



Lincoln
Human
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Association



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



Volume 7, Issue 11

November, 2016

Program: Top 10 ADA and FMLA over the past year. Presented by Mark Fahleson and Tara Paulson of Rembolt Ludtke, LLP.

Workshop: Hindsight is 20-20

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WHEN:

Tuesday, November 8, 2016

- 11:00 – 11:30 Registration
- 11:30 – 12:00 Lunch & Announcements
- 12:00 – 1:00 Keynote Session
- 1:15 – 3:00 Workshop

WHERE:

Embassy Suites, 1040 P St., 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

DEADLINE: Register/cancel your registration by **12:00 noon, Friday, Nov. 4th.**

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:

Top 10 ADA and FMLA over the past year. Mark Fahleson and Tara Paulson will provide case snippets from the top 10 Americans with Disabilities Act and Family Medical Leave Act laws from the past year.

About the Workshop:

Hindsight is 20-20 – Case studies examining what employers and companies could have done differently to keep themselves out of the headlines and off the top 10 list. We all see the headlines, but what do recent ADA and FMLA cases teach us about staying compliant when managing leaves of absence? Mark Fahleson and Tara Paulson will break down the most significant ADA and FMLA cases and regulatory developments from 2016 to provide guidance on how to address these tricky issues.

MARK A. FAHLESON is a partner with the Lincoln law firm of Rembolt Ludtke, LLP, where he practices in litigation and labor and employment law. Mr. Fahleson is a frequent



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lecturer and has published several articles on labor and employment law. He has also served as an adjunct professor at the University of Nebraska College of Law, where he teaches employment law. Mr. Fahleson received his B.S. degree and his J.D. degree, with high distinction, from the University of Nebraska at Lincoln. He is a member of the Lincoln Bar Association, the Nebraska State Bar Association, the Defense Research Institute (past chair, Employment Law Committee), International Association of Defense Counsel (chair, Employment Law Committee), and the Nebraska Defense Counsel Association (Board of Directors).

TARA PAULSON is an attorney with Rembolt Ludtke, LLP, where she practices in the areas of employment and labor law, commercial and corporate litigation, and telecommunications and utilities. She is admitted to practice law in Nebraska, the U.S. District Court (D. Neb.), and the U.S. Court of Appeals (8th Circuit). Ms. Paulson is a member of the UNL College of Law Young Alumni Council; the Robert Van Pelt American Inn of Court; the Defense Research Institute, where she is a member of the Employment Law Committee, the Voice Subcommittee co-chair and the Young Lawyers Committee. She is the vice-chairwoman in the Law Section of the Nebraska State Bar Association, a member of the Lincoln Bar Association and the Nebraska Defense Counsel Association, and the High School Mock Trial Competition, regional competition coordinator. Ms. Paulson received her B.S. degree, magna cum laude, from Augustana College in Sioux Falls, South Dakota; and her J.D. degree, with distinction, from the University of Nebraska College of Law. Participants will gain the knowledge of potential legislative and regulatory changes and their potential impact to the organization, as well as start to understand how to take appropriate proactive steps to support, modify, or oppose the proposed changes.



LHRMA is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP or SHRM-SCP. This month's program has been pre-approved for 1 PDC and the workshop has been pre-approved for 1.5 PDCs for the SHRM-CP and SHRM-SCP. For more information about certification or recertification, please visit www.shrmcertification.org.



This month's program has been submitted for 1 General hour and the workshop has been submitted for 1.5 **Business** hours from the HR Certification Institute. The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be preapproved for recertification credit.



NEW MEMBERS

Taylor Collins

Farmers Cooperative
HR—Employee Recruitment
tcollins@farmersco-operative.com

Amy Dorenbach

HR Generalist
Complete Children's Health
amy_0_0@hotmail.com

Marianne Worthington

Founder
Work Warrior LLC
marianne@work-warrior.com



Welcome! You've joined an outstanding organization!



