



Lincoln
Human
Resource
Management
Association



PO Box 81066, Lincoln, NE 68501-1066
www.lincolnhrr.org



Volume 7, Issue 2

February, 2016

Program: Active Killer & How to Respond: Guidance for Surviving the Incident
Workshop: Responding to the Active Killer and Securing Your Facility

WHEN:

Tuesday, February 9th, 2016
11:00 – 11:30 Registration
11:30 – 12:00 Lunch & Announcements
12:00 – 1:00 Keynote Session
1:15 – 3:15 Workshop

This month's program and workshop have been pre-approved for General recertification Hours from both SHRM and HRCI.

WHERE:

The Marriott Cornhusker Hotel—333 S 13th Street, Lincoln, NE 68508
Parking in a city garage will be validated.

COST:

Program Registration Fee: LHRMA members—\$15
All Other Attendees—\$25
College Student Chapter Members—FREE (You must register with Jenessa Keiser, College Relations Chair)

Workshop Registration Fee: All Attendees—\$35

MENU: TBA

DEADLINE: Register/cancel your registration by **12:00 noon, Friday, Jan. 8th**.

REMINDER: There is a \$10 fee for late registrations and for no-shows. This \$10 fee is in addition to the regular registration fee. Please try your hardest to register on time, as late registrations and no-shows make it difficult on everyone involved.

About Our Program:

Active Killer & How to Respond: Guidance for Surviving the Incident

This presentation will familiarize attendees with definitions used in describing Active Killer situations, as well as a mental permission slip to use if the incident were to occur where they were located. Potential behavior indicators for Active Killer will be discussed so that management, Human Resources and co-workers, can possibly identify (“if you see something, say something”) and intervene early to prevent an incident or help co-workers receive the treatment they may need.

This presentation will identify methods and techniques to train employees and conduct successful drills targeted to help them survive the incident.

Attendees will become familiar with:

1. Definitions regarding an Active Killer event

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2. Identifying potential indicators of violence
3. Understanding how staff can respond to the event and Law Enforcement
4. Knowledge in how to prepare for, train for, manage and manage the aftermath of an Active Killer event

About Our Workshop:

Responding to the Active Killer and Securing Your Facility

The afternoon workshop will focus on Facility Planning, and those attending will go through a Drill/Exercise and debriefing following the drill.

About Our Speaker:

Sgt. Robert Wondra was an Infantry Officer in the USMC, and served in Desert Storm. He is a 23 year veteran with the Omaha Police, having served in UPC, CIB, Gang Unit, SWAT, Clandestine Lab Team and the Training Academy. He has been instructing police response to active killer/shooter for OPD and other law enforcement individuals since 1999. He is an adjunct instructor with the National Tactical Officers Association for Active Shooter. He has also been presenting this subject matter to businesses and schools in the Omaha area since 2011.



New Board Members Appointed

Leon Holloway (Diversity/Community Outreach) and Denice Sears (SHRM Foundation) recently resigned from the board due to work demands. The board appreciates their service and dedication to LHRMA. Leon served for 2 years and Denice for 5 years.

The board is pleased to announce the following board appointments. Shannon Rowen has moved from the Secretary position to lead the Community Outreach initiatives. That left a vacancy in the Secretary position, which has been filled by Kellie Graham. The SHRM Foundation position has been filled by Jessica Reay. Find out a little more about our newest board members below. Welcome to the board!

Kellie Graham

Secretary

secretary@lincolnhnr.org

SPHR, SHRM-SCP
Director of Human Resources
Integrated Life Choices



Kellie has been working in the field for 17 years. Her HR interests include the areas of employee relations, training and finding creative solutions to difficult problems. "I love working in HR because no two days are alike and you never know what the next day will bring!" Kellie remarked.

Kellie is married and has one son – a junior at Lincoln high. She enjoys being a sports mom outside of work. Kellie attended Doane College at night and weekends to earn a Bachelor's degree in Organizational Communication.

Kellie contributes her spare time to teach one of the SHRM certification preparation classes, which helps LHRMA increase the number of certified HR professionals in the area.

