



Lincoln
Human
Resource
Management
Association

2011

MEMBERSHIP DIRECTORY

AFFILIATE OF
SHRM[®]
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

TABLE OF CONTENTS

LHRMA / SHRM Quick Reference Guide	2
2011 LHRMA Programs	3
What is LHRMA?	4
Nebraska SHRM State Council	5
What is SHRM?	9
LHRMA Code of Ethics	10
2011 Organizational Chart	11
LHRMA Board Members and Officers	13
Membership Roster by Individual	14
Membership Roster by Company Affiliation	44
2009 Student Chapters	55
LHRMA Past Presidents	56
LHRMA Honorary Life Memberships	56
LHRMA Constitution and By-Laws	57

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LHRMA / SHRM

Quick Reference Guide

LHRMA

Lincoln Human Resource Management Association

Chapter No. 0048
PO Box 81066
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www.lincolnhr.org

Membership Services
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(To report changes to directory information
or other general inquiries)

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Society for Human Resource Management

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<http://www.shrm.org>

2011 LHRMA PROGRAMS

Meetings and/or workshops are normally held on the second Tuesday of each month. Meeting information and topics will be announced in the monthly LHRMA newsletter and are listed on the LHRMA website at:

www.lincolnhr.org

SPECIAL MEETING INFORMATION BY MONTH:

- **February** – Student Chapter sponsored meeting (UNL, Doane, & Wesleyan)
- **March** – Dual meeting with ASTD
- **September** – NO MONTHLY MEETING (SHRM State Conference)
- **October** – Past President's Banquet
- **November** – Annual election of Board members; Recognition of volunteers and committee work
- **December** – Social meeting

The registration deadline is by **NOON** on the Friday **before** the meeting. Any member planning to attend must register in advance.

Registration Options:

1. Members that receive email notification of upcoming meetings and workshops can register by going to the website www.lincolnhr.org
2. and click on the “register now” button. If more than one person from an organization is registering, you can indicate that in the comments section. Be sure to indicate if someone is a guest.
3. Register via email by sending a message to: lhrma0048@yahoo.com
- 4.
5. Guests/Non-Members may attend any monthly meeting at a higher Guest/Non-Member rate.

There is a \$10.00 fee for not registering by the deadline and for no-shows. This \$10.00 late fee is in addition to the regular registration fee.

NOTE: REGISTRATION SUBSTITUTIONS ARE NOT ALLOWED.

What is LHRMA?

The purpose of the Lincoln Human Resource Management Association is:

To provide for the interchange of ideas, experiences, and methods concerning the relationships between management and employees, and to promote professional ethics and acquaintanceship among those involved in professional human resource management.

Benefits of Membership

- HR Information
- Committee Work with Peers
- Monthly Newsletter
- Option to participate and purchase Area Salary & Benefits Survey
- PHR/SPHR/GPHR Certification Course
- Career Development
- Website
- Legislative Updates
- Membership Directory
- Professional Networking
- Scholarship Programs
- Monthly Meetings/Workshops
- Diversity Programs

Dues: Annual dues are \$50 per individual and are based on the calendar year.

Membership Requirements: See Constitution and By-Laws, page 71.

LHRMA memberships are based on the individual. There are no corporate or institutional memberships.

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WHAT IS THE NEBRASKA SHRM STATE COUNCIL?

The Nebraska SHRM State Council is a group of professional HR representatives from a variety of businesses, including the president of each SHRM affiliated chapter, whose purpose is to: 1) provide channels of communication between local chapters, SHRM members, and the SHRM North Central Region, 2) serve as a resource regarding services available to all SHRM members within the state, 3) provide leadership training at the state level, and 4) assist groups of human resources professionals interested in affiliating new Nebraska chapters with SHRM.

Although you are affiliated with a local chapter, there are “at-large” members who are simply national SHRM members. The Nebraska SHRM State Council provides primary support to these individuals and encourages affiliation with a local chapter such as HRAM or LHRMA, the Great Plains Human Resource Management Association (GPHRMA), the Central Nebraska Human Resource Management Association, or the Norfolk Area Human Resource Association.

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Positions on the Nebraska SHRM State Council are annually appointed positions.

WHAT IS SHRM?



The Society for Human Resource Management (SHRM) is the leading voice of the human resource profession, representing the interests of more than 225,000 professional and student members. LHRMA is the local chapter of SHRM. LHRMA encourages its members to join SHRM; however, SHRM membership is not required to be a LHRMA member. Following are some of the benefits of a SHRM membership:

A VOICE IN WASHINGTON

Representation
Membership Involvement
Direction
Legislative Updates

INFORMATION RESOURCES

HR Knowledge Center
White Papers
Sample Forms & Toolkits

PUBLICATIONS & SUBSCRIPTIONS

HR Magazine®
HR Week
SHRM Legal Report
Mosaics™
Research Reports

PROFESSIONAL DEVELOPMENT

Annual Conference and Exposition
Seminars
Legislative Conference and Legal Update
SHRM Learning System
Self-Study Products
Books – Videos
HR Salary & Benefit Surveys
SHRM Academy

