCI Certification Exam.)

Registration Deadline: **January 30, 2006**

Cancellation Policy: Registration fees will be refunded in full for cancellations received by Monday, 1/30/2006. Refunds will not be given for any study materials received.

**TO ENROLL COMPLETE THE REGISTRATION FORM BELOW AND MAIL WITH PAYMENT**

*You will only be contacted prior to the start of class if there is a problem with your registration. Your cancelled check is your receipt. Contact Ruth Jones, Certification Director, at (402) 479-9332, via fax (402) 479-9315 or [jones@danacole.com](mailto:jones@danacole.com) if you have any questions.*

-----

NAME: \_\_\_\_\_

TITLE: \_\_\_\_\_

COMPANY: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

PHONE: \_\_\_\_\_ FAX: \_\_\_\_\_ E-MAIL: \_\_\_\_\_

Do you plan on taking the Spring exam?  YES  NO    If yes, which exam will you take?  PHR  SPHR

MAIL FORM WITH A CHECK PAYABLE TO LHRMA: LHRMA, P.O. Box 81066, LINCOLN, NE 68501

# 2006 LHRMA BOARD GOALS:

*We are always striving to make our organization more valuable to our members, and constantly work toward goals that we think will achieve that. The goals that have been set are as follows:*

## **PRESIDENT**

*Cindy Mefford*

1. Continue the tradition of earning the Superior Merit Award for our chapter.
2. Educate the membership about the role of State Council.
3. Increase membership by targeting the at-large SHRM members.
4. Increase our SHRM membership by 3%.

## **GOVERNMENT RELATIONS**

*Carmen Wiles, SPHR  
2006 President-Elect and  
Government Relations Chair*

1. Continue to maintain and promote the "I Am a Resource Campaign" and find other innovative ways to increase membership participation in letter writing at both the state and federal level.
2. With the help of the Legislative Committee determine which bill(s) will be priority bills for LHRMA to focus on and have the Committee take any necessary appropriate action (watch bill status, attend and/or testify at hearings if necessary, etc.)
3. Provide reports to the LHRMA membership via the LHRMA Resource, website, and monthly program meetings on pending federal and state legislation relevant to the human resource field.
4. Network with other legislative

committee members at the State Council Level and other NE Chapters.

5. Continue to educate the Legislative Committee Members on the legislative process.
6. Personally attend or have a Legislative Committee Member attend the SHRM Employment Law and Legislative Conference in the spring of 2006.

## **TREASURER/ REGISTRATION**

*Kari Andersen*

1. To attend as many monthly meetings as possible.
2. To provide error free registration at the monthly meetings.
3. Have accurate, current monthly reports for the board meetings.

## **MEMBERSHIP CHAIR**

*Mike Boden*

1. Continue to promote new membership through existing member and through recruiting new business members.
2. Encourage involvement at monthly meetings and special events.
3. Personally meet with all new members to make sure they are aware of LHRMA's mission, tools and services.
4. Promote the value of SHRM membership.
5. Respond promptly to all membership inquires.
6. Build on the success of past Membership Chair efforts.

## **PROGRAM CHAIR**

*Mark Pankoke*

1. Meet the educational needs of members at different levels of development.
2. Increase the number of sessions meeting the qualifications for Recertification hours.
3. Use monthly program evaluations to improve meeting programming.

## **DIVERSITY CHAIR**

*Joyce Welsch*

1. To identify a diversity topic that will have greater appeal to LHRMA membership for our annual diversity-related program
2. To continue our efforts to encourage diverse members of the local human resources profession to join LHRMA.

## **WORKFORCE READINESS**

*Elly Hardekopf*

1. Get Students and Chapter Advisors more involved in meetings and programs. Assign a Workforce Committee member to each chapter to be a "go to" person and encourage contact.
2. Complete the High School program.
3. Work with Lincoln Public Schools Career Education Department and get an HR presence in classrooms.
4. Make the resource list available to those that need it.

*Continued on Page 9.*



**2006 LHRMA  
BOARD GOALS:***Continued From Page 8.***TOTAL REWARDS  
ADVOCATE***Kent Mattson*

1. Organize and host annual WorldatWork Building Block workshop; and
2. Continue to publicize WorldatWork certification program and courses to LHRMA members.

**SHRM FOUNDATION  
COMMITTEE GOALS***Russ Roberts*

1. Increase knowledge among LHRMA members as to the purpose and value of the Society for Human Resources Management (SHRM) Foundation.
2. Conduct two fundraising efforts to increase contributions and support of the SHRM Foundation by the LHRMA membership.

**SECRETARY &  
PUBLICITY CHAIR***Cathy Maddox*

1. Continue to provide a high-quality well-designed and timely newsletter for the membership that contains interesting articles and educational articles for the membership
2. Record minutes of the monthly board meeting that are timely, accurate, and complete and delivered to board minutes in a timely manner
3. Publicize LHRMA events in our local print media.

