



## President's Message

Melissa Perry



Greetings,

Happy fall! September 22nd officially marked the first day of fall, and looking at the weather forecast for the upcoming week, I think it's safe to say summer is officially over. I'd like to give special thanks to a few of our committee who have done an amazing job with some of our recent events.

On Friday, September 7th our Workforce Readiness & Diversity committee partnered with Urban League and Madison College to hold a half-day Job Boot Camp to help prepare participants for their upcoming job fair. There were over 60 participants from the community, along with 25 volunteers from our chapter. The day included a key note speaker from the DWD, mock interviews, resume writing, and educational booths set-up to get additional info from various educational institutes and the local food bank. One participant commented that the program "gave her hope". It was a great day for participants and GMA SHRM volunteers. Thank you to all who participated!

On Tuesday, September 18th, Yvon Wagner with Partners in Leadership presented on The Oz Principle: Strengthening Personal and Organizational Accountability at Work. We had a record breaking attendance for a Summit of 156 attendees! After listening to Yvon present, I'm sure everyone that was in the room understood why. Our Programming committee and chapter administrators, Morgan Data Solutions, put in a lot of work to make this event as successful as it was and I'd like to give them a huge thank you!

In the event no one took time to wish you Happy HR Professional's Day on October 4th, consider this your belated notice! Governor Scott Walker once again declared an annual HR Professional's Day to recognize all of the great work those dedicated to the profession do day in and day out. Give yourself a pat on the back if you haven't already!

As a reminder, October 25th will be our next Member Welcome and Orientation held at The Coliseum Bar. Visit [www.gmashrm.org](http://www.gmashrm.org) to register today! If you have any suggestions or ideas on how to continue to move our chapter forward, please feel free to contact me at 608-826-1122 or [melissap@payrollcompany.biz](mailto:melissap@payrollcompany.biz).

Stay Warm,  
Melissa Perry  
GMA SHRM President

### GMA SHRM 2012 Corporate Partners

#### Gold Level

- Boardman Law Firm
- Career Momentum
- Celerity Staffing Solutions
- Dean Health Plan
- First Choice Dental Group
- The Payroll Company
- Remedy Intelligent Staffing

#### Silver Level

- Adecco
- Cottingham & Butler Employee Benefits
- Smart Solutions

#### Bronze Level

- AMPT Physical Therapy
- The Alliance
- Delta Dental
- Edgewood College
- Hausmann-Johnson Insurance Group
- Hemb Insurance Group
- Higgins Insurance Group
- JobsinMadison.com
- Ultimate Software Group
- Unity Health Insurance
- UW Credit Union
- The QTI Group
- Wegner CPA's & Consultants
- Wisconsin Rx

*Thank you!*

## GMA SHRM Board of Directors



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## Government Affairs Update

**Dental fillings lead to loss of ability to speak, and "proper form" was not required for interactive process.**  
*Contributed by Bob Gregg, Boardman & Clark Law Firm*

Numerous dental fillings created mercury toxicity causing severe damage to a nurse's throat and vocal chords. She lost her voice and had to use an electro-larynx device to speak. Her employer, the Department of Veterans Affairs, gave her a choice of disability retirement or medical termination. She claimed she had the ability to continue working, with accommodation. She was then medically terminated. In the ensuing case, the employer claimed that the nurse never submitted the proper reasonable accommodation request form, therefore it had no obligation to discuss accommodation with her. The court found the employer had failed its obligation to engage in the required "interactive process" before forcing the employee out of the job. No special form is required. The employee had made numerous communications to management regarding her condition and accommodation requests; the employer clearly knew or should have known. The court ruled: "A written request is not required. An employee may ask for an accommodation in plain English and need not mention the ADA or the Rehabilitation Act or even use the phrase 'reasonable accommodation.' The notice merely 'must make clear that the employee wants assistance for his or her disability.'" *Pierce-Mato v. Shinseki (W.D. Pa., 2012)*.

## Compensation and Benefits

**Diversity**

**Employee Relations**

**Talent Management**

**Technology in HR**

**Professional Development**

**Community Events**

**GMA SHRM Social Media**



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### **Forward HR**

Want to know what's going on in HR for the other areas of Wisconsin? WI SHRM has a new blog, Forward HR. Click here to take a look.

### **GMA SHRM Upcoming Events**

#### **Thursday, October 11, 2012, GMA SHRM Toolbox**

**Topic:** November's Elections: What to Watch For

**Location:** Olbrich Botanical Gardens

Have all of the political ads and hoopla made your head spin? Would you like to gain insight into how certain legislators, if elected (or reelected) may have an impact on human resources issues? Our October Toolbox will help you understand what legislative seats to watch this November. We will also provide updates on some of the bills in this current legislative session that were not signed into law and share insight on which legislators were in support of those bills. This educational program is intended to help our members make informed decisions when they vote in November and also to provide ideas for how to contact legislators to voice opinions and concerns.

For more information and to register, click here.