Join SHRM

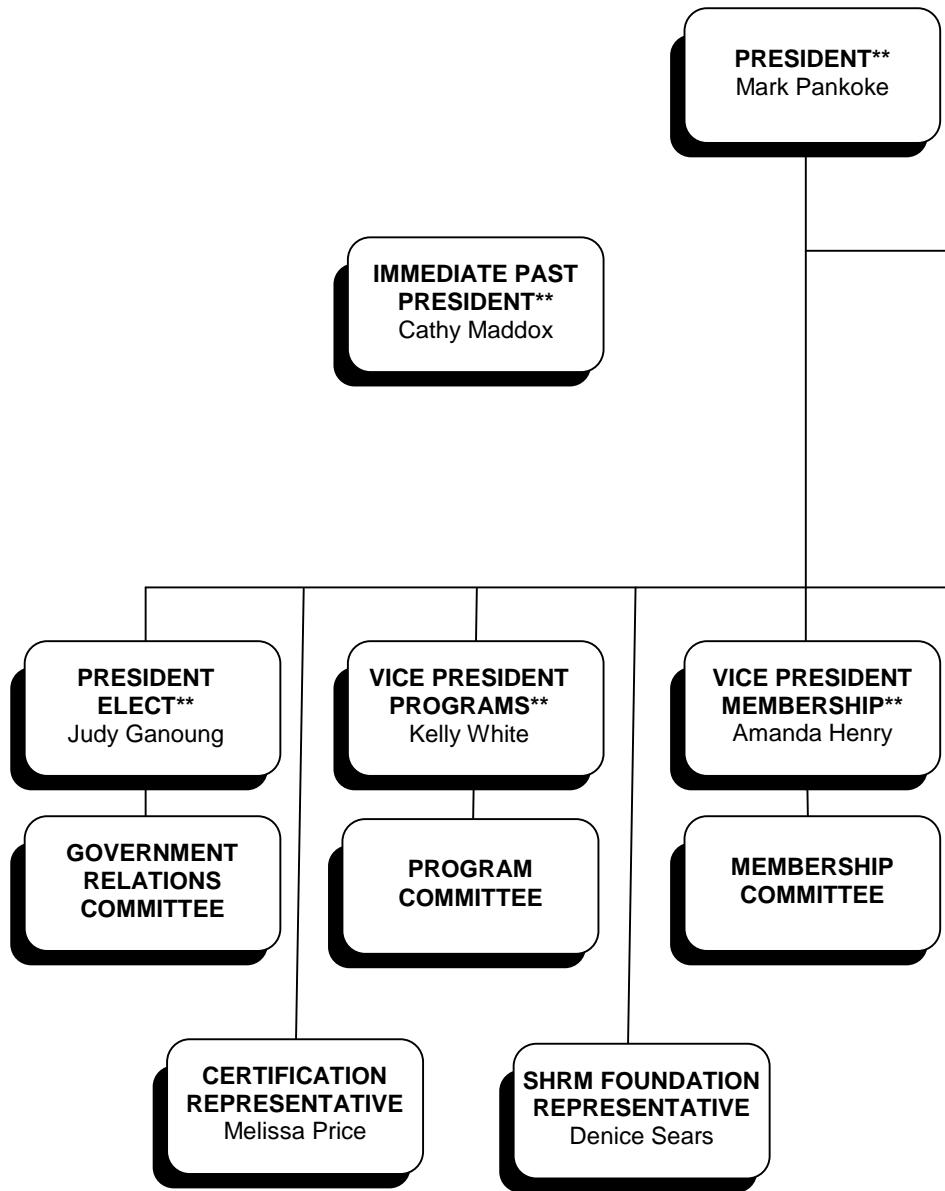
And put these resources to work for you today!

Contact SHRM Membership Services at **(800) 283-SHRM**
For additional information or to join on-line, visit www.shrm.org

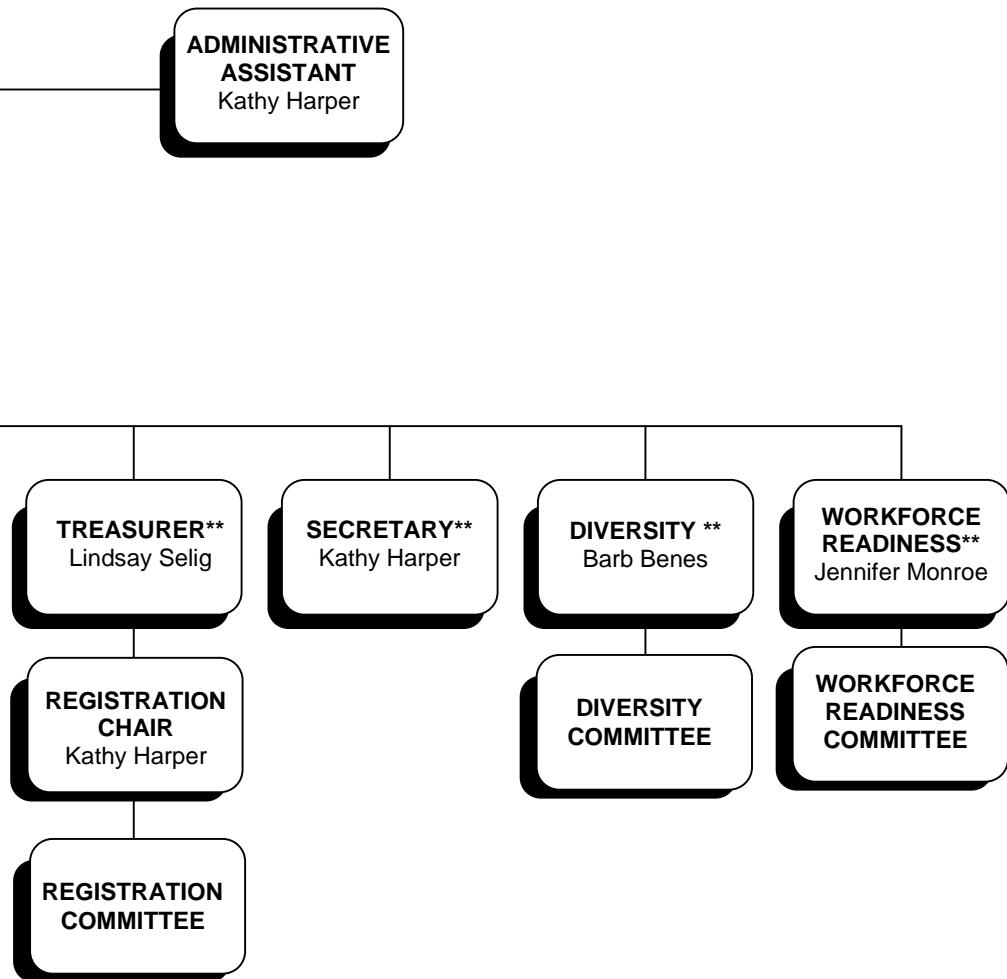
CODE OF ETHICS

As a member of the Lincoln Human Resource Management Association, an affiliate of the Society for Human Resource Management, I recognize and accept the responsibility incumbent upon me as a member of the Human Resource profession. I pledge myself to observe, practice and maintain the following ethical practices of the profession:

