



The Wabash Valley Collegiate Chapter of ISU & SMWC for the Society for Human Resource Management

SPRING NEWSLETTER

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To lend a hand in spreading the holiday spirit, the Wabash Valley Collegiate SHRM Chapter participated in collecting for Toys for Tots. This non-profit organization collects toys during the holiday season to distribute to needy children. It is with great pleasure to announce that the WVC SHRM collected toys for 63 needy children in Edgar County for this Christmas.



Being a member of the SHRM student chapter has helped me take a big step toward becoming an HR professional.

The SHRM student chapter offers me great chances to learn about the different aspects of the human resource field. We always have guest speakers come in and talk about many pertinent issues that HR professionals have to experience in the real workplace. The SHRM student chapter also helps me improve my

Toys for Tots

Recap by Loren Hewins



What SHRM Means to Me

Pei Hsuan Sun



Pei Hsuan Sun, WVC SHRM Webmaster for 2008

networking skills by giving me opportunities to interact with other members and HR professionals.

The SHRM student chapter provides information about internships, jobs, professional conferences, and other opportunities. I believe my decision of joining SHRM will help me develop a clear career path after graduation.



Mardi Gras!!!

Recap by Loren Hewins

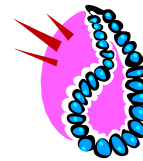
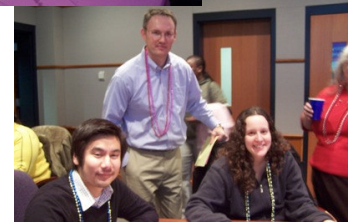


Lisa Stepro of Unison



Roland Johnson of Sony DADC

The February 20 meeting of the WVC SHRM was hosted as our annual Mardi Gras party. We offered traditional Mardi Gras food such as King Cake and gumbo as well as fun and festive decorations for the occasion. Our meeting was hosted by our friends and members of our advisory board, Lisa Stepro of Unison and Roland Johnson of Sony DADC, who presented on the “STAR” process.



What SHRM Means to Me

I have been a member of the student SHRM for nearly a year and a half. I have learned so much through the monthly collegiate meetings, and I have made many new friends. I also attend the professional SHRM meetings held monthly at Rose Hulman. These meetings have been very informational. The speakers are usually professionals who are working in Human Resources. Just the



Terri Clark, WVC SHRM Historian for 2008

Terri Clark

other day, the speaker from Indianapolis was telling us that Facebook and My Space may be used for recruiting employees. I have also been able to meet professionals who work in Human Resources daily. This is a great way to network for finding internships, or learning about possible employment opportunities.

“If we did the things we are capable of, we would astound ourselves.”
— Thomas Edison

Marketing SHRM at SMWC

As I have been a member of SHRM for nearly a year now, I have begun to notice the serious lack of student involvement in this organization. What surprised me the most was that at our monthly meetings, there are never more than two students attending from SMWC, myself included in that count. I was amazed at all the benefits SHRM had to offer for students and how little everyone seems

to know about it. I took it upon myself this year to market SHRM on the SMWC campus to try to obtain new members and I had the perfect opportunity to do so.

One of my courses last semester was Principles of Marketing. Our main project for the class was to pick an aspect of the school, whether it be a club, major, etc. and market it. This was my big chance. I

Loren Hewins

mentioned SHRM as a possibility to my group and since no one knew anything about it, we chose it. We began by creating flyers, sending emails, getting support from our professors, and telling everyone about the meetings. I had my group attend and they became members themselves after hearing what this organization could do for them. We also held informational meetings and had a social event in the



Loren Hewins, WVC SHRM Public Relations Director for 2008

Marketing (continued)

dormitory of SMWC.

Our informational meeting was held during lunch and we provided food, which seems to draw more people in. Dr.

Carole Yaw and Cindy Crowder, two of my advisors for SHRM, were our guest speakers. They presented on the benefits of SHRM and provided many informational tools for students such as brochures, magazines, and applications.

Our social event was geared more towards just raising an

interest in SHRM. Our marketing group held a marathon of “The Office” in our student lounge with snacks and prizes throughout the night. In between episodes, we talked about how SHRM can benefit students as well as local professionals in the area.

