

Quarterly Bulletin—
Winter 2012

Editor: KPBelser, MBA, SPHR



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Meet our HR Professionals! Page 3.

Be sure to attend our Jan chapter meeting for the swearing in of 2012 Board members. And this is our last meeting at the Ramada.



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FROM THE BOARD

ROSLYN SCHAFFER, SPHR, CHAPTER PRESIDENT

Happy New Year! I hope everyone had safe and happy holidays celebrating with family and friends.

During this time of the year, we often take the time to reflect on the past year and plan for the next. Statistics show that 40-45% of adult Americans make at least one resolution for the New Year. While we all know that many are not successful in keeping them, the research shows that making resolutions is useful. Quite simply, people who explicitly make resolutions are ten times more likely to attain their goals than people who don't explicitly make resolutions. So, what does that have to do with SEPA SHRM?

SEPA SHRM has always been a top achieving chapter in the SHRM recognition of affiliate chapters. That meant that, as a chapter, we met the highest standards of chapter management as set by SHRM. In 2010, SHRM revised the standards, and introduced the SHRM Affiliate Program for Excellence (SHAPE). SEPA SHRM once again, attained a level above the basic requirements and was recognized by SHRM as a Silver Award winner.

When the Board of SEPA SHRM met in January, 2011 to plan the year, we resolved to attain the highest achievement level for 2011, the Platinum Award. That meant that we had to create and conduct mission driven initiatives in all the core leadership areas of SHRM, develop partnerships in the community, demonstrate our commitment to the Pennsylvania State Council, SHRM and to the SHRM Foundation, operate a fiscally sound chapter, provide continuing services to our members and to achieve Membership Super Star status by achieving an increase in membership in excess of 3%. Insofar as SEPA SHRM had such a solid foundation on which to build, the task was not too big and unrealistic. And you, our members, responded to the challenge by encouraging colleagues to join the chapter so that we could achieve the membership goal! As we prepare our SHAPE year-end report for submission to SHRM, we are confident that having resolved to achieve at the highest level en-

WE'RE MOVING!

THE CHAPTER IS RELOCATING THE CHAPTER MEETINGS.

SEE PAGE 2 FOR DETAILS

abled us to stay focused on that goal.

As the Board prepares for 2012, we are committed

to continuing to provide a strong chapter that serves our members by delivering strong programming on important topics, networking opportunities and partnerships in the community to advance the profession without charging chapter dues.

The success of our mission driven initiatives would not be possible without the support of chapter members serving as committee members or volunteers for the initiatives.

Use of our group on LinkedIn has increased dramatically in 2011. It has served to not only solicit input from members to assist with initiatives but to provide a forum for timely resolution of problems and aid with hot topics. We will look to increase these opportunities in 2012.

As we attend various meetings and hear about the struggles faced by other chapters in sustaining members, delivering services and remaining viable, we recognize that at SEPA SHRM we are fortunate to have a membership that supports the chapter in every way possible.

We thank you for this and remain committed to continuing to maintain the highest standards of chapter achievement. SEPA SHRM is your chapter and, together, we will keep it the best!



2012 SEPA SHRM CALENDAR AND PROGRAM UPDATE

VP/Director Professional Development/Programming



- JAN 17** **WISDOM AT THE TOP** a special panel of CEOs, led by Scott Rosen, President & CEO of the Rosen Group, Inc., Marc Brownstein, CEO Brownstein Group, David E. Griffith, CEO Modern Group Ltd., and Vincent Donnelly, CEO, PMA Companies.
- FEB 21** **Legal Pitfalls in the Electronic Workplace—Part II** Back by demand...Jennifer Snyder, Esq. and Janeen Dougherty, Esq. of Dilworth Paxon, LLP.
- MAR 20** **BULLYING in the WORKPLACE** by Founding Chapter President, Susan Warner, J.D., SPHR, HR Troubleshooters, with Board presenters Peggy Derr and Kristine Belser.
- APR 10** **LEGISLATIVE UPDATE** (note meeting change from 3rd to 2nd Tues due to PA SHRM State Council L&L).
- MAY 15** **NEW HR Strategic Business Model** by Grace Odums.

Our chapter is an "Approved Provider" for HRCI for those monthly meetings that will qualify for certification credits. Remember to pick up your HRCI code after each meeting you attend from the VP of Programming. This code can be added to your HRCI recertification file, and credits will be added automatically.



"The use of this seal is not an endorsement by HR Certification Institute of the quality of the program. It means that where applicable, this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit."

Note: Topics and/or presenters are subject to change.

When/Where: Chapter meetings are held the 3rd Tues. of most months from 8 a.m. to 10:15 a.m. They include a continental breakfast, networking and a professional development program.

