



**Upcoming
HRASM Events**

Feb 24th
Best Practices for
Hiring & Firing

April 15
Legal Update

June 9
Wellness Workshop

August 11
Generations in the
Workplace



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The President's Corner

Dear HRASM Members;

Welcome to another exciting year! I would like to first take an opportunity to introduce myself. My name is Kris Hamann and I am your 2010 HRASM President. I am employed as the Human Resources Manager for Anderson Development Company (ADC) and have been with ADC for almost 8 years. I have seen many challenges as well as great strength and opportunity. HR can be challenging and exciting and I enjoy very much the diversity each day brings.

HRASM has a wonderful Board of Directors and I would like to take a moment and introduce them to you:

- Past President, Website & Diversity Chair: Margie Presutti
- President Elect : Deb Elliott
- Treasurer and Membership Chair: Carla Odneal
- College Relations: Mike Karabetsos
- Communications Chair: April Lienau
- Programming Chair: Angie Atkin
- Secretary and Foundation Chair: Amy Bergman
- Legislation and Workforce Readiness Chair: Jack Townsley

I am sure I speak for the HRASM Board of Directors when I tell you what an exciting year we had in 2009 and that we are all looking forward to what 2010 will bring. Last year HRASM put on our very first Non Profit workshop and received so much positive feedback, we will be looking at planning another similar event for the Fall. In addition we are working to fill the programming calendar for the year and get it posted for everyone to see. One of our organizational goals is to work towards getting most, if not all, of our programs pre-approved for HRCI credit.

As HR Professionals we are challenged every day by legislative updates and changes, workforce demands and employee relations. Our goal as your HR resource partner is to provide you with valuable information you can apply in your own professional positions.

We welcome any feedback from our members. If there is something you would like to know more about, or a topic you would like to see presented, please let us know so that we can continue to be *your* valuable resource partner.

Kris Hamann



Time to Renew!

By Amy M. Bergman

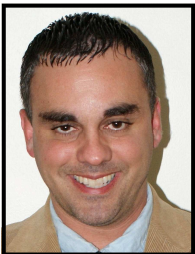
As you are doing your budgeting and planning for 2010, don't forget to include your professional development in your plans! Membership in the Human Resource Association of Southeastern Michigan (HRASM) is a value-added investment for you and your organization.

HRASM is a professional association that provides educational and networking opportunities to southeastern Michigan human resource professionals. HRASM is a chapter of the Society for Human Resource Management (SHRM); SHRM serves the needs of the human resource management professional by providing the most essential and comprehensive set of resources available. In addition, the Society is committed to advancing the human resource profession and the capabilities of all human resource professionals to ensure that HR is an essential and effective partner in developing and executing organizational strategy.

Membership in your local SHRM Chapter, HRASM, provides numerous benefits and opportunities:

- Ongoing professional development
- Personal and professional networking
- Legal updates
- Discussions on HR Best Practices
- Surveys to local and relevant organizations regarding current and best practices
- Access to a network of professionals in HR
- Ongoing programs and educational opportunities
- Informational and educational newsletters
- Recruiting resources
- Opportunities to collaborate with other professionals in the world of HR

Your 2010 HRASM Membership & Renewal Form was recently sent to you, so please remember to take care of YOU too when doing your 2010 planning. We're looking forward to another exciting year in the world of Human Resources in 2010 and would like to take the journey with you.



HRASM & Siena Heights launch SHRM Student Chapter

By Michael Karabetsos

HRASM and Siena Heights University are pleased to announce the inaugural student chapter of SHRM. The chapter held its first official meeting on December 7, 2009 and will be meeting on the second and fourth Thursday of each month. The student chapter of SHRM will provide opportunities for students to network with local organizations and leaders regarding current issues in Human Resources and Business.

Elected student officers will run the chapter with the assistance of Melissa Growden, chapter advisor and sponsoring professional SHRM chapter members, Deb Elliott and Michael Karabetsos. Chapters invite local business people to speak to the members about current developments in the business world and how they will impact future workers. Beyond the regular meetings, chapters organize a variety of activities including company tours, student conferences, resume-writing and interviewing workshops, fundraisers, internship programs, and social events. These activities allow students to learn more about human resource management while building relationships with local professionals and other students.

Please help me in welcoming the newly formed student chapter of SHRM and its members!

President: Jessica Brown
Communications: Ju'Qan Williams
Secretary: Mariann Weiss

Treasurer: Erin Chelbowski
Vice President: Tamara Butler



HR Non-Profit Workshop a Success

By Margie Presutti

The board of directors of HRASM developed, collaborated, and presented an amazing HR Workshop for local non-profit agencies in Lenawee County, for no cost to participants.

The event was organized by Kris Hamann and Deb Elliott and held at Siena Heights University. Our featured keynote speaker was Mike Karabetsos, who challenged the group with his insightful topic about motivating volunteers.

Educational topics were presented by current and former HRASM board of directors and included:

- Compliance and Posting Requirements - Amy Bergman
- Managing Leaves of Absence - Margie Presutti
- Documentation and Recordkeeping - Amy Bergman
- Performance Management - Ron Michalak
- Recruiting and Retention - Jack Townsley
- Dealing with Difficult Employees - Jennifer Hunter

“When we learn something from each other, we’re formed by the experience ...we are authors of each other.”

