



AFFILIATE OF



## Dates and Events To Remember



Sept. 22-24<sup>th</sup>  
State Conference  
[www.mishrm.org/conference.html](http://www.mishrm.org/conference.html)

Sept 14<sup>th</sup>  
Luncheon Seminar  
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October 12<sup>th</sup>  
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January 17, 2005  
"Under My Skin"  
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September  
Sign-up e-Mentoring  
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## The President's Corner

As summer comes to a close and we begin to prepare for the upcoming fall season I would like to formally thank you for the support you have shown by electing me as your President. I am extremely honored and look forward to this service.

Through the summer I've had the privilege of working with the Board members strategically planning the 2004-05 season. What a fantastic team of professionals! They have worked hard to put together a plan (CAP) which includes events and programs that will promote your professional development, challenge you to think "outside of the box" and continue to improve TAHRA's services. Please give them your support and know that your willingness to get involved is welcomed.

This year the TAHRA newsletters will be edited by our Marketing and Public Relations Chair, Laura Mitchell. Look for informative articles to be written by your Board members. The TAHRA newsletter also provides an opportunity for members to participate! Submit your article to Laura at [lamitchell@waynewire.com](mailto:lamitchell@waynewire.com). The newsletter is going to be published bimonthly starting with September setting July/August as off months.

I also have had the privilege of attending two State Council meetings. The Michigan State Council consists mostly of volunteers that work very hard for our benefit; they also strive to build an important bridge between SHRM and local affiliations. I would like to share with you a few facts about SHRM and affiliated associations. SHRM has divided the United States into seven regions; Michigan is in the North Central Region. In our region we have 12,914 SHRM members in affiliated chapters, 11,613 not in chapters. The average percent of SHRM members in a chapter is 35%. SHRM membership increased 3% in 2003. In Michigan eight chapters won the Superior Merit Award (congratulations TAHRA), four chapters won the Merit Award. SHRM's sole mission is to advance the human resource profession (ATP) and service the human resource professional (STP) throughout all the states and also throughout the world. As we are continually required to get more work done with less, our networking, developing, and promoting the profession together becomes more relevant within the context of our own professional career. Our professional strength is in our professional unity.

Our September luncheon is a full agenda. We will have our chapter business meeting; we will be voting on bylaw changes (soon to be emailed to you) and approving the budget and the CAP (Chapter Achievement Plan). Then we have the ASE presentation on results from our Wage and Benefit Survey. So, I hope you will take time to get involved with TAHRA. This association is only as strong as the participation of its members. We have exciting plans underway which we hope will meet the challenges you face in an ever-changing profession.

Respectfully,  
Patricia Williams  
President

## *Pillsbury House Theatre's Breaking Ice troupe presents "Under My Skin"*

TAHRA is the driving force behind bringing The Pillsbury House Theatre to Traverse City on Martin Luther King Day (January 17) 2005. This fresh, enthusiastic approach to diversity training offers a unique awareness presentation on human diversity. This hour-long program fuses poetry, music, movement and drama to create a unique performance that engages audiences and raises awareness in our thoughts and actions.

*Providing diversity training for employees raises awareness of subtle forms of discrimination that are much more than skin color. Creating an environment where employees feel included and valued yields not only greater commitment and motivation, but improves your competitive edge as well.*

With today's tight budgets, most employers don't have sufficient funds to provide a program of this quality for their staff. Therefore our goal is to make this program available to employers, educators, law enforcement, students, clergy and the general public at little or no cost. TAHRA has committed \$2,500 to this program if we can raise the additional funding by September 1<sup>st</sup>. We have solicited financial support from organizations that have a vested interest in community education in diversity, the cultural community, churches, and public sector employers. So far we have commitments from Employers Training Council (\$2,500), Alcotec (\$500), Tribal Grant (\$5,000), PPOM (\$500), Manpower (\$250), Human Rights Commission (\$1,000), as well as free lodging for the troupe from Waterfront Inn.

***Our projected budget is \$18,000 in order to provide morning, afternoon, and evening performances – so you can see that more support is needed.*** If your organization would like to contribute to this community cause, please contact me at 922-4598, fax 922-4796, email [mbrown@co.grand-traverse.mi.us](mailto:mbrown@co.grand-traverse.mi.us). We will use your organization's name in our promotional material, and if it turns out to be necessary to charge "admission", your donation will be taken into consideration.

Even if you can't contribute, I hope that you are adding MLK into your staff training plan. The presentation is appropriate for all employees. Each session will be about an hour, with a session being offered in the morning, one in the afternoon, and one in the evening so that you don't have to shut down in order to send staff. Remember, an EEOC trial can cost you upwards of \$20,000, and that is if you win! Sending your employees to "training" such as this can show your organization's commitment to a workplace free of discrimination if you do face an EEOC investigation.

Marilyn Brown  
Diversity Chair

*The best way to be successful is  
to follow the advice you give  
others.*

WE'RE ON THE WEB!

[www.tahratic.org](http://www.tahratic.org)

## Be Sure to Catch the September Meeting!!

By: Jennifer Hull, Programming Co-Chair

It is almost September and time to get our new TAHRA year going! And, this September we are going to hit the ground running with a presentation by Gordon Totty of the American Society of Employers. Gordon will be reviewing the results of the regional wage and benefit survey, discussing the findings, and sharing with members how to best use the survey to service our individual organizations.

Specifically, Gordon will be doing an economic outlook focusing on recent challenges in the economy and unemployment/turnover rates. He will also look at salary administration issues such as merit increases compared with the CPI, merit increase history, and salary structure adjustments.