Where: American Heritage Federal Credit Union, Red Lion Road. Note location change beginning February 2012! See box at left.

Cost: \$25.00 Chapter members; \$35.00 Non-chapter members. Special student rates available. Walk-ins will be charged an additional \$10 fee. ***Meeting rates DO NOT apply to Special Programs or Events such as the Annual Professional Development and Networking Event.**

Registration: Pre-register/pay on line at www.sepashrm.org or call 484-643-0393.

E-mail topic suggestions to ppal@sepashrm.com

Board Meeting Calendar 2012*

Jan 7	Planning Meeting (live)	8:00a—1:00p
Feb 14	Teleconference	8:30a—10:00a
Mar 13	Teleconference	8:30a—10:00a
Apr 10	Follows chapter mtg (live)	10:00a—12:00p
May 8	Teleconference	8:30a—10:00a
Jun 12	Teleconference	8:30a—10:00a
Jul 21	Planning Meeting (live)	8:00a—1:00p
Aug	No Board or Chapter Meetings	
Sep 10	Teleconference	8:30a—10:00a
Oct 9	Teleconference	8:30a—10:00a
Nov 5	Teleconference	8:30a—10:00a
Dec 4	Evening (live)	6:00p—7:00p

*Dates subject to change

Chapter members are welcome to attend Board Meetings or request copies of Board minutes. Contact Roz Schaffer.

WE ARE MOVING

SEPA SHRM heard our members and will move to a new meeting location beginning with our February 2012 chapter meeting.

The new location is the American Heritage Federal Credit Union located just about 3 miles south of our current location at

2060 Red Lion Road | Philadelphia, PA 19115

Please make a note!

SAVE THE DATE

MON., JUNE 4, 2012

Abington Memorial Hospital



Pamela J. Green, SPHR

SEPA SHRM's Annual Professional Development and Networking Program with returning speaker, Pam Green, SPHR, SHRM Chief Membership Officer

SAVE THE DATE

APRIL 17, 2012

(reception on April 16)



12th Annual Legislative & Legal Conference

Presented by the PA State Council of SHRM, Inc.

Harrisburgh, PA

IF YOU ARE INTERESTED IN SPONSORING A CHAPTER MEETING OR KNOW OF AN ORGANIZATION THAT WOULD BE INTERESTED, PLEASE CONTACT Vikki Dycus, Chapter Administrator at 484-643-0393.

BENEFITS OF SPONSORSHIP INCLUDE MEETING ATTENDANCE, EXPOSURE TO HR PROFESSIONALS, AND ADVERTISING AND PROMOTIONAL OPPORTUNITIES IN OUR NEWSLETTER AND ON OUR WEBSITE!



The Bucks County Courier Times Interviews HR Professionals—Two SEPA SHRM Members interviewed: Rose Burke (10/30/2011) and Pat Lamoreux (11/13/2011).



WELCOME—
Meet two of your newly elected SEPA SHRM officers (for a full list of Directors/Officers, please see page 8).



Meet The HR Professional

Email: rburke@greynun.org
Url: www.greynun.org

Meet

Rosemary "Rose" Burke

Grey Nuns of the Sacred Heart/D'Youville Manor
Director/Generalist, Human Resources

Tell us about where you grew up. Give us a feel for how it was to live there. Who influenced you the most during that period? Please explain.

I grew-up in the Oxford Circle section of Northeast Philadelphia and went to Little Flower Catholic High School for Girls. Growing up there was so much fun, being with my family and friends. Living in the city, we kids always had something to do, somewhere to go and that's what we did, on our own, without having to wait to be driven from place to place. We let our feet, bike, bus, el train [and sometimes thumb] take us to our next destination of choice. Life was good!

My dad was my encouragement. He told me that it would be up to me to further my education as our family was just making ends meet. My husband was my second source of encouragement. I even took my books to Bermuda on our honeymoon.

Where do you currently reside? What do you enjoy most about living in your area? What types of opportunities are available in your area for community activities, outreach and volunteer work?

I currently reside in Newtown, Pa. I love the area, and people that I have met. It's been even more of a melting pot than living in Northeast Philadelphia, where everyone at that time was very similar.

There are plenty of opportunities in for the community for outreach and volunteer work. I admit, I have not had the time to offer my services, but recently, I have joined the legislative team at SEPA SHRM to become more politically educated to help other HR people to become aware of pending legislation that could be damaging to their employers. I have taken our daughter to work with me many times, on her days off from school, and offered her services to help out the Activities Director at the Manor with the residents who live there in the Personal Care facility.

What do you enjoy doing when you are not working?

I enjoy being with my family and friends, traveling, and exercising.