President's Message

Joel Scherling, LHRMA President

Office Politics

It happened out of the blue. Things were humming along and then all-of-a-sudden, something happened. As a result, the higher-ups made a knee-jerk decision about an HR policy without consulting you. That's office politics.

You can't hide from office politics – the activities, attitudes, or behaviors that are used to get or keep power or an advantage within an organization. How can you survive office politics in situations like the scenario above? Consider these tips adapted from “Seven Habits to Win in Office Politics,” by Lawrence Check.

#1 – CHOOSE HOW YOU REACT

You could resist the decision and try to counteract it (fight) or pretend the situation didn't happen by ignoring it (flight). Either way, it's not the most productive course of action.

#2 – KEEP THE GOAL IN THE MIND

Conflict can narrow your focus to differences – I know better that they do. Focusing on differences is likely to invite more resistance and conflict, which only pulls you farther down the rabbit hole. Instead, concentrate on what's best for the company.

#3 – FOCUS ON WHAT YOU CAN DO

Face it, sometimes you have no control over what happens at work. Corporate actions, client needs and your boss's priorities all toss your HR boat to and fro. You could spend all of your time lamenting complaining, but where would that get you? Instead focus on what you can do to positively address the issue.

#4 – AVOID TAKING SIDES

There are times when you find yourself in the middle of a power struggle between two other people. While they argue about the right way, the job isn't getting done. The best approach here is to avoid taking sides and try to promote honest and open communication. Your ability to facilitate resolution will build trust and value.

#5 – DON'T LOSE YOUR COOL

Office politics can breed anger and discontent. You may be tempted to let your co-worker have it, but restrain yourself. The short-term satisfaction will quickly fade. And, it's likely you'll have to work with this person in the future. At times like that, the workplace can seem incredibly small. You don't want to have a reputation for being difficult to work with.

#6 – SEEK BEFORE YOU SPEAK

In conflict we tend to focus on trying to get the other party to understand *our* point of view. By seeking to fully understand another's point of view, the individual will feel less defensive. That opens the door for more effective communication, which hopefully leads to resolution. If you find yourself getting nowhere in a conversation, take a breath and *seek before you speak*.



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#7 – INSTEAD OF WIN/LOSE, THINK WIN/WIN

Office politics occur because of conflicting interests. It's natural that you want to prevail. However, consider how both parties can get something they want. This requires understanding the other's point of view and their goal. Focusing on a win-win perspective builds allies and will make you a winner in the long term.

Tips on Dealing with Office Politics

- Understand who has influence, the respect of others, who mentors others, and who has informal power and influence.
- Understand the social networks of your organization. Who gets along? Who doesn't? Who are the go-to people?
- Build your own social network that cuts across all levels of the organization (i.e., peers, managers, C-suite) and includes those with informal power.
- Use your network to stay informed, look for opportunities to contribute, and work to improve difficult relationships.
- Keep an eye on those who use negative politicking to achieve their personal goals. Learn what motivates them and what their goals are so you can avoid their negative impact.
- Control what you say and do.
 - ✓ Avoid getting involved in arguments.
 - ✓ Maintain your integrity and professionalism.
 - ✓ Keep your organization's interests in the forefront, especially when voicing objections or criticism.
 - ✓ Avoid unproductive whining and complaining.
 - ✓ Be assertive but avoid aggressive behaviors.
 - ✓ Word travels, so reveal information accordingly.

Adapted from: Dealing With Office Politics: Navigating the Minefield; by Mindtools Editorial Team;
https://www.mindtools.com/pages/article/newCDV_85.htm

Membership Renewals

It's that time of year again, and we are kicking off our 2017 membership renewal drive. LHRMA strives to assure that our membership receives quality professional programs and resources as well as numerous networking opportunities. There have been several changes affecting human resource professionals this year, and LHRMA has worked hard to address and keep you informed of them all.