Jessica Reay

SHRM Foundation

shrm@lincolnhnr.org

PHR, SHRM-CP
Senior HR Generalist
Crete Carrier Corp



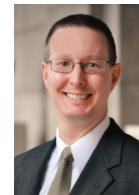
Jessica has been working in HR for ten years and excels in the areas of employee relations, recruiting, project management, and training. Jessica said, "For me, HR is about more than helping individuals. It is the opportunity to *really* be involved, to participate in changes within the organization that have a positive impact overall."

Jessica is married and has two children – Owen, 4 and Ella, 1. She's a proud UNK alumna and earned both her Bachelor's degree and MBA there. Jessica enjoys traveling and looks forward to her kids being old to go on family vacations!

Jessica is looking for committee volunteers. Email her if you are interested in learning more about this opportunity.

President's Message

Joel Scherling, LHRMA President



Most of LHRMA's work is focused on serving its members. In contrast, [1st Job-Lincoln](#) created by LHRMA's Workforce Readiness Committee, under the direction of board member Kim Michael, is a shining example of some of the work that benefits the larger community.

1st Job-Lincoln was launched in 2013 to prepare high school youth for their first *professional* job. To date, the focus has been on students interested in information technology (IT). "Champion Employers" provide summer intern opportunities for students to explore a career in the IT field. These internships didn't previously exist and they offer tremendous growth opportunities in comparison to the typical summer job opportunities for high school youth. Employers benefit as well. Additional work gets done and employers have the opportunity to seek out qualified candidates for future employment needs. Click on the following link to [hear from some of the employer participants](#).

Since its inauguration, 1st Job-Lincoln has provided job coaching to over seventy high school students. The Workforce Readiness Committee has engaged stakeholders that have helped the committee to grow the program to involve twenty employers in the community. This has resulted in the employment of thirty-six high school students in professional information technology internship settings. This is a number small in scale, but large for a project coordinated by a local volunteer human resources group dedicated to retaining and enhancing talent in Lincoln's workforce. The board is very proud of the Workforce Readiness Committee's achievements with this project!

The advent of The Career Academy, which is a joint collaboration between Lincoln Public Schools and Southeast Community College, allows LHRMA an opportunity to further expand its Workforce Readiness activities. We hope to expand the number of 1st Job-Lincoln student and employer participants. In the future, we would also like to expand the career areas beyond information technology.

Are You Interested in...

- Assisting with this project (e.g., assisting with mock interviews, job fair, soliciting employers)?
- Being a 2016 Champion Employer? (Signup deadline is **Feb. 29th**)
- Hosting a culminating participant reception?

If so, please e-mail Workforce Readiness Director Kim Michael at kmichael.1stjoblincoln@gmail.com. Learn more about Kim on page 9.

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Legal Update

Baby on Board: Suggestions for Responding to Requests for Accommodations from Pregnant Employees

Kara J. Ronnau

Cline Williams Wright Johnson & Oldfather, L.L.P.

On March 25, 2015, the United States Supreme Court issued its decision in Young v. UPS, which considered whether the Pregnancy Discrimination Act (“PDA”) requires employers to provide light duty or other workplace accommodations to pregnant employees in the same manner provided to employees with non-pregnancy related injuries. 135 S. Ct. 1338, 1344-45 (2015). While the Supreme Court did not answer this question directly, the holding in Young did provide a framework for a pregnant employee to challenge the workplace accommodation practices and policies of her employer. *Id.* at 1353-54.

Near this same time, the Nebraska Legislature recognized the need to clarify the protections that exist for employees with pregnancy-related disabilities in Nebraska. The Nebraska Legislature adopted LB627 into law, now codified as Neb. Rev. Stat. §§ 48-1107.01 and 48-1107.02, in order to provide specificity and definition to the protections that exist for pregnant employees in Nebraska.

This article provides an overview of the Supreme Court’s recent opinion in Young and the newly-enacted Nebraska statutes that address pregnancy discrimination in the workplace.

