



HR DEVELOPMENT FOR THE NORTHWEST

# ASSOCIATION NEWSLETTER

NORTHWEST HUMAN RESOURCE MANAGEMENT ASSOCIATION

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## *The Changing Environment of HR* 72nd Annual NHRMA Conference and Trade Show

The past year has brought HR professionals many changes. The biggest one looming for us is healthcare reform. I read that the bill is 2,000+ pages with 90,000 pages of back-up. Not only do we have a morass of new regulations that will last until 2018 but we need to be able to look at the larger issues on how to create a stronger financial and competitive position. How does one keep up with such massive information and learn about how to be a strategic partner in these tumultuous times? One way is to attend the annual conference and hear the best professionals provide you with up-to-date information, practical ideas, and strategic positioning.

The last 18 months or more have also brought us the worst recession in decades. So many companies have had to cut or freeze salaries, lay off staff or come up with creative ways to keep talent and/or alter benefits. In these kinds of economic times it is even more important that HR professionals become financially savvy about their business. There will be sessions to help you understand financials and build HR metrics.

We all deal everyday with multiculturalism and generational differences. How is a supervisor to manage a staff that ranges over four generations and maybe from as many continents? Learn how to deal with these differences so that your managers can reduce conflict due to cultural or generational differences thereby having a more productive team.

We also have to deal with the myriad of regulations this congress wants to pass. Card checking, expanded leave laws, mandatory sick leave, privacy and social networking just to name a few. HR professionals need to keep their executive team apprised of the regulations that could adversely affect the business. You can attend sessions with knowledgeable labor law attorneys who will help you understand what is coming down the pike.

Don't miss out on this great conference!

See the article on page 7 for more information—including the entertainment and other activities.



## *In Memoriam*

### **Sharon Koss, SPHR, CCP**

It is with a sad heart that the NHRMA Board of Directors announces the passing of Sharon Koss on Tuesday, June 22nd. Sharon founded Koss Management Consulting in 1986. In addition

to a degree in Business Administration from Washington State University, Sharon had over 30 years experience in Human Resource Management. Sharon also had been on the faculty of So-



***Sharon Koss, SPHR, CCP***

cety of Human Resource Management (SHRM) for 12 years. She taught several classes nationally and also presented at the national meetings. She was a regular presenter at the NHRMA semi-annual HR Foundations seminar and was always a highly rated speaker. Recently Sharon developed a two-day compensation class series, Base Compensation and Incentive Compensation. SHRM is publishing one book this year—Sharon's book, *"Solving the Compensation Puzzle: How to Link Performance with Pay."*

Sharon was elected president of the SHRM's Certification Institute's National Board in 1997. This board is responsible for development of Certification Examinations.

She will be missed by the HR community not only here in the Northwest but throughout the country. She was an incredible woman and a dear friend to many. Sharon taught us how to give back to our profession and was a big proponent of constantly committing ourselves to teaching and learning.

We extend our sincerest condolences to her husband Doug and the rest of her family.

## *NHRMA Offers Online Employment Law Training!*

In July 2010 Northwest Human Resource Management Association (NHRMA) in partnership with Vivid Learning Systems (VLS) is offering SHRM members in AK, OR, and WA a comprehensive online compliance training program including topics of:

- Disability in the Workplace
- Discrimination-Free Workplace
- Ethics
- Sexual Harassment for Employees
- Sexual Harassment for Managers
- Hiring and Lawful Termination

To learn more or take advantage of this FREE online training program go to **[www.NHRMA.org](http://www.NHRMA.org)**.

### **About Vivid Learning Systems**

From Employment Law to Food Safety (200+ online courses), Vivid offers one of the most comprehensive and diverse compliance training libraries on the market. The quality of Vivid's course design is highlighted by the integrated retention tools that are built-in to every course, including interactive exercises, random test banks and multi-modal delivery templates. Each and every course is designed to meet SCORM standards and deliverability at all bandwidths.

To meet each customer's unique needs Vivid offers a wide range of solutions from customizable courses to program implementation and utilization consulting.

For more info: **[www.learnatvivid.com](http://www.learnatvivid.com)** or call 800-956-0333.