Your membership renewal is due by December 31, 2016. Annual dues are \$50 per individual, and are based on the calendar year, January 1st – December 31st. You may mail your check to the address below, or you can pay with a credit card on our web site by clicking here: [Pay for Your Membership Renewal Now](#).

If you are paying by check, please note each renewing member's name on your company check.

One more thing — Please verify the information we have listed for you on our website under the Members tab. If changes are needed, please update your member profile accordingly.

Mail checks to: LHRMA, PO Box 81066, Lincoln, NE 68501-1066.

CONGRATULATIONS!!

LHRMA is pleased to recognize the following human resource professionals who earned the new SHRM credentials during the Summer Exam Window:

Erin Bond, SHRM-CP
 Sue Bowen, SHRM-CP
 Carolyn Collier, SHRM-CP
 Amber Dingwell, SHRM-CP
 Trina Goeden, SHRM-CP
 Jill Watkins, SHRM-CP

The new certification is based on the SHRM Competency Model, which identifies eight behavioral competencies and one technical competency – HR Knowledge or HR Expertise – that HR professionals need to advance their careers and improve effectiveness in the workplace.

SHRM Certification includes taking an exam to show mastery of the SHRM body of knowledge and participating in approved continuing education opportunities to keep the designation. SHRM Certification is a symbol of professional achievement.

LHRMA offers a SHRM Certification Study Group twice a year to assist HR professionals in obtaining their certification. If you would like more information about SHRM Certification or LHRMA's Certification Study Group please go to www.lincolnhhr.org or contact Amy Spellman at certification@lincolnhhr.org.



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NebraskaBehavioralHealthJobs.com, made possible with the support of private and state funding, was developed in collaboration between the Nebraska Regional Behavioral Health Authorities and Behavioral Health Education Center of Nebraska (BHECN) to provide FREE access to employers and job seekers alike.

website



**A new mobile app
 is coming soon!**

Legal Update

Is There a “Reasonable Possibility” that your Drug Testing Policy is Retaliatory?

Jack L. Shultz & Brittney M. Moriarty, Law Clerk

O’NEILL, HEINRICH, DAMKROGER, BREGMEYER & SHULTZ, P.C., L.L.O.

On November 1, 2016, a new anti-retaliation regulation established by the Department of Labor’s Occupational Safety and Health Administration (“OSHA”) will go into effect. While the rule does not specifically address an employer’s use of post-injury drug testing, OSHA has stated that in an effort to improve the tracking of workplace injuries and illnesses, post-injury drug testing policies will be under scrutiny.

The final rule, affecting drug testing policies, is an amendment to 29 C.F.R. § 1904.35(b)(1)(iv). The relevant changes read “(iv) You must not discourage or in any manner discriminate against an employee for reporting a work-related injury or illness.” While the previous version of the rule required only that a business not discriminate against reporting employees, the revised version adds a prohibition of policies which may discourage reporting. OSHA contends that the perceived invasion of privacy associated with certain post-injury drug testing policies dissuades employees from reporting work-place injuries. The new rule does not act as a complete ban on drug testing policies; rather, it stops employers from using such policies as retaliation against employees who report an injury or illness.

OSHA helps to define which policies may be at risk for violating the new rule. A blanket post-injury drug testing policy will almost always be deemed to deter reporting and violate the rule. Examples of such a policy may be a drug testing requirement for any reported injury which requires outside treatment or a policy which requires a drug test for any on-the-job vehicle accident resulting in greater than \$1,000.00 in damages. In these examples, the post-injury drug testing requirement is applied to a broad category of injuries with no emphasis put on the employee’s actual contribution, or lack thereof. For example, under the first policy, an employee who receives outside treatment for a bee sting would be drug tested even though he in no way had control over or contributed to the situation. Under the second policy, an employee involved in an accident which significantly damages a vehicle would be subject to a drug test even if the cause of the accident was a malfunction of the vehicle. What these policies have in common is drug testing which results from events in which it is very unlikely, or impossible, that the employee’s drug use contributed to or caused the injury or illness.