I. The Pregnancy Discrimination Act

The PDA was enacted in response to the Supreme Court’s 1976 decision in General Electric Co. v. Gilbert, 429 U.S. 125 (1976). In Gilbert, the Supreme Court considered whether an employer had violated Title VII’s sex discrimination provision by maintaining an employee disability benefit plan that provided its employees with disability benefits, but specifically excluded disabilities that arose from pregnancy. Gilbert, 429 U.S. at 129. The Supreme Court in Gilbert held that even though the employer’s disability benefits plan specifically excluded pregnancy related disabilities, the plan *did not* violate Title VII because the plan covered “exactly the same categories of risk” for male and female employees alike. *Id.*

In 1978, just two years after the Supreme Court’s decision in Gilbert, Congress enacted the PDA. The first clause of the PDA provides that Title VII’s prohibition against sex discrimination applies to discrimination “because of or on the basis of pregnancy, child birth, or related medical conditions.” 42 U.S.C. § 2000e(k). The second clause of the PDA goes on to state that employers must treat “women affected by pregnancy... the same for all employment-related purposes... as other persons not so affected but similar in their ability or inability to work.” *Id.*

II. Factual and Procedural Background in Young

The petitioner in this case, Peggy Young, was a part-time delivery driver for United Parcel Service (“UPS”). Young, 135 S. Ct. at 1344. UPS had a company policy that required a driver, such as Young, to be able to lift, push, pull or otherwise move

(Continued on page 5)

any item that weighed up to seventy pounds. Id. After becoming pregnant, Young's doctors told her that she should not lift packages weighing more than twenty pounds for the first twenty weeks of her pregnancy, and after that she should not lift more than ten pounds for the remainder of her pregnancy. Id. Young informed UPS of her lifting restrictions and asked UPS to place her on light duty for the duration of her pregnancy. Id.

UPS denied Young's request to be placed on light duty. Id. In response to Young's request for accommodation, UPS informed Young that she could not work during her pregnancy because she was not able to lift parcels weighing up to 70 pounds, which was a requirement of her position. Id. UPS placed Young on leave without pay, and she eventually lost her medical coverage. Id.

At the time UPS denied Young's request for a light duty assignment, UPS had policies in effect that accommodated drivers for non-pregnancy related reasons. Id. UPS accommodated (1) drivers injured on the job, (2) drivers who lost their Department of Transportation certifications; and (3) drivers who suffered from a disability under the Americans with Disabilities Act ("ADA"). Id.

In response to UPS denying her request for accommodation, Young brought a disparate treatment claim of sex discrimination against UPS under the PDA. Id. Young argued that the PDA requires employers to provide pregnant employees with light-duty work if the employer provides similar accommodations to employees with non-pregnancy related injuries. Id. The trial court granted summary judgment in UPS' favor and dismissed Young's claims. The Fourth Circuit affirmed, concluding UPS' policy of denying pregnant employees a light-duty accommodation was lawful under the PDA because the policy treated pregnant and non-pregnant employees alike. Id.

Young filed a petition for *certiorari* and asked the Supreme Court to determine whether – and in what circumstances – the PDA requires an employer to provide work accommodations to pregnant employees who are “similar in their ability or inability to work” as non-pregnant employees who receive accommodations. Id.

Young's lawyer and the federal government argued that pregnant employees should get the same accommodation when they cannot perform their normal jobs as *any other employees* get for any other condition that similarly impairs their ability to work. Id. at 1349. The federal government urged the Supreme Court to adopt the definition of “other persons,” contained in the U.S. Equal Employment Opportunity Commission's (“EEOC”) July 14, 2014 Enforcement Guidelines, which provided “[a]n employer may not refuse to treat a pregnant worker the same as other employees who are similar in their ability or inability to work by relying on a policy that makes distinctions based on the source of an employee's limitations[.]” Id. at 1351-52. The Supreme Court rejected Young's argument and refused to adopt the EEOC's Enforcement Guidelines, calling their argument a “most-favored-nation” approach that would guarantee broader protections for pregnant employees than what Congress intended with the enactment of the PDA. Id. The Supreme Court reasoned that under such an approach, a pregnant employee would not even need to prove that the bias against her was intentional. Id.