# HR Foundations Seminar in Washington

October 12–14, 2010

Doubletree Guest Suites Airport/Southcenter  
Seattle, Washington

The NHRMA seminar, “Human Resource Foundations,” in its 36th year of presentation, is designed to provide practical knowledge of the functions of the HR department. Key areas of the HRM function will be presented and discussed by highly qualified professionals with records of proven success in their fields. Seminar participants newly assigned to the HRM function will gain insight and a practical understanding about the complex field of HR management and administration. Experienced HRM professionals will find challenging opportunities to update their knowledge of the profession.

Workshop sessions are structured to provide maximum participation and interaction between instructors and participants. Instructors share their knowledge and experience in thought provoking discussions, exercises, and problem solving situations. The material presented in this seminar has application in business, industry, government, labor, and education organizations. The seminar faculty have been carefully selected for their knowledge, practical experience, platform skills, and their ability to contribute to your professional growth and development. This highly informative seminar provides insight into the complex field of human resource management. The seminar is designed for the human resource practitioner. The seminar is also applicable to managers, supervisors, administrators, and staff from business, industry, government, labor, and education with or without previous human resource experience who need to know more about the professional management of human resources.

Registration fees include tuition, breaks, lunch, refreshments, parking, and seminar material. The non-member registration fee also includes membership in SHRM for one year following date of acceptance.

## WHO SHOULD ATTEND

- HRM generalists newly assigned to the field.
- Specialists who seek to broaden their knowledge of the HRM function.
- Experienced practitioners desiring to update their professional HRM knowledge.
- Managers who perceive the need to become more knowledgeable about the HRM function.
- Certified HRM professionals desiring to maintain their professional competence and certification on a timely basis. Only one HR Foundations will count per calendar year for HRCI preapproved credits.

## SHRM Member

Discounted Price	If Registered By...
\$395.00	Sunday, August 22, 2010
\$445.00	Tuesday, September 21, 2010
\$495.00	Monday, October 4, 2010

## Non-member \$660.00

Discounted Price	If Registered By...
\$560.00	Sunday, August 22, 2010
\$610.00	Tuesday, September 21, 2010
\$660.00	Monday, October 4, 2010

For information and registration visit...

<http://guest.event.com/EVENTS/Info/Summary.aspx?e=21286927-9a69-49c9-84ce-921eca327eld>



## NHRMA HR Foundations Seminar Daily Sponsorships

### Only 2 Opportunities Still Available

Here is what you will receive for your daily seminar sponsorship:

- A listing on the event website as a seminar sponsor, including a company description (no max. length), a web page link, and your company's logo (150 KB max.).
- A black and white marketing page produced by the sponsor that will be included in the seminar materials (logo, contact information, and company description, etc.).
- Registration, refreshments, meals, parking, and seminar materials for two for the sponsorship day. Exclusive sponsorship rights on the seminar day. Your firm will be recognized during the seminar as our sponsor and your company will be introduced to attendees in a one-minute commercial provided by you and presented by us in the morning.
- Exclusive vendor rights on the seminar day to place marketing material at each place setting (we average around 110-150 attendees per day).
- You will have a banquet table near the entrance to the event or near the door inside the seminar room at the back, where you can have a tabletop display and other information.
- You will also have time during the networking time at the beginning, during lunch, and after the seminar to greet attendees as they enter and exit and to discuss your company with them.
- Your logo will also play on the display feed at the beginning of the meeting during the networking time.
- Recognition in the quarterly NHRMA newsletter that electronically goes out to 11,500 SHRM members.
- Recognition posted on the main NHRMA website from time of sponsorship payment until at least one month after the event.
- Lastly, many of our sponsors do a drawing for a give-away item and use this as an opportunity to collect business cards at the meeting. This is optional but can be a good tool to call extra attention to your booth and company. This will be drawn at the end of the day and they will need to be present to win.

The exclusive daily HR Foundations sponsorship fee is \$1,000. We would be willing to do an exclusive sponsorship for all three (3) days for \$3,500.

Contact Ren'ee Mangini at [mangini@msn.com](mailto:mangini@msn.com) or 425-481-6813 for more information.

## SHRM HR Assessment New in Spring 2011

Currently SHRM is working with HR professionals and instructors to put together a SHRM HR Assessment. **This is meant for students graduating with limited HR experience.** This is in response to students no longer being able to qualify for the PHR exam through HRCI starting with the testing period May-June 2011. The SHRM HR Assessment will be an electronic exam with multiple-choice questions at a local testing center. The cost is going to be about the same as the current student rate for the PHR. This assessment will be available in starting spring of 2011. There will be more details released as we get closer the release date.

## April HR Foundations Sponsor

A special thank you for our April HR Foundations Sponsor Vigilant.