- Advance all ethical human resource administration and labor relations concepts, methods and skills that contribute to productivity and profitability of an enterprise.
- Recognize and support the essential authority and responsibility for sound human resource administration and labor relations.
- Promote acceptance by line management of its primary responsibility for sound human resource administration and labor relations.
- Respect and adhere to the principle of the staff and advisory nature of human resource administration.
- Effectively and efficiently administer the human resource and labor relations functions and activities.
- Periodically evaluate all human resource administration activities and promptly take the necessary action to maintain an economically efficient operation.
- Encourage and participate in continuous research for the development and advancement of new, improved human resource administration principles, methods, skills and practices, making all findings available to others; likewise, keeping abreast of the findings of others.
- Demonstrate and persuade others to accept the values of recognizing the development and dignity of the individual human being as one of the essential factors for success in any enterprise and in the American way of life.
- Develop and promote a spirit of cooperative team work among members of management, owners, employees, and those of the general public directly or indirectly connected with the enterprise.
- Accept no remuneration or compensation from persons whose products or services I recommended or use in the performance of my functions and activities.
- Never use the Society or its membership for purposes other than those for which they were designed.



2011 LHRMA Organizational Chart



***Denotes members of the Executive Committee*

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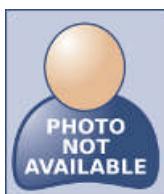
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	WENDY	CHARLTON		402.483.9484
	ANGELA	KUGLER		402.483.9551
	LOU ANN	MANSKE	*	402.483.9588

MADONNA REHABILITATION HOSPITAL (CON'T)	MARK	PANKOKE	*	402.483.9595
	CINDY	ROHLMEIER		402.483.9814
MANPOWER, INC.	ANGELA	CALDWELL		402.484.5511
MATHESON LINWELD	LEAH	JONES	*	402.786.2161
MBA POULTRY	DANA	RAUTENBACH		402.335.2501
	TRISH	REIMERS	*	402.786.1060
MI INDUSTRIES MIDLANDS FINANCIAL BENEFITS	CARRIE	AREHART SILLS		402.466.8302
	JOSETTE	DALTON		402.434.8050
	RYAN	SWINTON		402.434.8050
MIDLANDS PACKAGING CORP	MARY	HINDS	*	402.464.9124
MIDWEST TILE, MARBLE AND GRANITE, INC.	AMANDA	HENRY	*	402.476.2542
MIDWEST WEB, INC	HOLLY	SMITH	*	402.464.6900
MOLEX	GREG	EDEN		402.458.8715
	ELLY	HARDEKOPF		402.458.8762
	MICHAEL	WALKOWIAK	*	402.458.8335
NATIONAL RESEARCH CORPORATION	BRIDGET	SCHULZ	*	402.475.2525
NATIONWIDE INSURANCE	TRISHA	MATEJKA		402.465.3427
NE ADVOCACY SERVICES INC	JUDY	GANOUNG	*	402.474.3183
NE ASSN OF SCHOOL BOARDS	SALLIE	SVATORA	*	402.423-4951
NE BOOK COMPANY	SERENITY	KINNEY		402.421.0422
NE DEPARTMENT OF LABOR	MILIJANA	ILIC		402.471.2377
NE DEPT OF BANKING & FINANCE	JILL	STABERG	*	402.471.4941
NE DEPT OF CORRECTIONAL SERVICES	MARIAN	LAYMAN	*	402.479.5752
NE DEPT OF ENVIRONMENTAL QUALITY	CANDICE	BATENHORST		402.471.2758
	CINDY	WOOD		402.471.2758
NE FARM BUREAU FEDERATION & AFFILIATED COMPANIES	KATHLEEN	STEPHENSON		402.421.4436
NE HEART INSTITUTE	JULIE	EILERS	*	402.328.3830
NE HOSPITAL ASSOCIATION	DAVID	BURD		402.742.8144
NE ORTHOPAEDIC & SPORTS MEDICINE	ALISHA	SWANSON	*	402.484.4030
NEAPCO INC	CAROLYN	VOGELE	*	402.228.4288

NEBCO INC	LIN	BLODGETT	*	402.434.1743
NEBRASKA BANKERS ASSOCIATION	KAREN	MILLER		402.474.1555
NEBRASKA BOILER	DEBBIE	RUSSNOGLE		402.434.2054
NEBRASKA BOOK COMPANY	LORI	HEIN	*	402.421.0461
	RUTH	JONES	*	402.421.0464
	C DOUGLAS	MOORE	*	402.421.7300
	RYAN	NORRIS	*	402.421.7300
	LAURIE	OXLEY	*	402.421.7300
	MELISSA	PRICE	*	402.421.0402
NEBRASKA CHILDREN & FAMILIES FOUNDATION	ANNA	SECKMAN		402.817.2012
NEBRASKA COMMUNITY BLOOD BANK	MELISSA	CARPENTER	*	402.486.9424
	BARB	STANDAGE	*	402.486.9421
NEBRASKA DEPARTMENT OF EDUCATION	JOEL	SCHERLING	*	402.471.4736
	AMY	SPELLMAN	*	402.471.5027
NEBRASKA DEPARTMENT OF LABOR	JOYCE	WELSCH	*	402.471.4957
NEBRASKA DEPARTMENT OF ROADS	DENICE	SEARS		402.479.3656
NEBRASKA HEART HOSPITAL	MARCI	STUREK	*	402.328.3636
NEBRASKA HOSPICE AND PALLIATIVE CARE ASSN.	JANICE	TOOKER		402.477.0204
NEBRASKA LABLINC	JACKIE	AMOS		402.465.1978
NEBRASKA MILITARY DEPARTMENT	TONYA	WAGNER		402.309.7129
NEBRASKA SAFETY COUNCIL	TERRY	HOLT		402.483.2511
	LAURIE	KLOSTERBOER	*	402.483.2581
NEBRASKA STATE PATROL	JERRY LEE	JENSEN	*	402.479.4904
NEBRASKA WESLEYAN UNIVERSITY	NANCY	COOKSON	*	402.465.2117
	LARRY	HUGHES		402.465.2204
NELNET	AMANDA	BECKER	*	402.458.2782
	SARAH	CHAPMAN		402.323.4641
	TEENA	KESLAR		402.458.3046
	BRITTANY	NIELSEN		402.458.2792
	DIXIE	POTTER		402.323.4631
	JENNIFER	TERMAAT		402.458.2275

