



**Greater Madison Area Society for Human Resource Management
Professional Award Application**

If the space provided in any section is inadequate, you may continue on additional sheets of paper using the same format. DO NOT repeat information already reported on the application form. Your name should be included on all attachments.

Applicant Data				
Full Name <i>Dana Denny</i>	Telephone <i>608-267-7431</i>	E-Mail <i>Dana.Denny@wisconsin.gov</i>		
Street <i>Wisconsin Department of Natural Resources 101 South Webster Street</i>	City <i>Madison</i>	State <i>WI</i>	Zip <i>53703</i>	
SHRM Involvement, Awards and Honors				
List all SHRM related activities in which you have participated at the college, local, state, and national level. Note all special awards, honors, and offices held. If you have participated in a research project, please indicate that experience as well.				
Activity	# of Years Participated	Special Awards / Honors	Office Held	
<i>Communications and Marketing Committee</i>	<i>Two (2)</i>	<i>None</i>	<i>Cte Member ; Survey coordinator</i>	
Community Involvement, Awards and Honors				
List all community activities (outside of SHRM) in which you have participated without pay. Note all special awards, honors, and office held. If you have participated in a research project, please indicate that experience as well.				
Activity	# of Years Participated	Special Awards / Honors	Office Held	
<i>International Public Mgmt Assoc for Human Resources</i>	<i>3</i>		<i>President</i>	
<i>Central States Compensation Assn</i>	<i>17</i>		<i>President; Secy-Treasurer</i>	
Post Secondary School Data				
Post Secondary School Name <i>UW-Madison LaFollette Institute</i>	City / State <i>Madison WI</i>	GPA <i>3.5</i>	Major <i>Public Policy Mgt</i>	Expected Graduation Date <i>1990</i>
List all school activities in which you have participated during your college experience.				
Activity	# of Years Participated	Special Awards / Honors	Office Held	

The Greater Madison Area SHRM and its Awards Committee reserve the right to alter or change this program.

GMA SHRM Professional Award Application

Applicant Checklist

The applicant is responsible for submitting all materials to GMA SHRM on time. Incomplete applications will not be evaluated. This application becomes complete and valid only when GMA SHRM receives all of the following materials:

- Scholarship Application
- Purpose Statement
- Resume

Please submit all materials to:

Greater Madison Area SHRM, Inc.
ATTN: Professional Awards Committee
2830 Agriculture Dr.
Madison, WI 53718

Certification and Acknowledgement

GMA SHRM has the sole responsibility for selecting recipients based on criteria as set forth in the scholarship guidelines. This application becomes the property of GMA SHRM. GMA SHRM recommends you keep a copy in your files.

I acknowledge the decisions of GMA SHRM are final. I certify that I meet the basic eligibility requirements of the program as described in the brochure and the information provided is complete and accurate to the best of my knowledge. If requested, I agree to provide proof of information I have given on this form. Falsification of information may result in forfeiture of any scholarship granted and/or repayment for any related reimbursements.

Wendy Perry

4-15-11

Signature

Date

How will continuing education or professional certification enhance your HR career?

“Change is certain, progress is not.” We witness both subtle and overt change at every moment in state government, which is currently experiencing unprecedented change, both fiscal and cultural. In the context of human resources leadership, however, the point is not that change occurs, but rather how we as part of an organization direct it. If directed with integrity, human resource change becomes progress.

In my judgment, the mark of a true leader is progress, regardless of endeavor. It is not one’s profession that defines progress or failure. Charismatic and talented individuals placed in positions of leadership do not necessarily assure progress. While leadership is necessary to convert the energy of change into progress, the talent to lead guarantees nothing.

I believe a set of imperatives are necessary to convert change into progress, regardless of position. They are, to some degree, instinctive. Like talent, however, they can develop with instruction and practice. Continuing education and professional certification can help human resource professionals in many ways by maintaining a set of principles, seeking knowledge which will assist them in their current work, and persisting in their goals are leaders. These individuals ultimately convert the volatile energy of everyday bureaucratic human resource change into human resource progress. Having worked within Wisconsin State government for 18 years, I would like the opportunity to contribute more.

As we have seen in recent years, federal, state, and municipal government is experiencing changes as never before. Our resources are challenged, both monetary and within our workforce ranks; we find ourselves stretching for ideas in other sectors, from other colleagues, to other ideas and experiences we can turn into successes at our workplaces despite our minimal resources and our sometimes low employee morale.

After speaking with many GMA SHRM members about their experiences, I found many important imperatives were taught and/or refined in pursuing SHRM continuing education courses. Unfortunately, as a state employee, I have never been able to participate because of resource limitations, however. I have always been impressed by the commitment and dedication of the faculty who have dedicated their time and talent by providing this learning opportunity, and would be proud to consider myself a worthy candidate. I believe continuing education will enhance my human resources career by assisting my colleagues and my department by allowing me to provide a higher and more aware level of service to my customers.