When you feel overwhelmed, what helps you to maintain balance in your personal and professional life?

Exercising, taking our dog for a walk, and try to keep it all in perspective.

Why did you pursue a career in Human Resources?

First job in Human Resources was that of a secretary for a large retail food unionized company. It was quite interesting and challenging. Nothing was ever boring or the same.

What is the most challenging or gratifying aspect of what you do?

Being able to help people with their questions, finding resolutions to the problems, and knowing that there are thousands of other people out there in the same profession, doing the same thing.

Do you have any awards or certifications? If so, how did it make you feel? Is there an award or certificate that you aspire to obtain?

I have received the PHR [Professional in Human Resources] certification and have been inducted into the Sigma Beta Delta from the honor society while attending Holy Family. Also, I was inducted into the honor society while attending Philadelphia Community College.

Receiving those awards did make me feel special, that I could achieve something in my own name.

I am hoping to achieve, one day, my CEBS designation as I have returned to taking those courses, which now are online.

What qualities, skills and abilities do you look for in a candidate? If the opportunity to mentor someone who is just starting out in his or her career presented itself, would you accept the challenge? Why or why not?

Depending on the job that was open, of course an applicant would need to have the basic pre-requisites, but the most important question is — do they have passion for wanting to do the job. You can't fake the passion. Also, to remember that every situation is not always black and white.

I would love to mentor someone, as it would be an opportunity to help them see the other side of the "learned knowledge" that one obtains in the world of academia. I have had only a few people mentor me, without their knowing it. Sometimes the word "mentor" scares people away from helping someone else.

What is the best advice that you can give someone who is looking for work in today's competitive job market?

Be prepared for many closed doors. Don't take it personally and to join a group(s) with other people in a field you are trying to enter. Keep making connections.

Find out more about this week's Human Resources professional at www.phillyburbs.com




David Wilderman,

Dave Wilderman, PHR, GBA

– Dave is our newly elected V.P./Director of Communications/Marketing/Sponsorships &

PR for the SEPA SHRM Chapter and member of the Legislative Affairs Committee. He holds a BA degree in HR Management from Shippensburg University and maintains a Professional in HR (PHR) certification along with a Group Benefits Associate (GBA) certification through the CEBS program. Currently, Dave works as the HR Generalist for the Rothman Institute handling benefits and recruitment. Residing in Montgomery County with his wife, Karen and menagerie of household pets, Dave enjoys spending his free time practicing amateur photography and reading.

Vicki L. Ferguson, MLD, SPHR
has over 20 years of HR experience in fast-paced, service-oriented, competitive environments, with expertise in Leadership Development, Talent Management, Change Management, Organizational Development, Employee Relations, and Legal Compliance. She is currently employed by the National Multiple Sclerosis Society (NMSS) as a Regional Director of HR, providing support to 12 chapters in 6 states; helping each to strengthen their human-centered capabilities. Prior to her work with NMSS, Vicki worked for Prudential Financial where she provided leadership and management of HR products and services to Corporate Operations & Systems' clients in 6 facilities across the country. Her experience includes having directed the HR function for

Vicki Ferguson

Attend our Jan 17 chapter meeting where we will swear in all Board members for 2012 and all chapter members will have an opportunity to renew their pledge to uphold the SHRM Ethics Oath!



Remember, beginning in February we will move our Chapter meetings to our new Red Lion location. See page 2!

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(Continued from page 3)

ARAMARK's Campus Services Eastern Region, and having provided regional and divisional HR support for THORN Americas, Inc., Charming Shoppes, Inc. and Joseph Horne Co., Inc. Vicki holds a Master of Leadership Development from Penn State Great Valley, and a BA in Speech Communication, Business Option, from the Pennsylvania State University. She is a certified facilitator and coach. Vicki's accomplishments include full presentation of a paper titled, *Group Potency and Creativity: The Moderating Effect of Gender Diversity* (Ferguson, Edwards, Kral & Sosik, 2009), at the 2009 Institute of Behavioral and Applied Management (IBAM) Conference in Washington, DC, as well as being selected to serve as Session Chair for *Building a Better Board: A Systems-Centered Simulation* (O'Neill & Murphy, 2009). Vicki joined SHRM in 1998 and after attending Villanova University's SHRM Learning System's course, she received her SPHR certification from HRCI in 2002. Having served as SEPA SHRM's V.P./Diversity (2004-2007) and V.P./College Relations (2007-2008), Vicki returns to the Board in 2012 and currently serves as V.P./Director of Program-

Meet The HR Professional

E-mail: careers@wel.org
URL: www.wel.org

Meet

Pat Lamoreux
Wesley Enhanced Living
Assistant Vice President of Human Potential

Where do you currently reside?