NELNET (CON'T)	CRYSTAL	MEYER	402.323.4611
NEWS LINK	DAVE	ZELNIO	402.304.0086
NMPP ENERGY	SARAH	JONES	* 402.474.4759
NOVARTIS CONSUMER HEALTH INC	BRIAN	EMMEL	* 402.467.8908
	ASHLEY	ARNER	* 402.467.8911
	BARBARA	BENES	* 402.467.8812
	DONNA	BLAKE	* 402.467.8802
	SUZANNE	DREW	402.467.8808
NRECA	CARMEN	WILES	* 402.483.9275
OLSSON ASSOCIATES PATHOLOGY MEDICAL SERVICES	LISA	ELGERT	402.458.5953
	RENAE	ZIMMERMAN	402.465.1920
	SARAH	KAHLER	402.465.1802
PERRY REID PROPERTIES PIONEER HI-BRED INTERNATIONAL, INC. PROFESSIONAL CHOICE RECOVERY	CAROL	JOHNSON	* 402.488.1666
	KATIE	MAYFIELD	* 402.328.4054
	SHIELA	CAIN	402.476.3535
REGION V SYSTEMS	KIM	MICHAEL	* 402.441.4350
REMBOLT LUDTKE LLP RESOURCE CAPITAL SERVICES	MARK	FAHLESON	402.475.5100
RITCHIE BROS. AUCTIONEERS	MARCIA	ROBERTS	* 402.641.9025
	SHIRLEY	DETTMER	* 402.421.0238
	TINA	ADAMS	* 402.421.0292
RUNZA NATIONAL	KRISTI	ANDERSON	402.423.2394
	JILL	STUTZMAN	402.423.2394
	SARAH	ZACH	* 402.423.2394
SAINT ELIZABETH HEALTH SYSTEMS	CODY	KOCH	* 402.219.7315
SAMPSON CONSTRUCTION SECURITAS SECURITY SERVICES	MICHELLE	LENNERS	* 402.434.5409
SERCO, INC.	JASON	PACL	402.488.9011
SILVERSTONE GROUP SOFTWARE TECHNOLOGY, INC.	M. SUE	SETTELL	402.323.2314
	STEVE	NARANS	* 402.964.5400
SOUTHEAST COMMUNITY COLLEGE	KATHERINE	TIMMINS	* 402.423.1440
	AMY	CHESLEY	402.437.2709
	MARY	CROOK	*
	CAROL	GUSTAFSON	402.437.2507

SOUTHEAST COMMUNITY COLLEGE (CON'T)	TAMMIE	LANG	*	402.580.1715
	RON	SNYDER		402.437.2714
	SHELLY	TOLLE		402.761.8242
	LYNN	WILLEY		402.437.2622
SPEEDWAY MOTORS	KAY	SUDBECK		
	CATHY	MADDOX	*	402.323.3249
ST MARYS COMMUNITY HOSPITAL	CHARLENE	LANT	*	402.873.8902
STAFFING SERVICES, INC	DIANA	MARTINEZ		402.465.9060
STATE FARM INSURANCE	ABBE	MONTGOMERY		402.327.5224
	CHRISTINE	WISNIESKI		402.327.5123
	TAMARA	GREEN	*	402.327.5659
	LAURIE	GYHRA		402.327.5341
	CRESHA	HENRY	*	402.327.5217
	SARA	WHITE	*	402.327.5750
	GLENN	WILLIAMS		402.327.5216
STATE OF NEBRASKA	DARLA	ATKINSON		402.471.6348
	JOAN	CLARE	*	402.471.4779
	YVETTE	FRANK		402.471.1183
	TOM	HINDS		402.471.1173
	JENIFER	LAUTENSCHLAGER-DOHMHEN	*	402.479.4346
	JENNIFER	MONROE	*	402.471.4121
	MARY	SHANAHAN	*	402.471.9240
	KATHY	VANDENBERG		402.471.2207
STEPHENS & SMITH CONSTRUCTION	REBECCA	FERGUSON	*	402.479.6402
STERLING NATIONAL CORPORATION	JENNY	GALL	*	402.466.5510
SYSCO LINCOLN	KIM	DOERR	*	402.421.5212
TABITHA HEALTH CARE SERVICES	TRACY	PLAUTZ		402.486.8522
	JULIE	SINGH	*	402.486.8556
	LAURA	WILLIAMS		402.486.8544
TC BOOTH MANAGEMENT RESOURCES	THOMAS	BOOTH	*	402.434.3971
TELEDYNE ISCO, INC	DEANNA	SCHULDEIS		402.465.3724
	SHERYL	WRIGHT	*	402.465.3029
TELESIS INC	WAYNE	BOLES		402.434.5973

