



AFFILIATE OF



The President's Corner

Greetings!

Believe it or not, spring is in the air. Spring is also the time that the Programming Committee tries to answer the question, "What the heck are you going to do this year?!"

So, we are beginning to plan programming for next year. Luckily, we don't try to take this all on ourselves. We will be looking to you, our members, for input as to what types of programs and speakers you want to see.

In the next few weeks you will be receiving a programming needs survey. If you have a topic you want to learn more about, know of a great speaker with relevant information, or have an idea for improving our format, we want to know!

The information you give us helps us make decisions throughout the year. I look forward to hearing from you.

Regards,
Kate

April 13th TAHRA Meeting – Mental Diversity Integration for Successful Employment

The April 13th TAHRA meeting promises to be one that will not only be interesting but also full of helpful tips & tools for working with persons with mental disabilities. This is a meeting to which you might consider bringing guests and/or co-workers along with you.

Though the learning disabled fall within this category, we will specifically be looking at mental illnesses such as manic-depressive, schizophrenia, clinical depression and compulsive liars. If we all look through our workforces inevitably there are one or two individuals that you know, or suspect, struggle with mental illness. The difficulty arises in how to work with this individual to create a work environment where he/she can be productive and accepted.

This three-speaker panel will explore ways that employers can develop the work environment to ensure that persons with mental illnesses are welcome and productive members. Our first speaker will be Sue Dirlam, a mental health practitioner with Northern Lakes Community Mental Health, to explain the many mental illnesses and how they manifest themselves in a person's behavior.

The second speaker will be Rachel Brochert Roe, a local attorney with Smith, Haughey, Rice & Roegge, and she will explore the legalities of having employees with mental illnesses and some of the mine fields to avoid.

Our final speaker will be our very own Brenda Ransom, Human Resources Officer with Community Mental Health, with real life situations dealing with persons with mental disabilities and how each were handled. Brenda will show us that we need not feel threatened by mental diversity but rather that these employees can be embraced and treated fairly within your established employee policies.

- Jennifer Hull. Diversity Chair

School-To-Work

Greetings from Karen Schultz, your School-To-Work Advocate.

Upcoming School-to-Work Opportunities for You!

Both Traverse City junior highs are looking for our support in the mock interview programs this spring.

West Junior High has submitted its schedule and is looking for your support during the week of April 19th – April 23rd. Cindy Lardie, the coordinator for the mock interviews, is extremely pleased to have the support of TAHRA professionals to provide a unique experience for her students.

Thank you to the following individuals for volunteering their support in the mock interview program at West Junior High:

Chris Davis, Brenda Ransom, Jane Cavender, Laura Mitchell, Patti Williams, Cristal Guinan, Lori Kerlin, Lynn Hagan, Karen Schultz

East Junior High has scheduled its mock interviews the week of April 12th – April 15th. Brenda Forton, the mock interview coordinator for East Junior High, is also pleased to have TAHRA members once again support the students at East. Once I receive the schedule, I will route the information to you.

Junior Achievement

I am pleased to announce the following TAHRA members will participate in the Junior Achievement program this year as well.

Kate Greene, Central Lake, 2nd grade
Sandy Robertson, Long Lake, 6th grade
Barb Howard, Long Lake, 6th grade

Please let me know if you would like additional information about any of these programs. It is not too late to get involved!

We appreciate your support in helping our students achieve long-term positive experiences in the school-to-work educational process.

Regards, Karen

*“We make a living by what we get,
we make a life by what we give”.*

Spring is in the Air: Wage Surveys are on the Way

Last year a new tradition began: spring now means wage survey time in the greater Traverse City area! TAHRA has partnered with the American Society of Employers to provide local wage data that in the past has been difficult to consistently obtain. This past year we had 54 companies through out the area participate. Our goal for this year is to increase this number – remember the more information we can get, the more reliable our statistics will be.