I currently live in Lower Bucks County. I have lived in Bucks County all my life.

What do you enjoy most about living in your area?

Bucks County is rich in history. We have such historical landmarks as Pennsbury Manor and the historical Washington's Crossing Park. There are great community parks throughout the county. Being close enough to Philadelphia and New York, I am able to enjoy the arts and entertainment of the big city or take a short trip to the mountains or the shore for relaxation.

What types of opportunities are available in your area for community activities, outreach and volunteer work?

There is a wealth of volunteer opportunities throughout Bucks County. Residents can volunteer through local churches, hospitals, senior centers, nature centers, and retirement communities. The Wesley Enhanced Living communities I represent always have a need for volunteers that are interested in helping us accomplish our mission of making a compelling difference in the lives of our residents.

What do you enjoy doing when you are not working?

I love being at the beach just relaxing with a good book. I also enjoy spending time with my huge family, which includes my mother, husband, children, several brothers, sisters, nieces and nephews. Whether we are going to the beach, going to parks, family vacations, or just our regular "Tuesday Night Dinner," which allows us all to stay in touch at least once a week, it's great to spend time



Pat Lamoreux

with loved ones.

When you feel overwhelmed, what helps you to maintain balance in your personal and professional life?

Taking my two weimaraners for a long walk, is an opportunity to clear my mind, regenerate and benefit from the exercise.

Why did you pursue a career in Human Resources?

I originally started my career in business administration. When I had an opportunity to work for a start-up organization, I suddenly became responsible for the HR functions of the company. I realized HR was more than ensuring employee paperwork is completed and that organization is compliant with all the employment laws and regulations. HR is not simply responsible for the human resources (employees) of the organization; HR is responsible for ensuring that the right talent is brought into the organization and are given the opportunity to reach their full potential, which ultimately leads to the success of the organization. The most valuable resources of any organization are its employees, who play a vital role in the accomplishment of meeting the mission, goals, and objectives of any business. By being part of a Human Resources team I have the opportunity to be a key contributor to the success of the organization.

What is the most gratifying aspect of what you do?

Seeing young people come into the workforce that have raw talent and helping them to grow in their own careers.

Do you have any awards or certifications?

Yes, I am a certified as a Senior Professional in Human Resources (SPHR®).

If so, how did it make you feel?

I am proud of the SPHR certification that I have achieved. Certification requires on-going re-certification, which I obtain through continuous education and new HR experiences that keep me focused and up-to-date on the changes in my profession. The SPHR designation is highly recognized in the HR field and now recognized and required by many employers that want true HR professionals.

What qualities, skills and abilities do you look for in a candidate?

In addition to the required educational background, technical skills, industry knowledge and experience, it is just as important for a candidate to be a continual learner, who is interested in learning new skills, techniques, methods, and/or theories, keeping up with new developments and knowledge in their field and the entire organization. The ability to effectively listen, write, and speak is critical in business. I want a candidate that has the ability to assess a situation, seek different perspectives, gather more information if necessary, and identify key issues that need to be addressed and then take action. I also look for a strong work ethic, dependability, honesty and someone that can believe in the mission and values our organization.

If the opportunity to mentor someone who is just starting out in his or her career presented itself, would you accept the challenge?

Absolutely. I did have the opportunity to work on a pilot mentoring program with members of the Society for Human Resources Management (SHRM) Philadelphia Chapter and Temple University. The program focused on mentoring students seeking careers in HR. If organizations provide mentoring opportunities for students seeking careers in their industry they can build a talent stream for their organization. Mentoring the talent within the organization provides opportunity to facilitate the transfer of skills, knowledge and company culture from

experienced professionals. Professional mentoring helps organizations to develop the potential within the organization and prepare employees for that next step in hopes of retaining that talent within the organization.

What is the best advice that you can give someone who is looking for work in today's competitive job market.

Network with those in your profession, those in the industry you want to work in, alumni, teachers, professors, previous co-workers.

Your resume should reflect your true talent, skills, ability, accomplishments and experience. Don't exaggerate, inflate things or list credentials you do not have. Your resume is a first impression to an employer. Don't forget to use spell check.

Prepare for the interview. Be prepared to answer questions about your history and how you handle things in the workplace. Ask questions to ensure that this is the job and the organization for you. Know the company and the interviewer. Use this time to present why you are the best candidate for this job.

Be careful what you put on your social networks.

What associations are you involved in? I am a member of the National Society for Human Resources Management (SHRM). I am also a member of the Southeastern Pennsylvania Chapter of the Society for Human Resource Management (SEPA SHRM).

How has belonging to those associations help with your career? As a member of SHRM, I have access to educational opportunities that are directly related to my job. Through the SHRM networks I receive the most current information on HR issues at a national and state level. It is a great network to share opportunities and challenges with other HR professionals that may have experience in an area I may be lacking.