TELESIS INC (CON'T)	REBA	SCHAFER	402.434.5981
	ANGELA	TUCCI	402.434.5964
TENNECO LINCOLN	JANAE	LANT	* 402.476.2661
THE AMBASSADOR LINCOLN	LOIS	FISHER	402.484.4552
THE CLARK ENERSEN			
PARTNERS	PEGGY	MERKEL	* 402.477.9291
TMCO, INC	KENDAL	GARRISON	* 402.476.0013
TRACTOR SUPPLY	TRACY	WESELY	* 402.786.6107
	MELISSA	HYNES	402.786.6107
TRICON INDUSTRIES	TYRONE	CHATMAN	402.470.3311
	WENDY	LOWERY	* 402.470.3454
	YAN	YANG	402.470.3311
UNICO GROUP, INC.	DUANA	FREEMAN	402.434.7253
UNION BANK & TRUST			
COMPANY	BRANDIE	BEALE	402.323.115
	DEBBIE	GRIFFIN	* 402.323.1193
	JASON	LAURITSEN	* 402.323.1867
	LISA	MOORE	* 402.323.1232
	CHAD	THIES	402.323.1664
	KIM	YOUNG	402.323.1213
UNION COLLEGE	KIMBERLY	STEINER	* 402.486.2600
UNIVERSITY OF NEBRASKA			
FOUNDATION	JENNIE	ERNEST	402.458.1220
	SARA	SKRETTA	* 402.458.1100
UNIVERSITY OF NEBRASKA -			
LINCOLN	GWENDOLYN	COMBS	* 402.472.6061
	WILLIAM	DULY	402.624.8086
	JAMES	FISCHER	402.472.3101
	SHERYL	GARTNER	402.472.7160
	CHRIS	GENGENBACH	402.472.8042
	CATHERINE	LUND	402.472.9333
	KELLI	SMITH	402.472.3145
USDA RURAL			
DEVELOPMENT	SANDRA	GAUSE	* 402.437.5517
USDA/NRCS	S JEAN	NIEMANN	* 402.437.4058
VALMONT	VANESSA	BROWN	402.359.6035
VERIZON WIRELESS	MARY	BURCHFIELD	402.473.6610
	JEAN	BYRNE	* 402.473.6613
	AMY	COX	* 402.473.6612
	SHARON	WADE	*

VERIZON WIRELESS (CON'T)	DANIELLE	ZEMLICKA	402.473.6614
WADDELL AND REED	BRIAN	WILLET	402.484.7526
WEDDLE PERFORMANCE			
GROUP	JANE	WEDDLE	402.429.5224
WELLS FARGO	JILL	MILLER	*
WILLEKE FINANCIAL GROUP,	CRAIG	WILLEKE	402.483.6656
LLC			
WILLMAR ELECTRIC	MISTY	LAUER	402.464.1877
SERVICE	LORI	ANDERSON	*
WINDSTREAM			402.436.5322
WOLFE SNOWDEN HURD	KATHY	WUDEL	402.474.1507
LUERS & AHL	BOB	EVNEN	402.437.8518
WOODS & AITKEN, LLP	SHERRI	TOOHEY	402.437.8540
WORKFORCE UNLIMITED			
CORP.	KEVIN	JOCHUM	402.464.2900
YMCA OF LINCOLN			
NEBRASKA	MISTY	MUFF	*
			402.434.9204

2011 SHRM Student Chapters

UNIVERSITY OF NEBRASKA – LINCOLN

Advisor

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274 CBA

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Assistant Professor

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lhughes@nebrwesleyan.edu

PAST PRESIDENTS

1953-54	William F. Stenton	1980-81	Sally Schneider
1954-55	Walter F. Roberts (Deceased)	1981-82	Reid E. Devoe
1955-56	R. "Max" Peterson	1982-83	Patricia A. Kant
1956-57	Victor Seymour (Deceased)	1983-84	Bob Hanrath
1957-58	Richard M. Bourne (Deceased)	1984-85	Neal Westphal
1958-59	R. D. Andersen	1985-86	Connie Soucie
1959-60	W. "Tom" Tompkins	1986-87	Chriss Lloyd
1960-61	Ann Scott	1987-88	Linda Shafer
1961-62	Joe Hartley	1988-89	Kent Mattson
1962-63	Don Fahleson (Deceased)	1989-90	Lovie Magruder
1963-64	Dave Hendricks (Deceased)	1990-91	Doug McDaniel
1964-65	James E. Geist	1991-92	Cheryl Vavra
1965-66	Robert L. Murphy	1992	Jane Goertzen
1966-67	John D. Beecham (Deceased)	1993	Dennis Seaman
1967-68	Earl R. Fell	1994	Nancy Conway
1968-69	Walter J. Mitchell (Deceased)	1995	Judy Backhaus
1969-70	William M. Cords (Deceased)	1996	Chris Matousek
1970-71	Joseph R. Ruschetti	1997	Peggy Storm
1971-72	Stuart A. Maseman	1998	Rebecca Ferguson
1972-73	Jerry L. Sellentin	1999	Mary Crook
1973-74	Harvey Schwartz	2000	Laurie Kortum
1974-75	Ray Oepping	2001	Trish Reimers
1975-76	Georgia Schmitt	2002	Toni Beyer
1976-77	James P. Spangler	2003	Ruth Jones
1977-78	David L. Bornholdt	2004	Chris Gantz
1978-79	Linda G. Larsen	2005	Michele Spadt
1979-80	Dick Whitcomb	2006	Cindy Mefford
		2007	Carmen Wiles
		2008-09	Cathy Maddox

HONORARY LIFE MEMBERSHIPS

Dean G. Cooper (Retired)	Suzanne Owen (Retired)
Ellen Deming (Retired)	Robert Walgren
Howard M. Doty (Retired)	Sally Beck (Retired)
Leonard D. Focht (Retired)	Neal Westphal (Retired)
Joe Hartley (Retired)	Cary Thorp, Jr., PhD, SPHR (Retired)
Laverne Rezabek (Retired)	Sally Schneider (Retired)
Frank Selk (Retired)	Tom Booth (Retired)
Mary Wilson (Retired)	Jerry Sellentin
Reid Devoe (Retired)	Thomas Alexander

CONSTITUTION AND BYLAWS

of the

LINCOLN HUMAN RESOURCE MANAGEMENT ASSOCIATION

ARTICLE I - Name and Affiliation

Section I.I: Name. The name of the Corporation is the Lincoln Human Resource Management Association (hereinafter the "Association or Chapter"). To avoid potential confusion, the Chapter will refer to itself as Lincoln Human Resource Management Association and not as SHRM or the Society for Human Resource Management.