To avoid this unnecessary testing, which may deter reporting, OSHA will view post-injury drug testing policies under a “reasonable possibility” standard. Thus, a policy is in violation of the new rule if it requires a drug test even though the circumstances of the injury do not present a “reasonable possibility” that drug use of the reporting employee was a contributing factor to the reported injury. Such a standard does not require suspicion of drug use. Thus, while the “reasonable possibility” standard may affect current blanket post-injury drug testing policies, policies which are more specific and fact oriented in nature may pass scrutiny.

Additionally, OSHA provides that “if an employer conducts drug testing to comply with the requirements of state or federal law or regulation, the employer’s motive would not be retaliatory and the final rule would not prohibit such testing.” For example, if an employer’s post-injury drug testing policy has been established to comply with its state’s Drug Free Workplace statute or mandated federal testing (DOT), the goal of the policy is clearly to adhere to state or federal law and not to act as deterrence to reporting an injury. Thus, drug testing policy established to comply with state and federal law are not of the kind which the new rule sets out to eliminate.

If OSHA finds that an employer’s post-injury drug testing policy is in violation of the new rule they may issue a citation to the employer for retaliating against employees who report work-related injuries and illnesses. OSHA holds the right to issue a citation even if no employee has filed a complaint under section 11(c) of the

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OSH Act. If an employee is terminated as a result of a retaliatory drug testing policy, OSHA may require abatement including the reinstatement of the employee and payment of back pay.

In an effort to improve the tracking of workplace injuries and illnesses OSHA has taken a stance against policies which may function as a deterrent to reporting. Post-injury drug testing policies have come under this scrutiny. Under the new rule, OSHA requires that there be a “reasonable possibility” that drug use by an employee was a contributing factor to the reported injury before an employer requires the employee to undergo a drug test. Employers with drug testing policies established in compliance with state and federal laws and regulations will not be affected by the rule change. However, employers with blanket post-injury drug testing policies, or any policy established outside of compliance with state and federal laws, should revise their policies to adhere to the “reasonable possibility” standard.

Editor’s Note: This article is not intended to provide legal advice to our readers. Rather, this article is intended to alert our readers to new and developing issues and to provide some common sense answers to complex legal questions. Readers are urged to consult their own legal counsel or the authors of this article if the reader wishes to obtain a specific legal opinion regarding how these legal standards may apply to their particular circumstances. The authors of this article, Jack L. Shultz and Brittney M. Moriarty, Law Clerk, can be contacted at 402/434-3000, or at O’Neill, Heinrich, Damkroger, Bergmeyer & Shultz, P.C., L.L.O., P.O. Box 82028, Lincoln, NE 68501-2028, jshultz@ohdbslaw.com.

COMMUNITY OUTREACH: **COMMUNITY INVOLVEMENT THROUGH NETWORKING AND VOLUNTEER OPPORTUNITIES**

2016, where has the year gone? It is hard to believe there are only a couple months remaining to the year. Typically reflections on the year’s events happen toward the end of December before the proverbial writing of those New Year’s Resolutions, but this is the perfect time to reflect on the purpose of the LHRMA Community Outreach Committee and consider all the things we can be thankful for and opportunities to provide for those in need.

The purpose of the committee is to **enhance and promote LHRMA members’ community involvement through networking and volunteer opportunities**. Throughout the year, this purpose has been promoted through mentoring programs, volunteer opportunities and critical thinking about diversity which has an impact on how we view ourselves and those around us.

First, think about all the amazing opportunities you’ve had throughout the year to get involved. What impact has that had on the life of the person(s) you’ve worked with and on your life? Consider those thoughts for this activity to be thankful. You can use this at home, work or any location you would like to encourage others to express their thankfulness.