Legislative Affairs Report

By Brian D. Pedrow, V.P./Director Legislative Affairs

The SEPA SHRM Legislative Affairs Committee is working to establish relationships with state legislators in our service area to ensure that the voice of HR professionals is heard in the dialogue over legislation impacting Pennsylvania workforces. Additionally, through these relationships, we are offering ourselves as a resource to legislators to answer questions and guide the development of employment and labor-directed legislation. To this end, we have formed five Legislative Delegation Teams made up of volunteer Chapter Members. Each Delegation Team has been assigned two members of the Pennsylvania General Assembly – one House Representative and one Senate Representative – covering specific geographic territories. We also identified key pieces of pending legislation to discuss with these Representatives. The Legislative Affairs Committee is happy to report that we held our first round of meetings at year end 2011. The following offers highlights from two such meetings:

DELEGATION TEAM REPORT

Representatives: House District 31 - Rep. Steve Santarsiero (D)
Senate District 10 - Senator Chuck McIllinney (R)

Legislative Area: Morrisville, Yardley

Team Leaders: Brian Pedrow & Kristine Belser

Team Members: Beverly Bujanowski, Rose Burke, Lynn Gelman

SEPA SHRM Legislative Affairs Committee

- Rose Burke
- Peggy Derr*
- Nikia Fluellen
- Shirley Grazier
- Mumtaz Husani
- Victoria ("Tori") Murphy
- Brian D. Pedrow*
- Kathy Piunti
- Roz Schaffer*
- Marci Schiehser
- Linda Stone
- Dave Wilderman*
- Susan Warner*

* SEPA SHRM Board Member

On October 14, 2011, Delegation Team members Kristine Belser, Rose Burke and Brian

(Continued on page 5)



(Legislative Affairs report, continued from page 4)

Pedrow met with Representative Steve Santarsiero of the 31st Legislative District to discuss three workforce bills pending in the General Assembly.

The first two bills discussed were HB 1713, the Pennsylvania Family and Medical Leave bill (PA FMLA), and HB 1477, the Healthy Families and Healthy Workplaces bill (Paid Sick Leave). We explained that these bills would create undue burden for employers in Pennsylvania by requiring them to offer employees time off (paid and unpaid) beyond that which is currently mandated or offered by employers. The PA FMLA bill would expand upon the Federal Family and Medical Leave Act by adding six weeks of unpaid leave in addition to the 12 weeks already mandated, to care for certain family members not covered by the Federal FMLA. The Paid Sick Leave bill would require employers with 10 or more employees to provide a minimum of one hour of paid sick leave for every 40 hours worked up to a maximum of 52 hours in a year.

We also discussed HB 935/HB 886, the Weapons in the Workplace bills (Weapons), which would restrict most public and private entities in Pennsylvania from prohibiting customers and employees from carrying and possessing licensed weapons in locked motor vehicles while parked on private property.

Representative Santarsiero acknowledged the burden for Pennsylvania employers under the PA FMLA bill and the Paid Sick Leave bill. He did not feel that we would see much movement with these two bills in the near future. While he acknowledged that, on their face, these bills have a good intent, he also acknowledged that there must be a balance for both the employee and employer. For example, he agreed that the Paid Sick Leave bill must take into account whether an employer already offers generous leave benefits and be written in a way to avoid adding new leave requirements in such cases.

Representative Santarsiero also shared our concern over the Weapons bills that forcing employers to allow guns on their property is a threat to workplace safety. He referred to the new Pennsylvania law, signed by Governor Tom Corbett (R) on June 28, 2011, expanding Pennsylvania's existing "castle doctrine" law and stand-your-ground protections which apply inside one's home to allow the use of a gun or other deadly force in self-defense in situations outside one's home or business. Representative Santarsiero had opposed this change in the law and assured us that he would oppose the Weapons bills.

Representative Santarsiero was extremely receptive to our visit. He welcomed us back to continue to provide the HR perspective on pending employment-related legislation and also expressed an interest in addressing our Chapter in a legislative forum in the future.

DELEGATION TEAM REPORT

Representatives:	Senate District 5 - Senator Mike Stack (D) House District 172 - Rep. Kevin J. Boyle (D)
Legislative Areas Covered:	Northeast Philadelphia
Team Leader:	Susan Warner
Team Members:	Elizabeth Hilderley, Denise Jennings, Barbara McAvoy

In October 2011, Delegation Team members Susan Warner, Elizabeth Hilderley, Denise Jennings, Barbara McAvoy met with Representative Kevin J. Boyle of the 172nd Legislative District, along with his Chief of Staff, Seth Kaplan.

