



E.O.I.

EXCHANGE OF IDEAS



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Welcome to SHRMA 2008 by Martha Buess

Welcome to 2008 and isn't it going to be great? Now tell me you haven't already heard that 1000 times! But, it really is going to be a great 2008! With all the changes in the HR world, legislative world, elections, ever decreasing employment pool, the economy....yes – it's going to be a great New Year!

SHRMA accepts these challenges and our executive board is already working hard to make this New Year a great year for communications! We have dedicated HR professionals who have been meeting to make programs and special projects that YOU have requested! Yes, we are listening!

We're keeping our meetings on the third Thursday from 11:30 until 1:00 (except when specially noted) at the Western' Sizzlin' (except where specially noted)! SO – invite somebody you haven't seen for a while OR invite someone who is new to the HR field – help them network with our dedicated chapter members and learn from the experts!

If you or your company would like to sponsor one of the meetings, SHRMAinars, or special events we are planning this year or if you'd like to place an ad in our monthly newsletter, let me know and I'll direct the chair in charge to you or talk with them at the meeting on the 17th!

SO – I'd like you to sit back, get ready – and yes – expect a Great 2008 from SHRMA!

See you on the 17th!

Martha P. Buess,
President 2008
SHRMA Chapter #241



"Be bold in what you stand for and careful what you fall for."

— *Ruth Boorstin*
In The Wall Street Journal



ATTACHMENTS TO THIS NEWSLETTER

- Current Treasurer's Report (January)**
- December Chapter Minutes** (not available at time of distribution)
- Proposed 2008 Budget**



January Chapter Program

Kelly Mobray, Salina Adult Education Center



Kelly Mobray
Director of Salina Adult
Education Center

Kelly Mobray is the Director of Salina Adult Education Center, formerly Little House Adult Learning Center. Kelly was born in Salina and grew up in Hope, Kansas. Her degrees from Emporia State University include a Bachelor of Fine Arts and a Master of Science in counseling with a concentration in student personnel services. Kelly lived in Kansas City for six years working at Wright Business School as Dean of Students, University of Saint Mary as Wyandotte County Site Director and Kansas City Kansas Community College as Director of Adult Education. She has served as Director of Adult Education and Chief GED Examiner for USD305 for the past five years. She is involved with leadership positions with the Kansas Adult Education Association, the Emporia State University Alumni Association and Altrusa. Her most recent passion however is her four month old daughter Rylee!



National Leadership Conference Update by Natalie Fischer

Thank you, SHRMA members, for sending me to the 2007 National Leadership Conference. The workshops featured topics relevant to our chapter, along with personal development sessions including my conference favorite - "The Personal Credibility Factor: Maximizing Your Leadership Impact". While touring the SHRM Headquarters one evening, I also had a chance to catch up with a couple of familiar faces as well as make new acquaintances from Kansas and several other states. Other notable items were a sneak peak of the new and im-

proved SHRM website, and some of the advertising that will run during the election year, giving SHRM exposure new to the organization and the HR profession. (I've seen a few ads on Fox News already!) The highlight of my trip, however, started before the conference - I attended the Capitol Hill Day. Over 150 SHRM members trekked across Capitol Hill in wind and rain to meet with our legislative representatives to voice our FMLA and immigration. I, along with a few other Kansans, had a very brief visit with Sena-

tor Roberts' assistant, and a very good conversation with Congressman Moran. He mentioned the possibility of a meeting in 2008 with human resources professionals in our region, so hopefully we'll be able to team up with the Hays SHRM members and make that happen.

Thanks again, SHRMA members, for the opportunity. I look forward to implementing some of the great ideas and concepts gained from the conference!



January Chapter Program Pat Sullivan, Legislative Update Overview

The topic of "Legislative Update" will include discussions about legislation that is likely to cause HR practitioners some concern in 2008 (Military Leave, Paid Leave, ADA, and Employment Verification), as well as some predictions of legislation to come. There will also be some discussion on the top HR issues (Weapons in the Workplace, Non-Compete Agreements, Immigrations, Wellness, and Family Responsibility Discrimination) for the coming year. Finally, a brief update on how to contact your elected officials and the importance of letting your voice be heard.



Pat Sullivan
SHRMA Legislative Chair

Pat Sullivan has a B.S. in English, B.S. in Political-Economic Systems, and his Juris Doctorate. He has extensive experience in the HR field with General Motors as a Labor Relations Representative (Grievance handling, negotiations, discipline/terminations); Eastern Air Lines as a Staff Attorney, Labor (Arbitrations and Negotiations); Payless ShoeSource as the Regional Director of HR; and is currently the VP of Human Resource at Blue Beacon International.

Membership Update by Natalie Fischer

What's in store for '08? The Membership and Special Projects Committee are working on a membership drive with teams, contests and awards. We will "serve the professional" and "advance the profession" by providing resources to existing and potential SHRMA members.

We need
Sponsors for
our Newsletter!

If you are interested in becoming a sponsor for our SHRMA Monthly Newsletter, please contact Melodie Dedonis at (785) 826-2213 or melodied@sunflowerbank.com. We have space available. Thank you for helping advance the HR profession and serve the HR Professional.

"THANK YOU"
EXLINE
FOR
SPONSORING
OUR
DECEMBER
DOOR PRIZE

2008 SHRMA CHAPTER MEETINGS

January 2008

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December 2008

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Please notify Melodie Dedonis of corrections to this newsletter!

I welcome your comments and suggestions!

2008 SHRMA EXECUTIVE COMMITTEE MEMBERS

OFFICERS

Chapter President: Martha Buess

President-Elect: Natalie Fischer

Chapter President Emeritus: Patrick Salmans

Secretary: Andrea Johnson

Treasurer: Christy Brown

COMMITTEES

Legislative Chair: Pat Sullivan

Diversity and Web Chair: Patrick Salmans

Newsletter and Marketing Chair: Melodie Dedonis

Program Co-Chairs: Becky Small and Virginia Rodgers
(includes Certification, Workforce Readiness, SHRMANar Conference,
and Community)

Special Project Co-Chairs: Nicky McBurney and Sharilyn Brull
(includes Sponsorship, College Relations, Special Events,
and Professional Development)

Foundation and International: Christy Brown

How **BEST** Organizations Measure Performance

Productivity Improvement.....	90%
Ability to retain essential employees	88%
Quality of products and services	88%
Customer satisfaction	88%
Employee satisfaction.....	83%
Sales and revenues	81%
Overall profitability.....	76%
Cycle time reduction or improvement	71%
Other	60%