It is called a Jar Full of Thanks and the directions are:

1. Find a large glass jar, and decorate it for the season using various craft material like ribbon and stickers.
2. Cut small strips of scrapbook paper, and set aside on the counter in a dish along with colored markers. Use multiple colors and patterns to give the craft some additional visual interest.
3. Every day, have co-workers, friends and family make it a point to write down something that they are thankful for. Fold each submission in half, and place into the jar. Make it a personal goal to fill the jar completely with warm thoughts and well-wishes before Thanksgiving.



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To make it even more engaging, on Thanksgiving or another day when a group is gathered together, pass the jar around and have everyone read the joyful notes aloud. Second, as a group we have an opportunity to give back to those in need through the Toys for Tots program. Almost 70 years ago, 1947 to be exact, Major Bill Hendricks, USMCR founded Toys for Tots in Los Angeles, California. That year over 5,000 toys were collected and distributed.



Since then, the U.S. Marine Corps has expanded the program nationally as an action project through the U.S. Marine Corps Reserves with the mission to “collect new, unwrapped toys during October, November and December each year, and

distribute those toys as Christmas gifts to the less fortunate children in the community.”

At the **Tuesday, November 8th** LHRMA meeting **at the Embassy Suites** you will have the opportunity to bring a new unwrapped toy to support the Toys for Tot campaign.

Consider these simple solutions from Toys for Tots how a gift can make an impact:

- Provides a ray of hope for the future
- Is a passive mentoring program
- Has a positive influence on our nation’s neediest youngsters
- Has motivated youngsters to grow into responsible, productive, patriotic citizens and community leaders
- Is a way busy Americans can play a positive role in enhancing the development and steering of needy youngsters
- Has a positive impact on communities and on the economic posture of businesses, large and small, throughout the nation

Take time over the next month to reflect on all the amazing things to be thankful for and remember to bring a new, unwrapped toy to the LHRMA meeting on Tuesday, November 8th at the Embassy Suites. You will have a profound impact on a youngster and the community.

Community Outreach Committee:

Shannon Rowen, Maggie McPherson, Lynn Friesen, Dana Buss, and Angela Caldwell



Drawing Winner

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

Congratulations to **Roberta Koelzer** with Ameritas. Roberta will receive free registration for the November program.

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EAP Corner

From BFF to Boss: Making the Transition

Kelly Ann Ethridge, MA

Best Care EAP

40% of first-time managers crash and burn in the first year and a half on the job, and a significant percentage of the time it's because they aren't able to make the mental and emotional transition from co-worker to leader. Here are some things to think about as you move into your new position.

What's changed about your job and what hasn't: Your job is still to come to work every day and do what you know needs to be done to make your company great. However, now you are responsible for work that other people do. You have the power to reward former coworkers, as well as help them through any job issues they are having.

How coworkers might feel about the change. Be sensitive to the feelings of your former coworkers—they might be experiencing: happiness that you've been promoted or anxiety of how the change will affect them. You also might see them display indifference or resentment. Acknowledge the awkwardness and ask how they feel about the change.

Self-defeating actions that might lead to more stress in your new position. At first you may be tempted to micromanage. This may cause a lot of tension and your team may feel like you don't think they are doing their job correctly. Or, you may go the other way and try not to bother them in an attempt to be nice and under supervise. The best course of action might be to have a meeting to see what works for both of you. You can establish check points so that both of you feel comfortable during the transition.

What you can do to speed and smoothen the transition. Try to be yourself. Don't make any quick changes in processes. Start slow, be patient, use your boss and HR Rep for help until you have had the chance see what the job entails.

Pitfalls to avoid if you hope to succeed. The most important thing you can do is communicate with your team. Failing to do so is deadly! Set clear goals together and recognize employee achievements as you go.