This presentation will give us a preview of the Northwest Michigan Survey, reviewing the highlights for '04 and participant profile. In addition, he will present a compensation analysis looking at cost controls, overall and constant salary trends (as a whole and by job family), regional position comparisons, and new positions to the survey. Variable Compensation will also be examined evaluating historical trends, the most common variable pay types, the impact of variable pay on merit budgets, and factors used to determine variable pay.

Finally, Gordon will perform a benefits analysis that will include trends in health care plan designs, employee cost-sharing, prescription drug costs and employee health care costs.

The meeting will be held Tuesday, September 14<sup>th</sup> at the Waterfront Conference Center and promises that attendees will walk away with important information regarding wages and benefits.

## e-Mentoring

Many adults want to volunteer with young people, but aren't able to commit to weekly visits with a student. Now busy adults can become mentors through e-Mentoring. e-Mentoring is a unique program that allows busy professionals from businesses in the Traverse City area to mentor students by communicating through the Internet.

Weekly e-mail exchanges, in addition to at least one face-to-face meeting, give students and adults the opportunity to spend time together on line. e-Mentors help students improve their communication and letter writing-skills, as well as obtain valuable information about the workplace and careers.

Research on successful e-Mentoring programs across the United States shows that e-mentoring benefits students, e-Mentors, businesses, and the community. Students with e-Mentors have greater self-esteem, are more interested in their schoolwork and are exposed to new information about the "world of work."

Beginning in September, TAHRA will be partnering with Traverse City High School in their e-Mentoring program. For more information on how you can become a volunteer mentor through e-Mentoring, please contact **Lori Kerlin, TAHRA School-to-Work Advocate at 946-0169.**

## TAHRA WEBSITE REVISIONS

Watch for some changes coming to TAHRA's website, [www.tahratc.org](http://www.tahratc.org), over the next couple months. We are revamping the site and adding some features to it that we hope will be helpful to people interested in finding out more about our association. We are also adding some information in a "Members Only" area that will be accessible only to our members, such as the TAHRA Bylaws, archiving of meeting minutes, budget information, and membership address lists. This will allow our members to go online to read some of the information that we have been distributing through email.

Please take a look at our website if you haven't had the chance lately and let me know if you have any suggestions for improvements as we move forward. As TAHRA Secretary, I will now be responsible for updating and maintaining the site and appreciate any help from our members. Also remember to refer any prospective members to the website to read more about our organization and upcoming programs.

I'll keep in touch and let you know when our website gets its new look!

Carol Kasper  
Secretary

## CERTIFICATION GOAL FOR TAHRA

Currently we have 13 Certified (PHR, SPHR) members in TAHRA out of 67 total members. The chapter has two annual goals regarding numbers of certified members.

**1) A Net Increase in the number of Board members certified.** According to our soon to be revised Bylaws, Our Board of Directors includes the following elected officials: President (certified), Vice President (certified), Secretary, and Treasurer; and now three Presidential appointments: Vice President of Membership (certified), and two Co-Vice Presidents of Programming (both are certified). So, by virtue of the changing leadership positions, we have already made our goal (going from four Board members who are certified to five).

**2) A Net Increase in the number of TAHRA Chapter members certified.** Currently, 19% of our members are certified. I am sure we can do better than that!! How about 25%?! That would mean about 17 TAHRA members, just 4 more, get their certification. Can we do it?! I said, can we do it!!!???? Rah Rah - let's go team!!

We would like to put together a study group – I already have interest from one person to get one together. Let me know if you want to go for your certification this year – a study group is a great way to get and stay motivated. In addition, participating in the study group is one of the requirements to qualify for the TAHRA Certification Scholarship.

### Fall PHR, SPHR Testing Windows

The next chance for you to take the PHR and SPHR exams begins November 15. You should register online as early as possible. The online application is now available, and regular registration closes September 20. Go to the [HRCI web site](#) for details.

Bill Hendry  
Certification Representative

# TAHRA

## TAHRA 2004-2005 Leadership Board

President	Patricia Williams, PHR
Vice President	Karen Schultz, SPHR
Treasurer	Marsha Wheaton
Secretary	Carol Kasper
Programming	Jennifer Hull, SPHR
Co-V.P.s	Kate Greene, SPHR
Membership V.P.	Karyn Oncu, PHR
Foundation Chair	OPEN
HRCI Chair	Bill Hendry, SPHR
Legislative Chair	Chris Davis
School-to-Work Chair	Lori Kerlin
Diversity Chair	Marilyn Brown
Marketing Chair	Laura Mitchell
Student Chapt Chair	OPEN

September 14, 2004

## TAHRA Program

### Regional Wage and Benefit Survey Results

Gordon Totty from the American Society of Employers will present the findings and comparison data from their most recent Northwest Michigan Wage and Benefit Survey

Waterfront Inn Conference Center  
 11:45 – 12:00 Registration  
 12:00 – 12:30 Lunch  
 12:20 – 12:45 Business Meeting  
 12:45 – 2:00 Program

RSVP to Kate Greene by Wednesday, 9/8/04  
[kate@h-r-partners.com](mailto:kate@h-r-partners.com) or 231-932-9175.

Guests welcome with a \$30 fee

## 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 [lamitchell@waynewire.com](mailto:lamitchell@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.

TAHRA awarded SHRM Superior Merit Award in 2003!



*Success comes in cans; failure comes in can'ts.*

October 12, 2004

## TAHRA Program

### Who's Packing Your Parachute?

David Hart of Selection.com will discuss core elements to smart hiring decisions and juxtapose the recruiting process with his experience as a professional skydiver.

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

RSVP to Kate Greene by Wednesday, 10/6/04  
[kate@h-r-partners.com](mailto:kate@h-r-partners.com) or 231-932-9175.

Guests welcome with a \$30 fee