[Click here to read this entire article.](#)

Wellness News

Aging Workforce: Is Your Organization Keeping Up?

Karen Rehm, Corporate Wellness Coordinator

Madonna Fit for Work

One of the most critical challenges facing employers today is the “aging workforce”. By the year 2020, workers over 55 years of age will make up 25% of the US labor force. With current economic recovery, low birth rates and the projected retirement among baby boomers, employers are facing a massive shortage of skills, experience and knowledge. It is important that employers retain older workers longer to plug the shortage of skills and to reduce the strain on the retirement system.

How is your organization adjusting to the older workforce? Below are key talking points to consider:

Who is considered to be an older worker?

There is no exact, commonly recognized age at which someone is considered an older worker. Some studies have focused on people older than 55, while other studies examined those 45 years or older.

Do aging workers need any special accommodations?

A well-designed work place benefits everyone. Workstations and job tasks that are matched to the needs of the individual employee are always best. Different conditions for different workers may be needed to meet the needs of any employee, not just one that is older.

Are there any specific health and safety concerns related to aging workers?

Most studies say that older workers tend to have fewer accidents, but when an older worker does get injured, their injuries are often more severe with a longer recovery period. Plus, the types of injuries can be different. Younger workers tend to get more eye or hand injuries, while older workers who have been working for many years report more back injuries.

Are there any concerns about older workers' work performance?

In general, studies report that older workers exhibit lower turnover, more dedication to the workplace, and have more positive work values. Absenteeism is less frequent, although it is longer when it does happen. Studies have not shown there is any consistent relationship between aging and performance at work.

What physical changes occur, in general, as a person ages... and how can this affect their work?

Our bodies change as we age. People reach full physical maturity or development at around the age of 25 years. Then after a period of relative stability, our bodies begin to show signs of aging. Most of these changes are first noticed at ages 40 or 50, but changes can occur (or start) as early as 20 or 25. These changes include:

- **Maximum muscular strength and range of joint movement:** In general, people lose 15 to 20% of their strength from the ages of 20 to 60. As we age, the body also loses some ‘range of motion’ and flexibility.
- **Regulation of posture and balance:** In general people may find it harder to maintain good posture and balance. Accidents may happen because someone loses their balance which happens more often with age.
- **Sleep Regulation:** Older people can't regulate sleep as well as they used to. How long a person sleeps, and how well they sleep, can be disrupted by changing work hours or by light and noise. Individuals may need more recovery time between shifts or extended workdays.
- **Thermoregulation (Body Temperature):** Our bodies are less able to maintain internal temperatures as well as less able to adjust to changes in external temperature or due to physical activity.
- **Vision:** Vision changes with age. The ability to see or adjust focus in certain distance ranges is normally corrected with prescription glasses. Additional changes that also occur is the peripheral visual field, visual acuity, depth perception, resistance to glare, and light transmission.
- **Auditory (Hearing):** Hearing also changes. We may not be able to hear as well at higher frequencies (high pitch sounds). Most often, this change is noticed as the inability to listen to a particular voice or sound in a noisy environment. As well, people who work with a lot of background noise may have difficulty hearing verbal instructions.

With age comes ability. Letting people work longer into their 60's, 70's and 80's helps boost overall employment and gives the economy and energy boost! If you would like to schedule a presentation on the Aging Workforce, please contact Karen Rehm with Madonna Fit for Work at 402-434-5937 or krehm@madonna.org.

EAP Corner

1 Simple Rule for Becoming a More Effective Manager

Kelly Ann Etheridge, MA

Best Care EAP

Treat Others As You Want to Be Treated.