**CAN MEDIATION SAVE A  
COMPANY MONEY?***Continued From Page 3.*

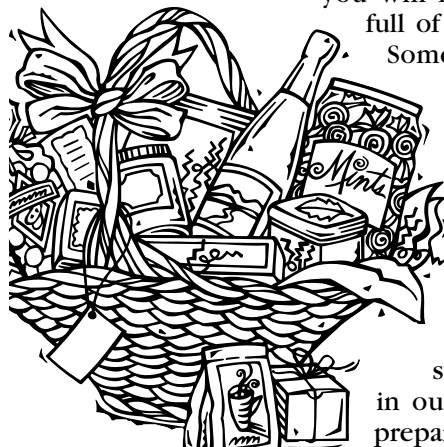
opportunity to briefly tell the mediator, from their perspective, about the situation that brought them to this point.

3. **Clarification** - This is the step that the mediator brings out his/her tool bag to get at the underlying interests.
4. **Issue/Interest Identification** - This is the point in the process that the mediator funnels all the information into smaller packages so that it is easier to handle, and to highlight the interests that are a vital part of developing a workable solution.
5. **Agenda Setting** - Just as the name implies, this is when it is determined what order the issues should be addressed.
6. **Option Generation** - Again, just as the name states, this is when the parties (not the mediator!) generate options keeping in mind the interests of both sides.
7. **Decision Making** - During this step the parties reality test the chosen solution to make sure that it really is a workable solution. If so, an agreement can be developed.
8. **Closing** - A time to say thank you for the hard work that the parties put into the mediation. The mediator takes the parties through the process but it is the parties that have to be willing to participate, listen, and share.

In summary, mediation really can save a company money. If you have any specific questions about the mediation process, please feel free to call Kelly Riley at 402-540-7130. Kelly has been trained in the Nebraska process, and currently manages the Training Institute for the Nebraska Office of Dispute Resolution and the Nebraska Mediation Center Association.

**GIFT BASKET RAFFLE FUN RETURNS!**

As the Boy Scouts say, "Be Prepared." Come to the February 14th, 2006, LHRMA meeting prepared with cash in hand to purchase raffle tickets for chances to win one of the wonderful baskets donated by local HR Professionals and their employers. For only \$1.00 per raffle ticket, or six tickets for \$5.00, you will have the opportunity to win a basket full of fun designed for the HR professional.



Some baskets may contain newly released books, tapes, guides and helpful hints for practitioners. Other baskets may hold candles, a massage certificate, relaxation tapes, de-stressing tips or gifts.

All proceeds from this adventure in "Basketry" (no merit badge included) will go to the Society for Human Resources Management (SHRM) Foundation. The foundation in turn supports human resources professionals in our community, state and nation. Come prepared to join in the fun.

## LHRMA BOARD MEMBERS AND OFFICERS



**PRESIDENT**  
Cindy Mefford  
486-2221

Cindym@eastmonttowers.com



**PAST PRESIDENT**  
Michele Spadt, PHR  
434-5549

michele@L-housing.com



**PRES.-ELECT - GOVT. RELATIONS**  
Carmen Wiles, PHR  
483-9275

Carmen.wiles@nreca.org



**PROGRAM CHAIR**  
Mark Pankoke  
435-5555

mpankoke@johnhenryslumbing.com



**SECRETARY - PUBLICITY**  
Cathy Maddox, PHR  
489-8858

cmaddox@hampton1.com



**TREAS & REGISTR. CHAIR**  
Kari Andersen  
437-3588

kandersen@secmut.com



**MEMBERSHIP CHAIR**  
Mike Boden, CGBA  
310-9270

Mboden1000@mindspring.com



**DIVERSITY CHAIR**  
Joyce Welsch, SPHR  
441-3871

jwelsch@ci.lincoln.ne.us



**WORKFORCE READINESS CHAIR**  
Elly Hardekopf, PHR  
475-1700

ehardekopf@molex.com



**GPN LIAISON - TOTAL REWARDS ADVOCATE**  
Kent Mattson,  
SPHR, CBP, CCP, CEBS  
467-7160

kmattson@ameritas.com



**SHRM FOUNDATION REPRESENTATIVE**  
Russ Roberts  
441-7949

fshrlncne@aol.com



**CERTIFICATION DIRECTOR**  
Ruth Jones  
479-9332

jones@danacole.com

## 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 KELLY RILEY, PHR, AT 402-781-2054, WITH ANY CHANGE IN POSITION, COMPANY OR ADDRESS OR SEND HER AN E-MAIL AT: KELLY@CLARION-GROUP.NET