Section I.II: Affiliation. The Chapter is affiliated with the Society for Human Resource Management (herein referred to as "SHRM").

Section I.III: Relationships. The Chapter is a separate legal entity from SHRM. It shall not be deemed to be an agency or instrumentality of SHRM or of a State Council, and SHRM shall not be deemed to be an agency or instrumentality of the Chapter. The Chapter shall not hold itself out to the public as an agent of SHRM without express written consent of SHRM. The Chapter shall not contract in the name of SHRM without the express written consent of SHRM.

ARTICLE II - PURPOSE

The purpose of the Association is: To provide for the interchange of ideas, experiences and methods concerning the development, ethics and acquaintanceship among those involved in professional human resource management.

ARTICLE III - MEMBERSHIP

Section III.I: Qualifications for Membership. The qualifications for membership in the Association shall be stated in Sections III.II, III.III, III.IV and III.XIV of this Article.

Section III.II: Regular (1) As a practitioner whose primary duties fall within the various functional areas of HR management, including but not limited to: compensation, benefits, employment, employee or organizational development, employee relations and management practices, workers' compensation, human resource information systems, safety, and employee assistance programs (EAP), but not including those exclusively providing administrative services to these functional areas; or (2) as a university or college faculty member responsible for instructing students in HR management or serving as advisor to a student SHRM chapter, or (3) the applicant is a Professional or General member of SHRM.

Section III.III: Associate — Individuals who do not meet any of the regular membership categories but have a bona fide interest in HR management. An associate member shall have no vote in the affairs of the Association.

Section III.IV: Honorary Life Membership — Limited to any member who is in good standing at the time of his/her retirement from active work. Honorary life membership shall be contingent on a majority vote of the Executive Committee. An honorary life member shall have no vote in the affairs of the Association.

Section III.V: Dues. Annual membership dues shall be established for the next year by the Board of Directors prior to the mailing of renewal notices. Dues shall be payable by December 31 of each year for membership in the following year. Membership dues of new members paid after October 1 will carry forward.

CONSTITUTION AND BYLAWS

Section III.V.i: Executive Committee Members – no membership fees for the year in which they serve on the Board as long as they complete the fiscal year.

Section III.VI: SHRM Membership. The Association encourages membership in the Society for Human Resource Management (SHRM). Such membership, however, will be at the option of the individual member.

Section III.VI.i: Membership must be maintained at 30% national SHRM membership or 10 SHRM members whichever is greater.

Section III.VII: Application for Membership. Applications for membership shall be filed with the Membership Chairperson. Before acceptance, such applications shall be reviewed and approved by the Membership Chairperson.

Section III.VIII: Individual Membership. All memberships in the Association shall be individual memberships. Firm or agency memberships are not allowed. Memberships may not be transferred from one individual to another in the same firm or agency.

Section III.IX: Updates. It shall be the member's responsibility to notify the Association's Administrative Assistant of the new address when leaving a firm or agency.

Section III.X: Forfeiture. Any member whose connection with the Association is severed, shall forfeit all interest in any funds or property belonging to the Association.

Section III.XI: Termination of Membership. Membership in the Association may be terminated for cause by unanimous vote of the Executive Committee. Prior to such vote, however, the member will be notified in writing of why such action is being considered and the member will be allowed to give reason why his/her membership should not be revoked. Ethical violations or other sensitive issues will be handled at the discretion of the Executive Board.

Section III.XII: Equal Opportunity. No action affecting the membership of applicants nor the status of any member shall be taken on the basis of race, color, religion, sex, age, national origins, disability, marital status, veterans' status, or receipt of public assistance.

Section III.XIII: Indemnification and Hold Harmless. The Association shall indemnify and hold harmless each director and each officer of the Association against and from all loss, cost, and reasonable expenses hereafter incurred by such director or officer in the payment settlement, or defense of any claim, suit or proceeding brought against such person because of any action alleged to have been taken or omitted by such director or officer. Such indemnification shall not apply with respect to any matter as to which such director or officer shall be determined by decree of court of competent jurisdiction to be liable for willful misconduct.

Section III.XIV: Student Chapter Members. Recognizing the need to promote professional development, the Association supports the purpose and activities of Student Chapters of SHRM. In addition to providing financial and other resource support to encourage the growth and development of these organizations, the Association will encourage student chapter members to attend all Association activities without charge except for meals and materials. Student chapter members will not be entitled to voting privileges on Association matters.

CONSTITUTION AND BYLAWS

Section III.XV: Voting. Each regular member in good standing shall be entitled to one vote on each matter submitted to a vote of the members. Associate, Honorary and Student members do not have a right to vote.

ARTICLE IV - COMMITTEES

Section IV.I: Executive Committee. The Executive Committee shall consist of the officers of the Association and the immediate past president. The Executive Committee shall have the power and authority to act in the general management of the affairs of the Association. The Executive Committee, alone, shall have the power and authority to enter into contracts on behalf of the association. Four members of the Executive Committee shall constitute a quorum for the purpose of conducting the business thereof.

Section IV.II: Membership Committee. There shall be a Membership Committee consisting of at least three members appointed by the President or committee chair, whose duty shall be to solicit memberships, investigate all prospective members, make recommendations to the Executive Committee in connection with membership, and publish a directory. This committee also promotes membership in SHRM.

Section IV.III: Program Committee. There shall be a Program Committee consisting of at least three members appointed by the President or committee chair, whose duty shall be to provide programs and correspond with speakers for all regular or special meetings of the Association.