Vigilant counsels companies on employment issues across the Northwest and California. We help employers navigate the complexities of the legislated environment.

Whether it's OFLA conflicting with FMLA, or the Military Leave act, those and many more complex issues arise on a daily basis. And it can be daunting and time-consuming to keep up with it all let alone retain in-house counsel for help.

That's where Vigilant comes in. You can have unlimited access to our on-staff attorneys and experts in HR, safety and benefits for practical advice on these issues and more—at a predictable, low monthly fee.

Learn more through the brochure on your table or at our website: [www.vigilantcounsel.org](http://www.vigilantcounsel.org).

Thank you to our April  
HR Foundations Sponsor:

**VIGILANT**  
● counsel for employers

# New HRCI Exam Requirements

HRCI has recently announced upcoming changes to the exam eligibility requirements for the PHR/SPHR/GPHR exam in 2011. Below you will find the new requirements that begin with the May–June 2011 exam testing period. In addition, a list of FAQ's is also attached to answer questions that may arise. New Exam Eligibility Requirements for 2011: Beginning with the May–June 2011 exam testing period, the exam eligibility requirements for the PHR, SPHR and GPHR will change. View our FAQ's for answers to your questions.

## PHR Eligibility

- 1 year of demonstrated professional HR experience with a Master's degree or higher
- 2 years of demonstrated professional HR experience with a Bachelor's degree
- 4 years of demonstrated professional HR experience with less than a Bachelor's degree

## SPHR Eligibility

- 4 years of demonstrated professional HR experience with a Master's degree or higher
- 5 years of demonstrated professional HR experience with a Bachelor's degree
- 7 years of demonstrated professional HR experience with less than a Bachelor's degree

## GPHR Eligibility

- 2 years of demonstrated global professional HR experience with a Master's degree or higher
- 3 years of demonstrated professional HR experience (with 2 of the 3 being global HR experience) with a Bachelor's degree
- 4 years of demonstrated professional HR experience (with 2 of the 4 being global HR experience) with less than a Bachelor's degree

## New Exam Eligibility Requirements FAQ's

### Q: Why are the PHR, SPHR and GPHR exam eligibility requirements changing?

A: The changes were made based on recommendations from more than 14,000 HR professionals, business leaders, students and academicians. The new exam eligibility requirements reflect the changes and needs of the HR profession.

### Q: How is “demonstrated HR experience” defined?

A: If your title is not on the approved position title list, you must demonstrate that: Your activities are at the professional (exempt level), and at least 51% of your daily activities are within the HR function, OR you have direct supervision of those who deliver HR services.

### Q: What is the definition of “professional-level” work?

A: Professional-level work means experience that includes: Activities in which you work independently in planning and decision-making. In-depth work requirements, including data gathering, analysis and interpretation. Interactions with a broad spectrum of contacts, including decision makers. Ultimate responsibility and accountability for your work.

### Q: How is “global HR experience” defined?

A: Global HR experience is defined as having direct cross-border HR responsibilities for two or more countries or regions.

### Q: How will the new eligibility requirements affect students?

A: Students will not be eligible to take the exam unless they meet the exam's new eligibility requirements.

### Q: My bachelor's (or master's) degree is not in HR. Does that matter?

A: No, you do not have to have an HR degree to be eligible to take the exams. However, because the exams are both experience- and knowledge-based, your specific area of study can make a difference in your exam performance.

### Q: I am interested in taking the California certification exam. What are the eligibility requirements for that certification?

A: To be eligible for the California certification, you must already be certified as a PHR or SPHR.

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## New HRCI Exam Requirements

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**Q: If I want to recertify in 2011 (or later) by retaking the exam, do I need to meet the new eligibility requirements?**

A: Yes. If you are currently certified and wish to recertify by taking the exam in 2011 or later, you will have to meet the new eligibility requirements.

**Q: Where can I go for more information?**

A: Contact the HR Certification Institute:  
E-mail: HR Certification Institute  
or call 1-866-898-4724



## NHRMA Chapter News

### ALASKA...

The Alaska State Council put on a very successful conference in April, and plans are underway for the next conference which will be in September 2011.

We are all actively working on our SHAPE initiatives. So far we have successfully completed one initiative and have several more in the process.

Our State Council (which is spread all over the state) will be meeting in person in October and we are really looking forward to that opportunity to get together face to face and work on a variety of issues, including succession planning for the Board, strategic goal setting, and the SHAPE requirements. We also plan to have a training session on being an effective volunteer, so it will be a busy afternoon!

