

Wisconsin Student Chapter Chatter

Special points of interest:

- April 11-12, 2008: North Central Regional HRGames and Conference at the University of NE-Omaha
- August 7-8, 2008: State Leadership Conference at the Paper Valley Conference Center in Appleton
- October 15-17, 2008: State Conference at the KI Convention Center in Green Bay

Inside this issue:

St. Norbert College Update	2
UW-Milwaukee Update	2
Alverno College Update	3
HR Internship Funding Available	3
Book Review	4
News in College Relations	4

2008 HRGames and Conference a Success

The 2008 HRGames and Student Conference was held February 22-23 at UW-Whitewater. The UW-Whitewater SHRM Chapter did an outstanding job at planning a successful conference.

There were 59 students in attendance representing Alverno College, Lakeland Technical College, Marian College, St. Norbert College, UW-Eau Claire, UW-Madison, UW-Milwaukee, UW-Oshkosh, and UW-Whitewater. Also in attendance were 37 professional volunteers. Without their assistance, we would not be able to hold the HRGames and Conference.

On Friday, 15 teams competed in the HRGames. The competition was great and at the end of the night UW-Madison #3, UW-Whitewater #2, UW-Eau Claire #1 and UW-Eau Claire #2 advanced to the Semi Finals. UW-Madison #3 and UW-Whitewater #2 competed in the Finals with UW-Whitewater taking first

place in the competition. Also, congratulations to UW-Milwaukee as they were chosen by their peers to receive the Collegiality Award.

The conference took place on Saturday with Jeff Percival opening up as the keynote speaker. He had a lively presentation that taught participants how to deal with stress. Break out sessions included Information on Graduate Schools presented by Bob Glunz from the University of Minnesota, Language for Conflict Resolution presented by Stacy Argue from UW Medical Foundation, Strategies for Success presented by Angela Willfahrt from Manpower, and Outsourcing Human Resources presented by John Komosa from QTI Human Resources, Inc.

A RFP will be sent to the student chapters in April for bids to host the 2009 conference.

UW-Whitewater SHRM Update by Tricia Wollerman

This semester has been off to a great start. We just got finished hosting the HR Games and have been having speaker meetings and tours all throughout the month of February. We have a lot of returning members from the Fall semester. Our chapter keeps growing from year to year.

Hosting the HR games was a great learning experience for all the members in the chapter. We spent a lot of the month of January getting everything together for the big event. We ended up having three teams competing in the games. One of the three teams ended up in the finals and won. This is a great accomplishment for our chapter.

The next couple months will be time spent on training our new E-Board members. We had elections last week and the five new members are excited to start the planning process for next year. The seniors are looking forward to graduating in May and starting their professional career in the HR world. Overall this year has been great for the Whitewater chapter and we hope to continue that in the next years.

St. Norbert College SHRM Update

By: Caitlin Whitney, President

This past summer, our student chapter president, Caitlin Whitney had the opportunity to go to Las Vegas, Nevada on a scholarship for the National Annual SHRM Conference. The Conference was held June 24-27 and was truly an experience. The 2007 SHRM Student Conference was held on Saturday from 9 A.M. - 5 P.M. Saturday provided her with great educational and networking possibilities, along with the chance to meet hundreds of other SHRM student members from a number of different schools. They started the day with a 'icebreaker' activity that made everyone get up and move around, introducing themselves to many other students and advisors. In addition, we listened to insightful keynote speakers as well as attended general sessions. One exciting moment was when we were awarded the Top Ten Superior Merit Award for our student chapters' previous years accomplishments. Also while attending the conference we visited the Exhibit Hall, which was a task in it self. The excitement and several booths made for a huge display. It was yet another opportunity to network and meet new people. Through my experience at the Conference in Vegas, I was able to make good friends with both students and professionals within the HR field as well as develop contacts for future endeavors.

While La Crosse, WI is not Vegas, it was another significant Conference with number of benefits. We had the chance to re-unite with friends made in

Vegas in addition to, creating new and more communal contacts from the Wisconsin area. This conference was a nice way of getting to know the companies from the Wisconsin area and a way of getting to know the options within the state. During the State conference, we attended a SHRM Student Chapter Relations: Challenges and Solutions session, which was great insight as to how other student chapters are ran so differently within this state. Great ideas were brainstormed, there was swapping of ideas as well as, trading names of great speakers for the chapters. We as student chapters were given helpful tips and resources to continue to make our student chapters grow and be successful.