Surveys are scheduled to be sent in April with the goal of having all the information back the beginning of May. If there is a specific position that you would like to have included that was not in the last year’s results, please e-mail your requests to Jennifer Hull at jhull@alcotec.com.

If you did not receive the survey results and you would like to purchase a copy, you can contact Kevin Marrs, Director, Survey Services, ASE at 248-353-4500. The survey results, for those who do not participate, are \$399.00. For those who participate, results are free.

Please make completing this survey part of your spring plans. As HR professional we all know how important good information is and this survey is one great way to obtain valid wage information. Questions? Call Jennifer Hull at 941-4111 x3205.

WE’RE ON THE WEB!

www.tahratc.org

New Health Library



Diabetes, obesity, smoking cessation, heart disease.....it's likely some of your workforce suffers from these health conditions. Perhaps an employee has a family member diagnosed with multiple sclerosis, alzheimer's or cancer. You can assist your employees in their quest for reliable information about topics such as these.

The Munson Community Health Center Library recently celebrated their fourth anniversary. This library was created by Munson Healthcare to address the public's growing need for health information. People desire more active participation in their health care, and the **Munson Community Health Center Library** has been created to assist consumers in finding the information they need to make decisions about their health and wellness.

As a free lending library and community resource, the library offers books and videos on health and wellness topics that can be checked out, Internet access and websites with quality medical information, classes and special events. Materials in the collection are written for the health consumer, in language that they can understand.

If you are seeking information on a medical condition, doing research for a school project or looking for the latest on exercise, nutrition or complementary therapies, the staff at the Community Health Library can provide assistance. The Library also has a children's collection of books and videos focusing on sibling rivalry, living with an illness, learning disabilities, self-esteem and grief. Anatomic models (skeleton and human body) can be checked out, and the "Globs of Fat" are a popular conversation piece.

Call the Community Health Library with your questions. The library staff is available to assist your research of any health or wellness issue. Located at Munson Community Health Center, 550 Munson Avenue, the hours are Monday through Thursday from 8:30 a.m. to 5:30 p.m. and Friday from 8:30 a.m. to 12:30 p.m. The Library staff can be contacted by phone (231-935-9265), fax (231-935-9267) and email (Library-MCHCCommunityHealth@mhc.net)

Chris Allen, MLS
Munson Community Health Library

"Success is the ability to go from one failure to another with no loss of enthusiasm"
- Sir Winston Churchill

“Creating the Magic With Dream, Believe, Dare, Do”

“Disney Way: Harnessing the Management Secrets of Disney in your Company”

A hands-on seminar presented by authors Bill Capodagli and Lynn Jackson, sharing solid techniques to apply Walt Disney’s original Dream, Believe, Dare, Do model.

Learn to apply Disney’s success to your organization with this exciting presentation!

Presented by the Traverse City Area Chamber of Commerce

When: Wednesday, April 14, 2004

Time: 8:00 am to Noon (registration at 7:30 am)

***Where: Grand Traverse Resort & Spa – Governor’s Hall**

Cost: \$100 per person for Chamber and TAHRA Members (\$125 public)

To register: Contact Traverse City Area Chamber of Commerce at 231-947-5075 or laura@tcchamber.org

Registration deadline is March 31, 2004

***Note: Location Change**

Reminder

The PHR and SPHR certification exam window is in May and June. TAHRA has some resources in its library for studying for the exam, and each year we try to sponsor a study group. Currently we are looking for members who would like to be a part of the study group. For more info on certification, check out their website at <http://www.hrci.org/>. Remember that TAHRA programs are pre-approved and awarded the recertification credit hours toward PHR and SPHR recertification by SHRM’s HR Certification Institute.

Most of our members who are certified were part of a study group, and statistics prove that by being in a study group, you are more likely to pass the exam. Plus it’s actually kind of fun!

Please email me if you are considering taking the exam in May, and I will do my best to connect study buddies.