It's easy to overthink being a manager. The minute you're put in charge of a team of people, you start reading articles and books on how to lead, coach, discipline and motivate your team. It can be a daunting (and exhausting) task. While strategies and theories can be valuable, there's some thing to say about going back to the basic strategy of "treating others as you'd wish to be treated yourself." Too simple? This is pretty solid ad vice as long as you keep the following in mind:

It Can't Govern Everything You Do

Don't forget that not everyone responds to the same management style. You may prefer a more direct approach, but some lesser assertive employees may respond better to a gentler approach. Take note of what works and what doesn't with those who report to you, and ad just accordingly. By doing this, the "treat others" motto works in reverse, by allowing the employee to set the tone of the dialogue. This sets up a win/ win for both the manager and the employee.

The Opposite Should be True, Too

Don't undermine your team's efforts. Avoid doing the things you wouldn't want done to you. Say your team has a dead line and you ask everyone to stay and finish late in order to hit the dead line. Instead of rallying with them, you leave at 5 because you're the boss and you can. Sound fair? It's not. And, you would hate if your boss did that to you. You can't ask others to make sacrifices if you aren't making any yourself.

It Should influence Your Actions At the Most Fundamental Level

Don't get caught up in the "I'm the manager, you are the employee syndrome." If an issue needs to be addressed, do it. If you need to break bad news, do it honestly. If you need to handle a dispute between team members, do it fairly. The bottom line is if you want your employees to be honest with you, respectful, and fair, the key is to display that behavior yourself. You'll show your team you are a leader they can look up to and work hard for.

Are you ready to focus on being the best manager you can be in 2016? Our Management Boot Camps could be just what you looking for! The following sessions are coming up in the next few months!

MANAGEMENT BOOT CAMP	Feb. 11 /\$149 PP
CONFLICT MANAGEMENT BOOT CAMP	March 9 /\$149 PP
MANAGEMENT BOOT CAMP	May 19 /\$149 PP

LOCATION: 9239 W. Center Road, Suite 223, Omaha, NE, 9 am – 4 pm

To register, call 800 801-4182 or send an email to EAP@bestcareeap.org.

For more information, check out our web site www.bestcareeap.org.



BEST CARE
EMPLOYEE ASSISTANCE PROGRAM

The Workforce Readiness Committee

Members of the Workforce Readiness Committee are involved with many activities associated with LHRMA's 1st Job-Lincoln initiative. In addition to monthly committee meetings, activities span the calendar year. This includes working with high school students in areas such as job coaching, resume assistance, mock interviews, and how to apply for a job. The committee also works with community employers (Champion Employers), assists with the 1st Job-Lincoln job fair, and the "Celebration Event" to recognize participating employers and interns. The committee maintains an active online presence on the 1st Job-Lincoln Facebook page and LHRMA's website. Critical to the success of 1st Job-Lincoln is the committee's collaborative work and relationship-building with community stakeholders such as the new Career Academy, the Lincoln Partnership for Economic Development, AIM, and the Greater Lincoln Workforce Investment Board.

Interested in plugging in? Contact Kim Michael at workforce.readiness@lincolnhnr.org.

Volunteer for the 2016 Student Summit Event in Omaha!

Since this year's Student Summit is being held in Omaha, area chapters are being asked to provide volunteer support. Please consider the following opportunities.

Volunteering Opportunities

Those interested in volunteering have two ways to support these events. Volunteers may elect to assist onsite, or they may choose to volunteer as a virtual Written Presentation Judge. Volunteer registration and position descriptions can be found [here](#). The following volunteer opportunities are available:

Friday, April 1, 2016 – 76 Volunteers Needed

Onsite volunteer opportunities include being a case competition judge, connecting with students (mentoring), helping with Summit logistics, etc. Full descriptions and specific timeframes are available in the [online registration found here](#).

Saturday, April 2, 2016 – 7 Total Volunteers Needed

Two volunteers will provide overall assistance with the Summit and other volunteers will serve as case competition judges on this day. Full descriptions and specific timeframes are available in the [online registration found here](#).

SHRM will offer volunteers a complimentary registration to the 2016 Student Case Competition and Career Summit. Transportation and lodging costs are the responsibility of the volunteer, and meals may or may not be included, depending on the volunteer assignment.