Other accomplishments over the year consist of our Student SHRM chapter growing in its number of students attending meetings. We have had quite a few extraordinary speakers come and talk to the students and are continuing to have professionals come. We also had a team compete in the HR Games last month. In addition, Caitlin Whitney, Chris Kirwen, Angela Verbisky, and Kim St. Louis will be traveling to Omaha for the Regional HR Games next month! Our SHRM e-board is also pulling together the final touches for the merit award as well as introducing our new e-board for the upcoming school year. There are many exciting things coming our way in these upcoming years and we cannot wait to see the outcome!

*"Don't
compromise
yourself. You are
all you've got."
Betty Ford*

UW-Milwaukee SHRM Update by Leanne Davis, President

UW-Milwaukee SHRM has been off to another great semester finishing up last minute events towards earning the well deserved Merit Award. We have all worked very hard and look forward to finishing this Merit year while making big plans for the next year. A big thanks goes out to all of our members who participated in a variety of events and who continue to support the growth and achievements of UWM-SHRM.

Last month we had three dedicated leadership members attend the HRGames/student conference at UW-Whitewater, and they enjoyed it very much. A big thank you to UW-Whitewater SHRM student chapter and all of the volunteers who helped make the event so much fun! We were also very honored/proud to receive the Collegiality Award voted by our peer SHRM student chapters. We also are very proud that President, Leanne Davis won both the HRMA regional scholarship and the National SHRM scholarship representing UWM-SHRM student chapter in a very positive manner. UWM-SHRM is excited to take on another year as a prestigious and highly motivated organization and we look forward to all of our great events coming up!

We are looking forward to our upcoming professional speakers, University Relations Recruiter, Andrea Reding from Brady Corporation and Lindsay Rugg from Medical Associates Health Centers. We also will be attending a company visit/tour to non-profit company, Independence First in April. We look forward in continuing giving back to our community through volunteering at the WI Children's Hospital We hope to plan some fun social events of Milwaukee Brewers games, bowling, and other fun events to take the stress off of school and have fun.

Each of the officers of UWM-SHRM are excited and honored to play such an integral role within SHRM and we all have the common goal to continue to grow, succeed, and just have fun this year. So we wish all of the other SHRM chapters the same and we hope everyone has a great semester!

Alverno College SHRM Update by Rebecca Surges, President

This semester, Alverno College's SHRM chapter participated in a variety of educational events both on and off the Alverno College campus. Some of these events were new experiences for Alverno's SHRM Chapter and some others were repeats from previous years. All were successful and well worth the time and effort put in by both the student members and faculty advisor.

Three students from Alverno's chapter recently traveled to Whitewater, Wisconsin to participate in the annual "HR Games" tournament. This was the first time in the history of the chapter that Alverno students participated. At the tournament, Alverno students were able to network with students from various schools around Wisconsin and learn information critical to the HR field. The overall experience of the "HR Games" was informative and exciting for all students involved – Alverno students took away a strong understanding of the HR field and the SHRM organization.

Recently in March, several Alverno SHRM members participated in a site visit and HR briefing at

Harley Davidson. The tour was a new experience for the Alverno students who participated; it allowed students to understand the manufacturing of the Harley Davidson engines and the inside workings of the HR department at the company.

Alverno's SHRM chapter has recently hosted several workshops for Alverno weekday and graduate students. These workshops included an "Interviewing Skills" workshop as well as a "Resume Writing" workshop. Both workshops were extremely successful among Alverno students.

Alverno's SHRM chapter had a strong start to the spring, 2008 semester. The chapter has successfully recruited several new, motivated students to become involved in the organization. Without a doubt, Alverno College's SHRM chapter is taking bold strides to improve upon their organization and increase awareness of their organization around the campus of Alverno College.

SHRM Sponsors Funding for HR Internships

The Society for Human Resource Management (SHRM) Board of Directors recently announced the availability of funding to support HR internships. Students studying HR at the undergraduate or graduate level are invited to apply and compete for funding to help support themselves during a summer or fall 2008 HR internship. This financial support underscores SHRM's commitment to the next generation of HR professionals by providing an opportunity for students to take advantage of internship opportunities that will help them prepare for their career.