Section IV.IV: Diversity Committee. There shall be a Diversity Committee consisting of at least three members appointed by the President or committee chair, whose duty shall be to raise awareness, understanding, and provide education on diversity. The committee also submits articles for the Association's newsletter and provides at least one diversity workshop annually.

Section IV.V: Auditing Committee. There shall be an Auditing Committee consisting of at least three members appointed by the President or incoming Treasurer whose duty shall be to make an annual audit of the books of the Association and report at the November meeting unless audited by a professional outside organization.

Section IV.VI: Nominating Committee. There shall be a Nominating Committee consisting of the Immediate Past President, President-Elect, and at least three additional members (none of whom shall be members of the Executive Committee) appointed by the President-Elect prior to the September meeting who shall present the names of candidates for each office to the Executive Committee. The nominations shall be presented to the Membership with the notice of the annual business meeting. At the annual business meeting, nominations may be made from the floor by any regular member in good standing.

Section IV.VII: Registration Committee. There shall be a Registration Committee consisting of at least three members appointed by the President or committee chair whose duty shall be to accept reservations, arrange for Registration at meetings and ascertaining the number of members and guests who will be attending said meetings.

Section IV.VIII: Government Relations Committee. There shall be a Government Relations Committee consisting of at least five members appointed by the President or President-Elect

CONSTITUTION AND BYLAWS

whose duty shall be to monitor all proposed federal, state and local legislation and regulatory activity affecting the conduct of Human Resource pursuits and to recommend action to the Executive Committee. This committee also promotes involvement of the Association membership in state and national grassroots efforts.

Section IV.IX: Workforce Readiness Committee. There shall be Workforce Readiness committee consisting of at least three members appointed by the President or committee chair whose duties shall be to raise awareness, provide education and programming on Workforce Readiness. The committee will also conduct presentations, coordinate activities with affiliated student chapters and other activities to promote Workforce Readiness in the community.

Section IV.X: College Relations Committee. There shall be College Relations committee consisting of at least three members appointed by the President or committee chair whose duties shall be to manage the scholarship program, internship program and college outreach efforts.

Section IV.XI: Special Committees. Special Committees may be appointed from time to time at the discretion of the President or the Executive Committee.

Section IV.XII: Additional duties may be assigned to the above-mentioned committees as deemed necessary and at the discretion of the President.

ARTICLE V - ELECTION OF OFFICERS

Section V.I: Election of officers for the ensuing calendar year will be voted in on or before the regular monthly meeting in November of each year. Officers shall be elected by a majority of the regular members present at the annual business meeting as long as a quorum exists and shall serve for one year or until their successors are elected and qualified. The term of the office shall be from January 1 through December 31 of the following year.

Section V.II: The Executive Committee shall fill any vacancies occurring in an office between elections.

ARTICLE VI - OFFICERS

Section VI.I: The Officers (Executive Committee) of the Association shall consist of a President, Immediate Past President, President-Elect/Government Affairs Chair, Programs Chair, Membership Chair, Treasurer/Registration Chair, Secretary/Publicity Chair, Diversity Chair, Workforce Readiness Chair, Certification Chair SHRM Foundation Chair and College Relations Chair. An officer (executive committee) must be currently employed in the field of Human Resources. Per SHRM By-laws, the President must be a current member in good standing of SHRM throughout the duration of his/her term of office. The chapter also requires that each Executive committee member be a current member in good standing of SHRM throughout the duration of his/her term of office.

Section VI.II: The Officers of the Association shall perform the duties pertaining to their respective offices. The President is the Chief Executive Officer of the Association. He/she shall preside over all meetings of the Association and the Executive Committee and in his/her absence the President-Elect shall officiate. The President shall serve a two year term.

Section VI.III: The Immediate Past President shall serve as an advisory council and will serve as a member of the Program Committee. The immediate Past President shall carry out any other duties

CONSTITUTION AND BYLAWS

pertaining to his/her office and at the direction of the President or a majority of the Executive Committee. The Immediate Past President shall serve a consecutive two year term.

Section VI.IV: The President-Elect/Government Affairs Chair shall Chair the Government Affairs Committee and report its actions to the Executive Committee. The President-Elect/Government Relations Chair shall perform the duties of the President in the absence of the President. The President-Elect/Government Affairs Chair shall carry out any other duties pertaining to his/her office and at the direction of the President or a majority of the Executive Committee.

President-Elect/Government Affairs Chair shall serve as President following their two year term. A member that has previously served as an officer, other than President or President-Elect/Government Affairs Chair, is eligible to serve as the incoming President-Elect/Government Affairs Chair. The President-Elect shall serve a two year term.

Section VI.V: The Programs Chairperson shall Chair the Programs Committee and report its actions to the Executive Committee. The Programs Chairperson shall carry out any other duties pertaining to his/her office and at the direction of the President or a majority of the Executive Committee.

Section VI.VI: The Membership Chairperson shall chair the Membership Committee and report its actions to the Executive Committee. The Membership Chairperson shall distribute a directory of all paid members in good standing at the April meeting. The Membership Chairperson shall carry out any other duties pertaining to his/her office and at the direction of the President or a majority of the Executive Committee.

Section VI.VII: The Diversity Chairperson shall Chair the Diversity Committee and report its actions to the Executive Committee. The Diversity Chairperson shall provide education on diversity. The Diversity Chairperson shall carry out any other duties pertaining to his/her office and at the direction of the President or a majority of the Executive Committee.

Section VI.VIII: The Workforce Readiness Chairperson shall chair the Workforce Readiness Committee and report its action to the Executive Committee. The Workforce Readiness Chairperson shall establish and promote activities related to workforce readiness. The Workforce Readiness Chairperson shall carry out any other duties pertaining to his/her office and at the direction of the President or a majority of the Executive Committee.