Being a great manager is not easy, especially when you're new at it. Best Care EAP Management Boot Camp classes could be just what you need. Best Care EAP offers classes throughout the year, so that you can take advantage of any or all of the classes that fit your needs.

If you have questions about being a great manager, call **(402) 354-8000** or **(800) 801-4182**. For more information on the schedule for 2017, email eap@bestcareeap.org or check out our website at www.bestcareeap.org.

Click here for the [2017 Boot Camp Schedule](#).



Wellness News

Healthy Holiday Eating

Megan Ksionzek, Corporate Wellness Coordinator

Madonna Fit for Work

The holiday season is a time to celebrate with family and friends. Unfortunately, for many it also becomes a time for over-eating and weight gain. According to many research studies, holiday eating only results in the gain of one pound - which doesn't sound like much, unless you gain that extra pound year after year. So, just how do we avoid that extra weight during the holiday season all while enjoying the most wonderful time of the year?

Here are some manageable tips on healthy holiday eating during this holiday season:

1. **Be realistic:** Don't try to lose pounds during the holidays, instead try to maintain your current weight.
2. **Stick to your exercise routine or start one now:** No need to wait until after the holidays to start your exercise routine- stick with it throughout the holidays- the less you gain, the less you have to lose. Exercise also helps to relieve holiday stress and prevent weight gain. A moderate and daily increase in exercise can help offset increased holiday eating.
3. **Avoid skipping meals:** Before leaving for a party, eat a light snack combining foods high in fiber and protein. This will help curb your appetite and leave you feeling less tempted to over-indulge.
4. **Survey party buffets:** Choose your favorite foods and skip your least favorite. Try to keep a balanced plate and don't feel like you have to take some of everything.
5. **Eat until you are satisfied not stuffed:** Eat smaller portions, sit down while eating, get comfortable, eat slowly, and don't feel like you have to eat everything on your plate.
6. **Be aware of beverages:** Alcohol can lessen inhibitions and induce overeating. Non-alcoholic drinks can also be full of calories and sugar. Always keep a glass of water on hand and limit drink intake to 1-2 drinks.
7. **If you overeat at one meal, go light on the next:** It takes 500 calories per day above your normal/ maintenance consumption to gain one pound.
8. **Take the focus off the food:** Turn the normal candy and cookie making time into non-edible projects like making wreaths, art decorations, or a gingerbread house. Plan group activities with family and friends that aren't all about food. Try serving a meal to the community, playing games, or a walking tour of holiday decorated homes.
9. **Bring your own healthy dish to a holiday gathering:**
Try this dish- <http://www.myrecipes.com/recipe/farro-stuffing-butternut-squash>
10. **Practice healthy holiday cooking:** Preparing healthy holiday dishes lower in fat and calories will help promote healthy holiday eating for all. Try some of these tips in traditional holiday recipes to make them healthier.

More than just sweet - When making desserts or eggnog reduce the amount of sugar in half by enhancing flavor with citrus, vanilla, nutmeg, or cinnamon. Swap turbinado sugar, honey, agave, or molasses as an alternative. You control the sugar.

Shake the salt out - Cut the amount of salt in half for all recipes or try lower-sodium options. Opt for home-made options as often as possible, steering clear from pre-packaged foods. Serve raw veggies instead of crackers, and swap fresh herbs and spices for added salts. You control the sodium.

Trim the fat - In baked goods, cut the fat by replacing it with unsweetened applesauce or mashed

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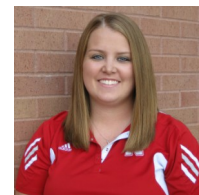
banana. Instead of full-fat condensed milk, use condensed skim milk. For gravy, heat fat-free, low-sodium broth; mix flour into cold skim milk and pour slowly into broth, stir until thickened and seasoned to your liking. You control the fat.

Don't forget what the holidays are about. Enjoy time with family and friends, plan time for cardiovascular activities, incorporate healthy recipes into your holiday meals, and don't restrict yourself from enjoying your favorite holiday foods.