Susan offered a brief overview of our talking points regarding the Weapons bills and the PA FMLA bill. The team members then shared why, as members of SHRM and HR professionals, we are opposed to these two bills.

Barb and Denise are both from Kraft Foods and expressed their concern for the Weapons bills passing due to a recent incident that occurred at their facility. Representative Boyle stated that he feels the Weapons bills will pass if they get to the floor. He believes the best way we can defeat these bills is to prevent them from getting to the floor in the first place.

The team also explained that the PA FMLA bill would put additional burdens on employers in Pennsylvania, especially small employers, and that employees already are provided adequate protection under the Federal FMLA. Representative Boyle explained to us that the PA FMLA bill was introduced by Dan Truitt, a Republican from Chester County - District 156. He also pointed out that all of the co-sponsors of this bill are Republicans and that we would need to convince the Republicans to withdraw it. He suggested contacting the State Chamber of Commerce to support us in our efforts to have this bill withdrawn.

We found Representative Boyle to be extremely helpful in terms of listening to our concerns and offering advice on how to proceed. We offered our services to help him understand our profession and providing input about how future bills would impact employers and employees. Since he is a member of the State Committee on Health Care, we also explained that many of our HR professionals have expertise on health care issues and would be happy to work with him on related legislation.

SEPA SHRM Legislative Affairs Committee

All Chapter Members are welcome to join the Legislative Affairs Committee. Contact Brian Pedrow, VP Legislative Affairs, at 215.864.8108 or pedrow@ballardspahr.com for more information! Get involved. It is a great experience and great opportunity to contribute to your Chapter and your profession.



Remember, beginning in February we will move our Chapter meetings to our new Red Lion location. See page 2!





WORKFORCE READINESS

Denise Lantz, VP/Dir. Workforce Readiness

We are pleased to announce the recent launch of our new SEPA SHRM Workforce Readiness Committee, led by Denise Lantz, SPHR, CHC (VP of Workforce Readiness). Volunteers include:

- Susan Baranowski, SPHR
- Elizabeth Hilderley, PHR
- Deb Lasky, PHR (SEPA Past President)
- Nancy Long, SPHR
- Kathy Piunti, SPHR

A Chapter project aimed at supporting Veterans is underway that started with an annual food drive. Special thanks to Lisa Fugelo, SEPA's VP of Education/College Relations who helped us make the right connections with a local Veterans Food Pantry and transported our donations to the Food Bank! If you have an interest in supporting the Chapter, or supporting other initiatives regarding Veterans in our community, please contact Denise.

SAVE THE DATE FOR THE BUCK COUNTY INTERMEDIATE UNIT EMPLOYABILITY EXPO—MAY 2012



STUDENT CHAPTER

Lisa Fugelo, VP/College Relations

SEPA SHRM proudly sponsors both the Temple University, Ambler and the Strayer University SHRM Student Chapters.



Did you know, through our student chapters you can:

- Mentor an HR Student or have an HR student shadow you
- Hire a Student Intern
- Speak to a group of HR Students about relevant HR topics

If you are interested in any of these activities, E-mail Lisa Fugelo through our website



DIVERSITY

Wendy Elliott-Vandivier, SPHR, VP/Dir. Diversity

Help Create Internship Opportunities for Young Adults with Disabilities! JEVS Employment Network Services has an exciting new work preparation and job placement program, Project Success, specifically created to meet the needs of young adults with Aspergers Syndrome or Pervasive Developmental Disorder - Not Specified - who are interested in transitioning into the world of work. Project Success helps participants:

- Discover the right career choice for their interests & abilities.
- Learn work readiness skills.
- Develop effective on-the-job interactions.
- Gain real work experience through volunteer internships.
- Work with an on-the-job mentor.
- Find a job in their area of interest. (Once they find employment, a job coach will acclimate/train them in their new job.)

JEVS Project Success provides young adults the opportunity to complete a 10-14 week volunteer "internship" in which they work alongside staff who serves as their on-the-job mentor/role model as they develop work readiness skills. Participants can "try out" a job in their area of interest and gain first-hand experience handling a variety of workplace assignments and interactions. This is also a great opportunity for SEPA SHRM member organizations to host the internships, and enjoy the rewards of helping these young adults develop the confidence and competence needed to embark on a career of their own. If your organization would be interested in hosting an intern, please contact Wendy Elliott-Vandivier, VP Diversity at sepa-diversity@sepashrm.org or call Wendy at 215-478-4001.