Section VI.IX: The Secretary/Publicity Chair shall keep a report and an accurate record of all regular and special meetings of the Association and the Executive Committee. It shall be the responsibility of the Secretary to publish a monthly Association newsletter. The Secretary is responsible for providing news releases for publicity purposes. The Secretary shall carry out any other duties pertaining to his/her office and at the direction of the President or a majority of the Executive Committee.

Section VI.X: The Treasurer/Registration Chair shall receive all monies for the Association and disburse its funds upon the approval of the President or Executive Committee. He/she shall make an annual report of all receipts and disbursements at the Annual Business Meeting of the Association and at such other times as the Executive Committee may require. The Treasurer shall be bonded as required by the Executive Committee. The Treasurer shall be the liaison

CONSTITUTION AND BYLAWS

officer for the Executive Committee with the Registration Committee. The Treasurer shall carry out any other duties pertaining to his/her office at the direction of the President or a majority of the Executive Committee. The Treasurer/Registration shall serve a two year term.

Section VI.XI: College Relations Chair. The College Relations Chair shall manage the scholarship program, internship program and college outreach efforts.

Section VI.XII: Certification Chair. The Certification Chair shall promote HR Certification Institute certification and recertification to members.

Section VI.XIII: SHRM Foundation Chair. The SHRM Foundation Chair shall create an awareness of the function of the SHRM Foundation and how it promotes education and research in the HR profession. The Chair solicits donations from membership.

Section VI.XIV: Removal of Director and Officer. Any director or officer may be removed from office, with or without cause, upon an affirmative vote of two-thirds of the entire Board of Directors at a duly constituted Board of Directors meeting.

ARTICLE VII – MEMBER MEETINGS

Section VII.I: Regular meetings of the Association shall be held monthly, with a minimum of six (6) meetings per year. The Executive Committee shall set the date of all regular or special meetings, entertainment and plant or business excursions.

Section VII.II: All regular meetings will be open to members of the Association, their guests, and the members of the Student SHRM chapters unless otherwise announced.

Section VII.III: Annual Meeting. Shall be held in November of each year.

Section VII.IV: Quorum. Members holding one-tenth of the votes entitled to be cast, represented in person or by conference call, shall constitute a quorum.

ARTICLE VIII – STATEMENT OF ETHICS

The Lincoln Human Resource Management Association (LHRMA) adopts SHRM's Code of Ethics for members of the Association in order to promote and maintain the highest standards among its members. Each member shall honor, respect, and support the purpose of this Chapter and SHRM.

Section VIII.I: The Chapter shall not be represented as advocating or endorsing any issue unless approved by the Board of Directors.

Section VIII.II: No member shall actively solicit business from any other member at Association meetings or through the use of information provided to him/her as a member of the Chapter without prior approval from the Board of Directors.

Section VIII.III: The Chapter Membership Directory contains proprietary information and must not be used for solicitation purposes. It must not be disclosed, reproduced, distributed to, or used by any

CONSTITUTION AND BYLAWS

individual, organization, or entity that is not affiliated with LHRMA without the prior express written consent of the Board of Directors/Officers.

ARTICLE IX – AMENDMENTS

The By-Laws may be amended by a majority vote of the members present at any meeting at which a quorum exists and in which required notice has been met, provided that no such amendment shall be effective unless and until approved by the SHRM President/CEO or his/her designee as being in furtherance of the purposes of the purposes of SHRM and not in conflict with SHRM bylaws. Any motion to amend the bylaws shall clearly state that it is not effective unless and until approved by the SHRM President/CEO or his/her designee.

The By-Laws of the Association may be amended by written recommendation being submitted by any member or group of members. The written recommendation will be submitted to the Executive Committee, who will appoint a committee to consider the recommendation. The appointed committee will consider the recommendation and properly formulate it into the form of an amendment. No such amendment shall be effective unless and until approved by the SHRM President/CEO or his/her designee as being in furtherance of the purposes of the SHRM and not in conflict with SHRM bylaws. Any motion to amend the bylaws shall clearly state that it is not effective unless and until approved by the SHRM President/CEO or his/her designee. The approved proposed amendment will be published for all members prior to the next monthly business meeting. Upon a two-thirds (2/3) vote of the members present at the monthly meeting, at which a quorum exists, the amendment will be approved.

ARTICLE X - FISCAL YEAR

The fiscal year of the Association shall begin on January 1 each year and end on December 31 of the same year.

ARTICLE XI – DISSOLUTION

In the event of the chapter's dissolution, the remaining monies in the Treasury, after chapter expenses have been paid, will be contributed to the SHRM Foundation.

ARTICLE XII – WITHDRAWAL OF AFFILIATED CHAPTER STATUS

Affiliated chapter status may be withdrawn by the President/CEO of SHRM or his/her designee as a representative of the SHRM Board of Directors upon finding that the activities of the Chapter are inconsistent with or contrary to the best interests of SHRM. Prior to withdrawal of such status, the Chapter shall have an opportunity to review a written statement of the reasons for such proposed withdrawal and an opportunity to provide the SHRM Board of Directors with a written response for such a proposal within a thirty (30) day period. In addition, when the Chapter fails to maintain the required affiliation standards as set forth by the SHRM Board of Directors, it is subject to immediate disaffiliation by SHRM. After withdrawal of Chapter status, the SHRM Board of Directors may cause a new Chapter to be created, or, with the consent of the President/CEO of SHRM and the consent of the body which has had Chapter status withdrawn, may re-confer Chapter status upon such body.

ARTICLE XIII – TERMS USED

As used in these Bylaws, feminine or neuter pronouns shall be substituted for those of the masculine form, and the plurals shall be substituted for the singular number in any place where the context may require such substitution or substitutions.

CONSTITUTION AND BYLAWS

Dated: May 9, 1989

Dated: June 9, 1992

Dated: November 12, 1996

Dated: November 10, 1998

Date: November 12, 2002

Date: November 11, 2003

Date: November 14, 2006

Date: July 9, 2009

**LINCOLN HUMAN RESOURCE
MANAGEMENT ASSOCIATION**

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