For more information on healthy holiday eating contact Megan Ksionzek with Madonna Fit for Work at mksionzek@madonna.org or call 402-434-5937. I look forward to hearing from you soon'



LHRMA Board Member Profile College Relations: Jenessa Keiser



Jenessa Keiser

Where did you grow up?

I was born in Holdrege but grew up in Wilcox, a small town located about 30 miles south of Kearney.

When you reminisce about your childhood, what is one of your favorite memories?

Spending time at Harlan County Lake with my grandparents.

Tell us about your family.

My husband, Beau, and I got married in August of 2012. I have one older sister, two younger brothers, and four brothers-in-law. I have one niece and two nephews.

Outside of work, what do you enjoy doing?

Spending time at the lake, time with family/friends, and going to concerts.

Tell us about your first car.

I was 14 and drove my mom's old red Astro van.

What are your favorites?

Meal – Pizza

Candy – Reese's Peanut Butter Cup

Best present ever received – A huge doll house that my grandpa made me when I was little. It's amazing!

Cookies – Peanut Butter M&M

Band/music – Keith Urban, Def Leppard, Fleetwood Mac. I enjoy all types of music.

TV shows – Friends

Movie – Pretty Woman

Things to do on a day off – Boating, wake-boarding, movies, going to concerts.

What's your educational background?

I received my Bachelors of Business Administration from UNL with a major in management and minors in accounting and sociology. I went on to earn my Master of Business Administration with a specialization in Human Resources from UNL also.

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What kind of work did you do to get through college?

I worked for UNL Registration and Records and interned with the Nebraska Lottery, Pathology Medical Services, Goodwill Industries, and Lincoln Surgical Hospital.

What certifications to you hold?

I am PHR and SHRM-CP certified.

How did you come to a position the field of HR?

I started taking HR courses during my junior year of my undergraduate degree and really enjoyed them. I enjoyed them so much that I decided to go back and get my masters with an emphasis in HR so I could take more. I sought out HR internships and each one helped me expand my HR knowledge and grow within the field.

How long have you worked in HR?

Six years.

Tell us about your current position.

I work as the HR Director for Lincoln Surgical Hospital, Eye Surgical Associates, and Sutton Ryan Dermatology. We have about 400 employees. My primary function is directing the day to day operations of the HR department, including recruiting, employee relations, onboarding, etc. I am also responsible for benefits administration, education, compliance, and leave administration.

Tell us something about yourself that we would never guess.

I've been skydiving and loved every minute of it. It's something that I would definitely do again...I think.

If you could retire tomorrow, and money was no issue, what would you do?

I would move to a beach or somewhere on a lake. I would love to travel any and everywhere.

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

Don't be afraid to take on new challenges. Never stop learning.

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

Working with the college chapters. I was President of the UNL SHRM chapter while earning my graduate degree. It's amazing to see how much the chapter has grown and the opportunities that it gives students to learn more about the field of HR.

I joined LHRMA because...

LHRMA provides great programming and networking opportunities. It allows me to continue to learn more about HR and further my professional development.

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

All of the time and effort that goes into making LHRMA successful.

College Relations Committee

(Contact: college.relations@lincolnhir.org)

- Q. What does the College Relations Committee do?**
- A. The committee provides assistance to local college SHRM chapters. The committee hosts students at LHRMA meetings and provides chapter assistance throughout the year with chapter recruitment efforts, events, SHRM case competition, speakers, and more.
- Q. How could I contribute in this area?**
- A. Committee members help with:
- Hosting students at LHRMA chapter meetings.
 - Setting up speakers or company tours as requested by chapters, including presenting on HR topics.
 - Volunteering to mentor students.
 - Matching students with volunteer mentors.



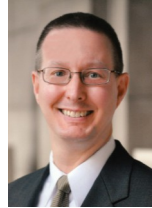
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