- Doc Searls

It was so much fun to watch this great idea take shape and come to fruition, allowing us to showcase our local HR talent, help our community, and achieve chapter requirements for "Advancing the HR Profession" at this impressive and well-received event.

In October 2010, we plan to offer another HR Workshop, opening it up to HR Professionals from all organizations throughout the county. Attendees will benefit from the dynamic information that will be presented at this workshop in October.



State of Michigan Offers New Apprenticeship Initiative

By Jack Townsley

The Michigan Registered Apprenticeship Pilot (MRAP) will provide \$1 million of Workforce Investment Act (WIA) – American Recovery and Reinvestment Act (ARRA-Recovery) funding to employers to sponsor 1,000 new apprentices in U.S. Department of Labor (USDOL) registered apprenticeships, in partnership with local Michigan Works! Agencies. Employers may use the funding to off-set some of the cost of wages or “technical related instruction” provided to apprentices. Employers will receive the incentive payments for Workforce Investment Act eligible participants in two parts. One-half of the amount (\$500) will be provided when USDOL – Office of Apprenticeship has certified the start of the apprenticeship. The second \$500 payment will be provided to employers after the apprentice has completed six months of training. Individuals in the MRAP program who meet No Worker Left Behind eligibility requirements are also eligible to receive educational support through that initiative; up to \$5,000 per year for a two year period up to a total of \$10,000. Ididit Inc. of Tecumseh became the first employer in Lenawee County—and only the fifth in Michigan—to have an employee become part of the MRAP program. For more information contact Jack Townsley at (517) 266-5627.



SHRM Foundation Research Grants

By Carla Odneal

In the past twelve years, the SHRM Foundation has funded more than \$2.3 million in research grants for 107 research projects. 88% of completed projects have had significant impact including articles published in academic journals and presentations at national conferences. Here are a few facts regarding SHRM Foundation research:

- 117 Research projects funded; 79 research grants and 38 dissertations
- \$2,602,252 in total funding; \$2,467,252 in grants; \$135,000 in dissertations
- Average (non-dissertation) grant for past two years: \$62,915
- 132 Articles published and 91+ conference presentations given
- 85% of non-dissertation projects funded prior to 2006 have resulted in one or more publications and/or presentations
- Two-thirds of dissertations funded prior to 2007 have resulted in one or more publications and/or presentations
- Conference presentations were given most frequently at the Society for Industrial and Organizational Psychology (34+) and the Academy of Management (32+) meetings



The following journals have published the most Foundation research:

Human Resource Management - 20 articles *Journal of Applied Psychology* - 10 articles
Personnel Psychology - 10 articles *Academy of Management Journal* - 9 articles

Source: www.shrm.org/about/foundation/research



A Message from the Outgoing President

By Margie Presutti

2009 was a challenging year for HR Professionals in every field and industry, especially in Michigan. Our profession continues to be challenged with layoffs, furloughs, plant closings, benefit restructuring and salary freezes during these difficult economic times. It is more important than ever to network with other HR professionals and to keep current on legislative changes that affect our industry. The Human Resource Association of Southeast Michigan is the most convenient and cost effective way to do both!

On behalf of the board of directors for HRASM, I hope that you have benefited from the educational meetings offered in 2009:

- February --- Workforce in Transition / No Worker Left Behind
- April --- Creating a Culture that Rocks
- June --- How to Engage and Retain Star Performers
- September --- HR Workshop for Non-Profits
- October --- Annual HR Legal Update
- November --- Best in Class Diversity Strategies for Your Organization
- December --- HR Networking and Membership Meeting

As I turn my gavel over to Kris Hamann, our incoming President for 2010, I would like to encourage everyone to renew membership for 2010, consider membership to our national affiliate SHRM, and become more engaged in our local chapter by volunteering to serve in any way that you can.

2010 HRASM Board of Directors

HRASM

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HRASM Welcomes New Board Members

By April Lienau

We are pleased to announce that we have two new HRASM board members! Angie Atkin joined the HRASM Board of Directors in the summer of 2009. Angie has been a long time HRASM Member. She began her career in HR as an intern at Brazeway back in 1998 while completing her Bachelor's Degree in Human Resource Management at Michigan State. After graduating, Brazeway hired her full-time, where she served many HR roles at both the Corporate level and the Adrian Manufacturing Plant. While working full time, she completed her Master's Degree in Organizational Leadership at Siena Heights University. In 2007, Angie left Brazeway to become HR Manager for Metaldyne's Litchfield facility. In 2008, Brazeway was able to persuade Angie to come back, where she now holds the position of Compensation Manager.

Michael Karabetsos, another long time HRASM member, joined the HRASM Board in January of 2010. Michael has a Bachelor's Degree in Psychology from Michigan State, along with a Master's Degree in Organizational Leadership from Siena Heights University. He has been in the HR field for over 11 years, and earned his SPHR certification in 2007. Prior to that he worked in the field of social work for 5 years. Currently he is the Director of Human Resources at Siena Heights University, a position he has held for the last 5 years. He has also served as an HR consultant for both Ervin Industries and Midland Manufacturing.

We are very pleased to have people with Angie and Michael's talent and dedication to the HR field on our board!

The Human Resource Association of Southeast Michigan (HRASM) is a professional association providing educational and networking opportunities to human resource professionals in southeastern Michigan. To learn more about HRASM and the benefits of membership, please visit www.hrasm.com or contact our chapter President, Kris Hamann, at kris.hamann@anddev.com