7010 Wildberry Drive
Madison WI 53719

DANA DENNY

(608) 848-6585 Residence
dana_denny@hotmail.com

PROFESSIONAL PROFILE

Energetic, results-oriented and adaptable human resources professional with excellent communication and interpersonal skills. Proven record in creating and managing high-quality, cost-efficient HR initiatives responsible to organizational needs and the achievement of business objectives. Accurately performs challenging tasks with precision and attention to detail. Highly organized, analytical, and decisive with strong problem-solving capabilities for multicultural and multi-generational workplaces.

Core competencies include:

Compensation Program Development and Monitoring	Civil Service Human Resources Policy Development and Administration
Workforce Planning and Retention	Classification Survey Management
Teambuilding/Leadership	Problem Resolution
Project Management	Labor Market Evaluation & Analysis
Compensation & Benefit Administration	Labor & Contract Negotiations

PROFESSIONAL ACCOMPLISHMENTS

- Masters of Public Administration degree, focusing on public management, planning, evaluation, and analysis.
- Extensive knowledge of Wisconsin government civil service policies and procedures.
- Considerable experience in research methodology and data collection techniques.
- Excellent interpersonal, oral and written communication skills.
- Able to meet demanding time goals.

Administration and Program Planning

Developed a conceptual and technical knowledge base in policy analysis, program evaluation, agency budgeting, and principles of public management through graduate public administration program.

Possess a strong knowledge of the State of Wisconsin civil service system.

Participated in the development and revision of Department human resources policies and procedures.

Conducted and implemented a statewide Management Information Technician personnel management survey, including the development of classification specifications, allocation patterns, qualification and pay range assignments.

Reviewed and updated short- and long-term goals and objectives to ensure proper implementation of Wisconsin human resources compensation/classification projects.

Administered the Office of State Employment Relations Hiring Above the Minimum and Broadband Compensation Program that covers approximately 13,000 Represented and Nonrepresented Employees.

Effectively negotiated compensation settlements with assigned labor unions.

Designed, developed and administered the Office of State Employment Relations labor market survey program.

Initiated, planned and managed the implementation of workforce planning data management systems and procedures.

Examined proposed legislative and administrative rule changes to ensure consistency with Department policy and procedures.

Administration and Program Planning, continued.

Provided consultation and technical assistance to agencies regarding labor market research, analysis, and broadbanding program implementation and management.

Regularly conducted compensation analyses for Science and Engineering classifications.

Routinely consulted with agency human resource managers regarding employee recruitment and retention issues.

Labor Relations

Provide advice and counsel to management staff on personnel transactions which may result in grievances.

Research and provide information as needed to management for the collective bargaining process.

Assist in the development, implementation and management of the state's labor relations strategy.

Reviewed and analyzed the effects of negotiated proposals, counter-proposals, and contractual agreements to determine impacts on state agencies.

Routinely provided collective agreement compensation wage language interpretation and other technical assistance to state agencies and employees.

Proactively researched and addressed concerns brought forth by labor unions regarding contract non-compliance.

Prepared costing information and analyzed effects of negotiated proposals and contractual agreements to determine fiscal and operational impacts.

Ability to work in a collaborative manner with HR and labor representatives, internal colleagues, and other business partners.

Possess over 15 year of experience in contract negotiation and interpretation.

Communication and Presentation

Experienced in providing professional presentations to management, union members, and the general public.

Authored significant sections of state human resource publications, including state labor contract wage language, State Compensation Plan for Nonrepresented Employees, Wisconsin Handbook Chapters, and OSER policy, pay processing and procedural bulletins.

Designed and provided economic labor costing training to employees.

Staffed Biennial Agency Compensation Advisory Committee and summarized and presented recommendations to OSER Director.

EMPLOYMENT HISTORY

2008-Current **Advanced Classification/Compensation Analyst**,
Bureau of Human Resources, Department of Natural Resources,
Madison WI

1993-2008 **Advanced Compensation Consultant**, Bureau of Compensation,
Office of State Employment Relations, Madison WI

EDUCATION

Master of Arts, Public Policy Administration and Management, 1991
LaFollette Institute of Public Affairs, UW-Madison

Bachelor of Science, Psychology, 1985
Howard University, Washington, DC

PROFESSIONAL AFFILIATIONS

Secretary-Treasurer, Central States Compensation Association, 2010-2011

President, IPMA-HR, Wisconsin Chapter, 2010-2011

World at Work Association (formerly American Compensation Association)