Eight sponsorships of \$5,000 each will be awarded in each of SHRM's five geographic regions. A total of 40 awards and \$200,000 will be distributed. SHRM reserves the right to redistribute funds to other regions if we do not receive sufficient applications in each region that meet the eligibility and selection criteria.

Applications are being accepted now through April 30, 2008, which is the date all applications must be received by SHRM. Awards will be announced in June for summer internships and in August 2008 for fall internships. SHRM has designed a streamlined and easy-to-complete application process.

SHRM is accepting applications now. Visit www.shrm.org/hreducation/help.asp for information about **eligibility requirements** and the **application form**, including submission procedures.

A *selection committee* comprised of SHRM volunteer leaders from each of the five geographical regions will judge the applications against the criteria to determine which applicants will receive the awards.

Each selected student will receive half of his or her awarded funding during the first week of the internship. The remaining half of the funding will be awarded upon completion of the internship. Also, upon completion of the internship, each award recipient will be asked to complete a short follow-up survey and write a brief paragraph about the internship experience for posting on the SHRM Internship Success Stories web page.

Apply now!

Details at www.shrm.org/hreducation/help.asp

Questions? Contact Nancy Woolever, SPHR at nwoolever@shrm.org or 1-800-283-7476 x6457.

"There is only one thing about which I am certain, and that is that there is very little about which one can be certain."

Somerset Maugham

College Relations Director
Jenny Lowe, SPHR, CBP, CCP
Human Resources Director
Imperial Supplies LLC
789 Armed Forces Drive

Phone: 920-497-5458
Fax: 920-497-5478
E-mail: jlowe@imperialsupplies.com

Book Review

How to Be the Employee Your Company Can't Live Without

By Glenn Shepard, John Wiley & Sons Inc., 2006

List price: \$14.95, 160 pages, ISBN: 978-0-471-75180-9

Office supply giant Staples wants all of its 65,000 employees to "act like they own the place," as one Staples vice president told author Glenn Shepard. One result of that ownership, and the personal accountability that comes with it, is the chain's success, Shepard says in *How to Be the Employee Your Company Can't Live Without*. Acting like you own the workplace is one of 17 actions the author believes can make an employee indispensable.

Shepard, president of Glenn Shepard Seminars in Nashville, Tenn., warns that while everyone is potentially expendable in these days of reduced job security, indispensable employees—people who become essential to their bosses and co-workers—are more likely to keep their job and to advance. His advice:

- Learn what your boss wants from you. Understand your boss's work style, which may be based partly on his or her generation. Shepard covers how to work for bosses from different generations.
- Be low-maintenance. Are you able to adapt to changes? Do you think things through completely or, like the employee who found that saving \$5,000 once on a cheaper copier ended up costing \$10,000 a year in extra toner, do you see only the short-term results? Do you "cherry-pick" the pleasant work tasks or pitch in on tougher ones—and if you're a manager, do you hold all employees accountable for doing the messier tasks?
- Act like your current job is your lifelong and much-loved career. Shepard emphasizes that being positive about your current job is a conscious choice, with examples from managers to custodians.
- Learn the right way to make mistakes. How? By catching and correcting your own errors, owning up to them and not repeating them.
- Create a network of professional relationships. If you get things done, you increase your value as an employee, and to get things done, you need others' cooperation.
- Don't "confuse education with knowledge." A college degree does not always translate into useable job skills, Shepard warns. He counsels caution when considering whether you need further formal education. Working harder and having a better understanding of what your firm needs are important too.
- Be a problem-solver. With more than a dozen real-life examples, Shepard demonstrates how learning to solve problems, or prevent them, can prove more valuable than technical knowledge.

College Relations News

Congratulations to Lakeland Technical College! On March 5, 2008 their petition to charter their student chapter was approved by the Society for Human Resource Management. A special thank you to the Sheboygan Area Chapter SHRM and the Lakeshore Area Human Resource Association for sponsoring the LTC SSHRM chapter. The Charter Ceremony will take place at LTC on April 23rd.

Welcome to Silvana Presta, Human Resources Manager at SuperValu in Pleasant Prairie.

Silvana was named the College Relations Director for the newly chartered Racine and Kenosha Area Chapter SHRM.