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#### **Wednesday, November 7, 2012, GMA SHRM Roundtable**

**Topic:** Leadership in Small and Mid-Size Companies

**Location:** M3 Insurance

**Leadership in small to mid size companies: it's important to do it consciously!** Being a strong leader and having a strong culture facilitate strong organizational clarity. Some small to mid size business owners may consciously decide to wait to develop an infrastructure until the company is larger but studies show that as much as 15% of a company's profitability and performance comes from the people strategy and that the associated human resources programs can affect the success of a company by as much as 22%.

Join us for this interactive discussion on how small to mid size companies have been successful in

consciously leading and developing their strategic vision, developing infrastructure, engaging in quality hiring processes that impact retention, exude strong decision making abilities, outstanding communications and the overall efforts of having a competitive advantage.

For more information and to register, click here.

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### **Tuesday, November 13, 2012, GMA SHRM Strategic Summit**

**Topic:** Finance Made Easy for HR Professionals

**Location:** Alliant Energy Center

Could you use a crash course in using the numbers to make a business case for your initiatives? If so, then attend this Strategic Summit to gain an understanding of how to interpret accounting and financial performance data. This program will give you the confidence to use the language of financial analysis to communicate more effectively with your financial peers and to clearly define the strategic direction of your organization.

Our presenter, Wade Huseh, CPA and Partner with Baker Tilly Virchow Krause, LLP, is experienced in the preparation of benchmarking and trend analysis tools and analysis and design of equity compensation programs.

For more information and to register, click here.

## **GMA SHRM Announcements**

### **GMASHRM New Student Membership**

GMA SHRM believes fostering a relationship with local students will provide them an opportunity to connect with HR professionals while creating opportunities to assist them in their future job search and increase their learning of the HR profession. Effective immediately, GMA SHRM is providing a discounted membership to students enrolled in full-time HR programs at an undergraduate or 2-year community or technical college. The onetime membership fee is \$20 and covers Student Membership thru anticipated graduation date.

What a great opportunity for students to connect with the HR profession!

For more information, click here

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### **GMA SHRM 2013 Partnership Opportunity**

**Now is your chance.....**to partner with GMA SHRM for a year-long opportunity to reach out to over 800 HR professionals representing more than 500 employers!

A few really important reasons to partner with GMA SHRM...

- 93.2% of GMA SHRM member survey respondents currently use our present partners for services (59.4% use 2 to 4 partners and 16.4% use 5 or more).
- 71.9% of GMA SHRM survey respondents estimate to spend \$5,000 or more with our current partners.

Here's what our current partners have to say...

*"I've never questioned the benefits associated with partnering with GMA SHRM."* **Clara Hurd Nydam, CEO & Chief Talent Officer**

*"The School of Graduate and Professional Studies at Edgewood College and GMA SHRM share the critical goal of promoting life-long learning in our communities. Sponsorship of GMA SHRM provides us with the opportunity to connect with the dedicated HR professionals in the Madison area and to*

*demonstrate how Edgewood College can help them meet their own professional goals as well as those of the staffs they serve in their businesses and organizations.” Tom Bartelt, [Marketing Coordinator for Online Programs](#), Edgewood College*

If your organization is looking for strategies to promote its products or services to the Madison-area Human Resources community, you'll want to reach out to HR professionals via the Greater Madison Area Society for Human Resource Management (GMA SHRM)! Our chapter is one of the largest in the United States.

We are currently offering Corporate Partnerships for 2013. There are a three Partnership levels to suit your budget. [Click here](#) to see the benefits of becoming a Corporate Partner [and to view the application form](#).

**We offer other advertising options during the year as well. Highlights include:**

Opportunities throughout the year on a limited basis (first come, first-served):

- Web site advertising
- E-blast sponsorship
- Displays at meetings
- Meeting sponsorship
- Annual Human Capital Conference Sponsorship.

[Click here](#) to learn more about these options.

**Don't miss it...November 9<sup>th</sup> is the deadline!**

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**Volunteer Opportunities!**

DVR is looking for a speaker to talk about the importance of First Impressions during the interview process. There is a PowerPoint speakers can use for the event that is already put together. The event is October 19<sup>th</sup>. If you are interested, please contact Jesenia Rivera at [Jesenia.rivera@dwd.wisconsin.gov](mailto:Jesenia.rivera@dwd.wisconsin.gov). Thank you in advance for volunteering.

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**Job Boot Camp Review**

*Contributed by Michele Thorne, VP Workforce Readiness*

On September 7<sup>th</sup>, GMA SHRM hosted Job Boot Camp at the Urban League and Madison College. We had over 60 participants and 25 GMA SHRM volunteers. The Workforce Readiness Committee wanted a large event to invite several community organizations together to help the unemployed in the community. The day included mock Interviews, resume writing, and a keynote speaker. We also had informational booths about continuing education and information from the local food bank. We had a survey at the end of the event and participants really enjoyed Seth (our keynote speaker from DWD) and the advice from our GMA SHRM volunteers. The best comment on the survey was that the day gave her hope to keep looking for employment. Thank you to all our volunteers for making this event possible. We hope moving forward this can be an annual event!