SEPA SHRM DIVERSITY STATEMENT

In our local chapter, our objective is to attract and use the talents of people of different backgrounds, experiences, and perspectives. Accordingly, diversity is one of our core values. We work to create an environment where people are valued as individuals and team members and treated with respect, dignity and fairness. We strive to create opportunities for our members to develop and reach their full potential and to achieve their professional and personal goals. Each member has the ability and obligation to create an environment that promotes inclusiveness.

Diversity Committee

- Hope Bear
- Liz Graham
- Ann Marie McGettigan
- Gertrude Scutt
- Sharon Stauts*
- Wendy Elliot-Vandivier*
- *SEPA SHRM Board Member



MEMBERSHIP

Brian Jacobs, VP/ Membership

Hello to 2012 and all members of SEPA SHRM! Here's hoping that everyone had a great holiday season. We're gearing up for a big year and we're excited because we met our membership goal for 2011 and have been designated yet again, SuperStar Chapter!



SEPA ended the year with a 5% increase in membership since 2011. It's my hope that we continue to grow and are able to provide our members with all of the benefits that come with membership.

We are excited to report that we are moving our Chapter meeting location. We heard the feedback from members and have secured a new location at the American Heritage Federal Credit Union at 2060 Red Lion Road, Phila, just about 3 miles south from our current meeting location. We trust this facility will be a safe and pleasant alternative to our current location.



Beginning in February we will move our Chapter meetings to our new Red Lion location. See page 2!

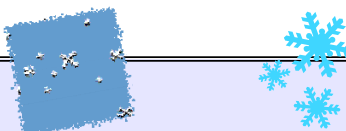
Designating SEPA SHRM as your primary chapter remains simple and free (with your SHRM membership). We are a 100% Chapter, which means that all of our members are members of SHRM. To designate, simply go to the Membership page at sepashrm.org, and complete a Primary Chapter Designation Form, using Chapter #498. You may also obtain a designation form by calling (484) 643-0393. If you're already a SEPA member and have a friend or colleague that belongs to SHRM and would be a great fit for our chapter, please pass along our information. We appreciate it!

As of December 31, SEPA SHRM has 424 members. We are the fourth largest Chapter in PA (out of 26 Chapters). We are the 11th largest Chapter in the NE region, which is composed of 95 chapters in 11 states.

Have a great rest of the Winter and we hope to see you at our monthly Chapter meetings!

Membership Committee

- Sarah Brotman
- Christopher Gada
- Heather Howard
- Brian Jacobs*
- Amy McGuire
- Susan Warner*
- *SEPA SHRM Board Member





CERTIFICATION REPORT

By Richard Handschumacher, SPHR

CONGRATULATIONS TO THOSE NEWLY CERTIFIED, WHO ATTENDED OUR VILLANOVA UNIVERSITY PROFESSIONAL IN HUMAN RESOURCES COURSE:

RENEY CHERIAN, PHR
 MARGARET ABRAMS COSTANTINO, PHR
 DENISE G. LANTZ, SPHR, CHC
 BARBARA LERMAN, PHR
 SHAWN MCCREDIE, PHR
 PAT MUSHO, PHR
 EILEEN PELZER, PHR
 MONICA STEWART, PHR
 MEGHAN WYNNNE, PHR

As a certified individual you may also go into your online profile with the HR Certification Institute (HRCI) and notify your chapter of your certification by going to the "chapter notification link." By entering your certification, we can get accurate information of all the certified professionals within our chapter. Note: please first send notification to your Chapter Administrator.

SEPA SHRM wants to hear about your success. If you've recently earned your PHR, SPHR or GPHR certification or your certification status has changed, send an e-mail to: sepa-cert@sepashrm.org or to our Chapter Administrator at sepa-administrator@sepashrm.org. We'll be sure to update your member record and include your accomplishment in our newsletter. The SHRM certification awarded by the Human Resource Certification Institute (HRCI) signifies that HR professionals possess the theoretical knowledge and practical experience in HR management necessary to pass a rigorous exam, demonstrating a mastery of the body of knowledge in the field. Our certified SEPA SHRM members and SEPA SHRM-sponsored Villanova participants deserve our congratulations for earning their certification.

GNPCC—Greater Northeast Phila Chamber of Commerce

CIS is always looking for volunteers to help those we serve with interviewing skills. CIS is a non Profit supported employment agency that helps those with any kind of challenge in life find their way in the work world. These talented individuals could always brush up on their interviewing skills. Who better to help us out then our fellow GNPCC members!

Lunch and appreciation gift provided! If you are interested in helping a great cause, any day of the week that works for you between 9:30am and 2:00pm please contact:

[Erin creighton@cisworks.org](mailto:Erin_creighton@cisworks.org)
 215-870-7672



Earn your PHR®, SPHR®, & GPHR® Certificates from the program that exceeds the SHRM® national average pass rate!