Regards,
Kate

Kate Greene, SPHR

kate@humanresourcespartners.com

231.932.9175 Fax: 231.932.8975 EST

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The Society for Human Resource Management (SHRM) brings you information on the most pressing HR issues to better prepare you for ever-changing workplace dynamics and emerging trends.

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HR Profession with SHRM Global Forum -- Comparative
Retirement Planning and Investment Advice
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Questions? Contact the SHRM Customer Service Center at (800) 283-7476, option 3 (US Only), +1 (703) 548-3440, option 3 (Int'l), TTY/TDD (703) 548-6999 or [shrm@shrm.org](mailto:shrm@shrm.org) (M-F 8:30 a.m. - 8:00 p.m. EST).

SHRM research is free for SHRM members. A complete list of survey topics is available at [www.shrm.org/research](http://www.shrm.org/research). Copies of SHRM surveys are also available for purchase at the SHRMStore at [www.shrm.org/shrmstore](http://www.shrm.org/shrmstore) for members and nonmembers.

## TAHRA

### TAHRA 2003-2004 Leadership Board

|                       |                                     |
|-----------------------|-------------------------------------|
| President             | Kate Greene, SPHR                   |
| Vice President        | Bill Hendry, SPHR                   |
| Treasurer             | Marsha Wheaton                      |
| Secretary             | Brenda Ransom                       |
| Programming V.P.      | Patti Williams, PHR<br>Carol Kasper |
| Membership V.P.       | Karen Oncu, PHR                     |
| Foundation Chair      | Amy Lein, PHR                       |
| HRIC Chair            | Open                                |
| Legislative Chair     | Chris Davis                         |
| Student Chapter Chair | Open                                |
| School-to-Work Chair  | Karen Schultz                       |
| Diversity Chair       | Jennifer Hull                       |
| Marketing Chair       | Laura Mitchell                      |

## April 13<sup>th</sup> TAHRA Program

### *Mental Diversity Integration for Successful Employment*

Presented by  
Sue Dirlam & Brenda Ransom – Northern Lakes  
Community Mental Health  
Rachel Brochert Roe – Smith Haughey Rice & Roegge, PC

Waterfront Inn Conference Center  
11:45 – 12:00 Registration  
12:00 – 12:30 Lunch  
12:30 – 2:00 Program

RSVP to Carol Kasper at [ckasper@nmc.edu](mailto:ckasper@nmc.edu) or  
(231) 995-1362 no later than 4/7/04  
Guests welcome with a \$30 fee

## SHRM Annual Conference

The 56<sup>th</sup> Annual Conference and Exposition of the Society for Human Resources Management (SHRM) will be held June 27-30, 2004 in New Orleans, LA. World Class Keynote Speakers include Queen Noor of Jordan, Earvin “Magic” Johnson, author Marcus Buckingham, and Scott Livengood, President of Krispy Kreme Doughnuts. For more information visit SHRM’s website at <http://www.shrm.org/conferences/annual/>.

## Newsletter Articles

The TAHRA Newsletter is a bi-monthly publication. Members interested in submitting articles for the newsletter or for press releases should contact Laura Mitchell at [lmitchell@waynewire.com](mailto:lmitchell@waynewire.com). Deadlines for submission are the 8th day of the month. TAHRA encourages its members to submit articles, information, or successes they’ve had that they feel others may find interesting. TAHRA reserves the right to alter submissions for space purposes. If you would like to be removed from the newsletter mailing list, please email a reply letting us know.

## May 11<sup>th</sup> TAHRA Program

### *Legislative Update*

Presented by  
Nancy McKeague, Sr. VP, Business Health Initiatives  
at Michigan Health and Hospital Association, and  
State Legislative Director, Michigan Council of  
SHRM

Waterfront Inn Conference Center  
11:45 – 12:00 Registration  
12:00 – 12:30 Lunch  
12:30 – 2:00 Program

RSVP to Carol Kasper at [ckasper@nmc.edu](mailto:ckasper@nmc.edu) or  
(231) 995-1362 no later than 5/5/04  
Guests welcome with a \$30 fee

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