Wednesday, March 16 – Sunday, March 27, 2016 - Virtual Volunteer

If you cannot attend the event, but still want to volunteer, the Virtual Written Presentation Judge position is available. Full description and the specific timeframe is available in the [online registration found here](#).

For specific volunteer questions, contact Nancy.Conway@shrm.org.

LHRMA Board Member Profile

Workforce Readiness Chair: Kim Michael



Kim Michael

Q. Tell us about your current position.

A. I am the Director of Operations & Human Resources for Region V Systems, responsible for all human resources management functions. My other responsibilities include overseeing Region V's Operations Department, Health and Safety Program, national CARF accreditation, member of the senior Management Team as well as Region V's designated Corporate Compliance Officer.

Q. How long have you worked in the field of HR?

A. 15+ years.

Q. Tell us about your family.

A. I'm married and have three children (girl, 24; and boy/girl twins, 22, born on "my" Independence Day, July 4).

Q. Outside of work, what do you enjoy doing?

A. My #1 joy is being with my family, especially gathered around the dinner table for big, loud family meals. The "My Big Fat Greek Wedding" family has nothin' on the Michaels! I enjoy working on fitness goals and would even say I've made a hobby out of eating healthy (finding healthy recipes, shopping for health food items, cooking). I [love to cook and](#) prefer to eat at home versus dining out. I wouldn't be honest if I didn't admit to being a Netflix binge addict. I may or may not be guilty of being a Pinterest addict as well, having successfully accomplished at least one project out of the 3,498 saved Pins.



Q. What's your educational background?

A. I have a Bachelor of Science degree in the Management of Human Resources.

Q. What certifications do you hold?

A. I hold the PHR and SHRM-CP certifications.

Q. In what area of HR do you consider yourself an expert?

A. I have a passion for labor and employment relations, with an emphasis on FMLA matters and

other employment laws affecting both employees and employers.

Q. Tell us something about yourself that we would never guess.

A. If resources and time were no object, I would seriously consider starting a Dachshund rescue shelter. Having had two Dachshunds of my own, I receive a lot of joy from being around these lovable little guys.

Q. What are your favorites?

A. Meal: Anything healthy, but if I'm going for comfort food, anything Italian or Mexican, and you can't beat a great grilled hamburger any day of the week.

Candy: Peanut M&Ms followed ever so closely by Snickers.

Movie: Anyone who really knows me, knows this answer: Rocky (and all the sequels).

Book: My favorite author is Anne Rule, who wrote true-crime books, which I loved to read before social media took over my life.

Music genre/song: I'm definitely a 70s and 80s gal, and recently have fallen in love with Burt Bacharach "radio" on Pandora, especially while cooking.



Q. What advice would you give to those new to the HR field?

A. Be a "sponge" -- always keep learning and growing. HR is never stagnant. When dealing with employee relations, remember one thing: If that was a family member or loved one on the other end, how would you want them treated by their employer? So many HR folks get a bad reputation when it comes to employee relations. My motto: keep it accountable but do it with kindness, compassion, and respect.

Q. I joined LHRMA because...

A. I love anything HR and wanted to "dive in" wherever I could to connect on a professional level.

Q. What I learned by being on the LHRMA board that I didn't know as a member is...

A. ...the incredible amount of work, time, and a re-

(Continued on page 10)

(Continued from page 9)

sources that go on “behind the scenes” by our board members. This is very impressive considering this is a volunteer group but I’m not surprised given the talent the board possesses.

Q. The thing I enjoy most about being on the LHRMA board is...

A. Serving in a leadership role that helps impact “real-life” outcomes. Knowing I’ve played a small part in helping a youth (through 1st Job-Lincoln) get his/her start in the workforce is extremely rewarding for

NEW MEMBERS

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Drawing Winner

Who Says There’s No Such Thing
as a Free Lunch?

Congratulations to
Jessica Louviere with Nelnet.
Jessica will receive free registration
for the February program.



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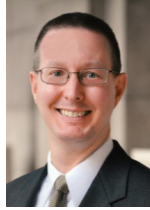
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