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**Certification Study Group**

Each year GMA SHRM offers a study group for those preparing for the PHR or SPHR certifications. This year the meetings will focus on having open discussion/dialogues for participants on topics in any of the modules as well as test taking skills. The meetings will be held at the corporate offices of The QTI Group (702 East Washington Avenue, on the corner of East Washington and Blount Street). The meetings will be held on the following dates beginning at 5:30pm:

- Tuesday November 13
- Tuesday November 27
- Wednesday December 5



- Wednesday December 12

Questions can be directed to Jennifer Lindberg, SPHR, at 608-258-5525 or [jenniferl@qtigroup.com](mailto:jenniferl@qtigroup.com)

## GMA SHRM Member News

### GMA SHRM Member Spotlight

**Name:** Halee Iskalis

**Where do you currently work?**

Adecco, USA

**What is the focus of your position?**

Full cycle recruitment for clerical and light industrial positions

**How long have you been in the Human Resource field?**

1 ½ years

**Which of your career accomplishments makes you proudest?**

I am fairly new to my role. Therefore, my greatest accomplishment was successfully designing and executing a recruitment plan for a new client.

**What is the best advice you've ever received?**

Create distinction to avoid extinction - doing the same thing as everyone else will not put you ahead of the pack.

**Why did you decide to join GMA SHRM?**

Last year, I attended the SHRM conference at Monona Terrace, where I was lucky enough to meet my current Branch Manager. That meeting led me to my current position.

### Welcome New Members!

GMA SHRM welcomes the following members who joined our chapter in **August 2012**.

Julie	Allord	Owner	The BenefitsWorks
Laura	Amundson		
Timothy	Anthon	Vacation Benefits Specialist	Anthon & Associates
Kristi	Barbian	Human Resources	Womens International Pharmacy, Inc
Jason	Bos	Student	
Carlee	Feuling	Human Resources Generalist	Landmark Services Cooperative
Hailee	King	Exec. HR Specialist	Office of State Employment Relations
Monica	McKillip	HR Generalist	Duluth Trading Company
Steve	Mellstrom	Human Resources Director	Capitol Lakes
Caroline	Pechan		Cascade Asset Management
Linda	Peterson	Senior Manager, Regional Human Resources	Baker Tilly Virchow Krause, LLP
Gene	Sarmiento		LegalShield
Lindsay	Schuster	Human Resources Generalist	Oakbrook Corporation
Matthew	Tubbin	Benefits Consultant	Johnson Insurance Services
Jean	Williams	Senior Manager	Covance

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## Movin' Up

Congratulations to **Cory Erickson** as he begins his new role as President and Chief Operating Officer with Career Momentum, Inc!

Congratulations to **Stephanie Giese** on her PHR recertification!

*Have you started with a new company? Has your organization recently promoted you to a new position? Or do you want to recognize a new person or promotion within your department? If so, we want to hear about it. [Send us an e-mail](#), and we'll publish your good news in the next HR InTouch!*

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## In Transition

*If you are a member who is in between jobs, or who is currently employed but seeking new positions or career paths, write us a brief description of your skill set, areas of expertise, what you're looking for, etc. [Send us an e-mail](#). We'll publish your information in the next HR InTouch.*

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## GMA SHRM Member Poll

Do you have a burning HR question that you'd like to see featured on our GMA SHRM Member Poll? If so, please submit your questions to Tara Conger at [tconger@firstchoicedental.com](mailto:tconger@firstchoicedental.com)

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## HR InTouch Guidelines

### **Article Writing:**

Do you have an interest in writing for the HR InTouch? We have an interest in learning more about your area of expertise!

Why should you volunteer? Top three reasons: 1) to share your knowledge and experiences to educate others; 2) to become more connected in the HR and Dane County communities; and 3) to contribute towards the advancement of GMA SHRM and the HR profession.

The first step is for you to choose a submission option: you can pre-submit an article to GMA SHRM at any time for us to use in any of the upcoming newsletters, you can sign up to write for a particular month, or we can put you on a list of people to contact in future months whenever we need articles.

### **Article length:**

Because the HR InTouch is now in an online format, the size is flexible. The article should be engaging and hold readers' attention. Include the core information in your article, and we will advise if it is too lengthy.

### **Solicitation:**

GMA SHRM is conscious not to allow solicitation through the articles, in an effort to protect the interests of our partners and members. The nature of the article should be educational (i.e., what are the business advantages of having a product like yours) or informational. Otherwise, if you truly are interested in advertising through the HR InTouch, you can work with our Marketing Committee. As a rule of thumb for article writing, if the submission relates to a **for-profit** event, or specifically markets your company (vs. your industry), it is an advertisement, and should be purchased. If it is a **not-for-profit** event that your company is hosting, or an announcement (i.e., a SHRM member recently joined your company), it is an acceptable addition to the HR InTouch content. If you have any questions related to the appropriateness of your submission, please contact us.

If you have questions, or to submit an article, contact GMA SHRM at [chapteradmin@gmashrm.org](mailto:chapteradmin@gmashrm.org).