ADVANCE YOUR HUMAN RESOURCE CAREER

Villanova University – the Leader in SHRM Learning System Certification Courses!

Villanova University is pleased to partner again with SEPA SHRM in offering the 13-week Villanova/SHRM Learning System Certification Course for the Spring 2012 semester, beginning the week of January 30th

If you been planning to earn your Professional Human Resources (PHR®) or Senior Professional in Human Resources (SPHR®) designation, 2012 is an exciting year to enroll in Villanova's fully updated HR Certification Institute exam preparation course based on the new SHRM Learning System®. Our Certificate in Professional Human Resource Management program is offered in full partnership with the Society for Human Resource Management (SHRM), and the curriculum covers the newly updated 2012 HR Certification Institute Body of Knowledge. Designed by subject-matter experts, the program includes application exercises that develop specific competencies and decision-making skills. Besides being a powerful tool for PHR or SPHR certification preparation, this strategic course fosters professional advancement, builds confidence for managing HR challenges, and can also be used to earn Recertification Credits.

Villanova University has been recognized as the #1 University in the country offering the SHRM Learning System certification course (PHR/SPHR and GPHR). Villanova's student pass rate continues (for the eighth year in a row) to exceed the national pass rate for both self-study and college/university programs. In addition, you receive instruction from SPHR-certified instructors who are lead practitioners in the field of Human Resources. This program is also ideal for certified HR professionals seeking PHR/SPHR recertification credits (36 hours) or individuals wanting professional development.

New to HR? Villanova's Essentials of Human Resources give people new to the profession an entry level approach to learn about this important field. Classes are offered in two full-day or five evening sessions.

The Spring 2012 certification classes will begin February for the May-June 2012 testing window. Class information for Villanova University SHRM Learning System certification courses are available at www.continuingstudies.villanova.edu. **SEPA SHRM partnered classes begin the week of January 30th at the following locations:**

Sesame Place 100 Sesame Road, Langhorne, PA Monday evenings, 6:00 p.m. - 9:00 p.m., beginning January 30, 2012 Instructor: Susan Warner, J.D., SPHR, President/General Counsel, Human Resource Trouble Shooters

Prudential 2101 Welsh Road, Dresher, PA Wednesday evenings, 6:00 p.m. - 9:00 p.m., beginning February 1, 2012 Instructors, Susan Warner, J.D., SPHR with team teacher Richard Handschumacher, SPHR, Director Labor Relations, Cooper University Hospital

Fox Chase Cancer Center 333 Cottman Avenue, Philadelphia, PA STAGGERED SATURDAYS, 8:30 a.m. - 4:00 p.m. on Feb. 11, 25, Mar. 10, 24, Apr. 21 and 8:30 a.m. to Noon on Mar. 31 and Apr. 28 Instructor: Susan Warner, J.D., SPHR

Classes are also held at Villanova University, with other locations in the Philadelphia area.





FOUNDATION UPDATE

Vanessa Hargrove,
V.P., Dir, Foundation

The SHRM Foundation conducts research that enables HR Professionals to keep our edge in the HR Profession. Donations to the foundation go toward:

- Educational products,
- Research grants on HR topics, and
- Scholarships for HR professionals and students pursuing college degrees and professional certification.

Help support our profession. Make a Donation

SHRM Foundation
PO BOX 79116
Baltimore, MD 21279--0116



Remember to add "Chapter #498" to your check!

SEPA SHRM is still selling RESTAURANT.COM cards to raise money for the SHRM Foundation. Purchasing one of these cards provides high value at a low cost. Face value of each card is \$50 and your cost is an affordable \$20. These cards are good for casual or elegant dining at some of the most popular restaurants. RESTAURANT.COM cards make wonderful gifts for birthday, anniversary, holiday or as a way to say "thank you."

- Gift cards never expire
- Easy online redemption
- Choose from over 18,000 restaurants nationwide

Cards can be purchased by contacting Vanessa Hargrove at sepa-foundation@sepashrm.org, or can be picked up at any of our monthly chapter meetings.



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TREASURER'S REPORT

Ned Clopton, SPHR, V.P./Treasurer



		Balance Sheet as of	Dec 20, 2011
ASSETS			
	Current Assets		
	SEPA SHRM Checking/Savings		29,264.17
	Total Current Assets		29,264.17
TOTAL ASSETS			29,264.17
LIABILITIES & EQUITY			
	Equity		29,264.17
TOTAL LIABILITIES & EQUITY			29,264.17

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Per section 5(A)(3) of the Can-Spam Act of 2003, this communication may constitute an advertisement regarding SEPA SHRM services. If you do not wish to receive notices of this type, please notify me by replying to this e-mail and asking that we remove you from this e-mail list.