Other than that, the sun is shining and we are all looking forward to a nice summer!

*Sallie Stuvek, Alaska State Council Director*

### OREGON...

#### Rogue Valley Chapter—August 26, 2010

In partnership with PowerUp Academy, the Rogue Valley Chapter in Southern Oregon is presenting Jeff Tobe, Owner of Coloring Outside the Lines, and a SHRM National Speaker, to present **Coloring Outside the Lines**. The presentation will be held at the Smullin Center in Medford, Oregon. It will be broken into four modules: Module 1—Creating and Managing Change; Module 2—DISC—Who are you dealing with anyway? Module 3—Asking the right kinds of questions; Module 4—Listening between the lines. Jeff Tobe is a fantastic conference speaker and spoke at the National Conference in New Orleans, LA, last year.

Neighboring chapters are welcome to register to attend this event! The facility hosting the presentation is large, parking is easy, registration costs will be affordable, and the Rogue Valley offers amazing activities in August—a perfect getaway! Not to mention an opportunity to earn HRCI credits (general *and* strategic credits pending!).

Visit <http://www.roguevalleyhr.org/> for more details.

Labor and employment conference is March 10, 2011. Be sure to mark your calendars!

*Lisa Snively, Oregon State Council Director*

### WASHINGTON...

The Washington State Council (WSC) of SHRM, who serves 17 chapters and nearly 7,000 members in the state, has some exciting information and announcements to share with you.

- **Advancing HR Influence**—Strategic Conference (May 18th) was a huge success with 250 attendees, 22 vendors, and a loaded agenda full of HR and non-HR topics related to working with your CFO and marketing your HR brand. This was the first strategic conference in the state with many more to come.

- **Save the Date**

2011 HR Day on the Hill—March 8, 2011

2011 Employment Law and Legislative Conference—March 23, 2011

For more information about the Washington State Council, go to our web site at:

[www.wastatecouncil.shrm.org](http://www.wastatecouncil.shrm.org)

*Scott Washburn, WSC Director*

# ***NHRMA 2010 Conference & Tradeshow: Plan to Attend!***

**September 29th – October 1st  
Sunriver Resort, Bend, Oregon**

The NHRMA Annual Conference has earned a reputation as the conference of choice for HR leaders who are interested in learning up-to-the-minute developments and best practices in their field. This year's conference will honor that standard. Going strong in its 72nd year, it will play host to over 400 new and seasoned HR professionals—your peers and Northwest Human Resource “family.”

At the end of September, you'll get that chance once again to deliver a return on your company's investment in you. What you learn in three days of workshops will help you to evolve and grow, and meet your company's challenges armed with the tools and resources that your peers have found to be most successful.

Your attendance ensures that you will:

- Further your industry knowledge while earning valuable professional credits.
- Be inspired by dynamic keynote speakers and concurrent workshop presenters that are experts in the field.
- Investigate the most relevant, innovative products and services available when you visit this year's tradeshow.
- Network, network, network.
- Have fun reconnecting with your HR family, joining the first ever Yoga class or getting your early morning exercise on at the Fun Run on Thursday morning.
- Soak in the exceptional Central Oregon environment that surrounds you and the comfort of Sunriver's accommodations.
- Rejuvenate your mind, body and spirit with discounted spa treatments and seemingly endless outdoor pursuits.
- Indulge yourself and try your luck at Gold Rush Grill & Game Night—our Thursday evening event. Sunriver Resort takes great pride in serving food made from local sustainable and



organic ingredients. Savor a delicious dinner while you sit back and relax, compete with bids on SHRM Annual Silent Auction items and roll the dice at one of the exciting casino games!

With all that there is to take advantage of, you don't want to miss it. Register today for a Conference that promises a unique balance between professional development, personal reflection and nature. Plan to be there.

## ***Free NHRMA Leadership Seminar***

**September 29, 2010  
Sunriver Resort, Bend, Oregon**

Please join us for the free Leadership Seminar from 8:30am -11:30am on September 29th. We will be serving a continental breakfast. All current and future chapter volunteer leaders are welcome! We have an exciting morning planned for you with guest speakers, your regional team, and roundtables to share ideas. This counts towards the section on Chapter/State board members participate in the state/regional affiliate leadership conference/event. Check your attendance at this event when you register for the conference.