Despite all our strenuous efforts to set up these programs and meetings, we still had a severe lack of interest from the student body. However, our efforts gained seven new members for

the student chapter. As a member and officer of the student SHRM, I am thrilled to hear this. SMWC has a campus composed of about 300 girls which makes it even more difficult to grab someone’s attention. I believe that the Wabash Valley SHRM will continue to be successful for years to come, thanks to those who take the initiative to fight for something they believe in.

“The world makes way for the man who knows where he is going.”

—Ralph Waldo Emerson

Work-Life Balance

Cindy Crowder

As more employees are juggling family, work, and life demands, it continues to be important for HRD scholars to study the barriers and solutions associated with work-life challenges and their possible implications (e.g., performance, health/well-being, enrichment) for working adults in integrating the workplace, the home, and the community. By better understanding work-life theory, issues, challenges, and possible solutions, HRD professionals can strategically change the work culture, redesign work, implement training programs, and tailor career programs or assistance strategies enabling employees to be more engaged, productive, and fulfilled; to reach their full potential in their worklife roles; to contribute to their employers by being more competitive and profitable; and to influence the



health and well-being of their respective communities. Thus we briefly define these theoretical approaches to familiarize the reader with frequently used work-family theoretical approaches.

Spillover refers to the shared similar effects (e.g., affect, values, skills, behaviors) of work and family. Spillover experiences can be either positive or negative, but the experiences of work and family are identical – either both are positive or both are negative (Edwards & Rothbard, 2000; Grzywacz, 2000).

Compensation represents efforts to offset negative experiences in one domain (i.e., work or family) by increased efforts to seek positive experiences in the other domain (i.e., family or work). Efforts are pursued through one of two pathways. One pathway includes increased involvement in one domain (e.g., work)

reciprocated by decreased involvement in the other domain (e.g., family). The other pathway includes pursuing the domain offering greater rewards and fulfillment at the expense of the domain that offers little return (Edwards & Rothbard, 2000).

Resource drain refers to the transfer or shift of a limited amount of available resources (e.g., time, energy, attention) from one domain (i.e., family) to another (i.e., work) and thereby reducing the availability of the same resources for utilization in the domain originally owning the resource. When the remaining or unused resources become insufficient, are depleted, or both, the potential for increased levels of stress, fatigue, and burnout ensues (Edwards & Rothbard, 2000; Frone, 2003).

Enrichment is defined as the degree that experiences, resulting from either instrumental pathways (i.e., skills, abilities, values) or affective pathways (i.e., moods), in one domain (e.g., work) positively enhance the quality of life in the other domain (e.g., family) (Greenhaus & Powell,

Work-Life Balance (continued)

Congruence involves the similarity between work and family by attributing the similarity to a third variable, like genetic factors or personality, which affects both domains. Congruence is very similar to spillover, except through congruence the similarity is mediated through the third variable. In contrast, spillover is a direct influence between work and family (Edwards & Rothbard, 2000).

Interrole conflict refers to the mutual incompatibility between work and family roles. The etiology of conflict originates from time-based, strain-based, and behavior-based sources (Edwards &

Rothbard, 2000; Greenhaus & Beutell, 1985).

Segmentation refers to the complete compartmentalization or fragmentation of work and family systems (Edwards & Rothbard, 2000). Segmentation includes a line of demarcation separating the world of work from family and family from work (Clark, 2000; Kanter, 1977; Pleck, 1977).

Facilitation refers to the extent to which participation in one domain fosters enhanced engagement or processes in another domain. Facilitation includes skills, experiences, resources, and knowledge

interacting with individual and contextual circumstances that are portable and contribute to increased levels of organization and development (Grzywacz, 2002).

Excerpt from the Editorial,
Advances in Developing Human Resources
November 2007 issue

“Success is the ability to go from failure to failure without losing your enthusiasm.”
— Winston Churchill

The 2008 HR Games

Recap by Loren Hewins

The HR Games were held in conjunction with the Indiana State Council of SHRM Leadership Conference. The games were held on Friday February 8, 2008 at Indiana Tech in Indianapolis. Competing in the games this year were three schools: Indiana Tech of Ft. Wayne, two teams from Indiana University, and ISU/SMWC, better known as the Wabash Valley Collegiate SHRM Chapter of ISU & SMWC.

The HR Games are composed of three rounds, quizzing participants on six categories:

- Strategic management
- Workforce Planning and Employment

- Human Resource Development
- Compensation and Benefits
- Employee and Labor Relations
- Occupational Safety, Health, and Security

The games are played in Jeopardy format. The overall winner was Indiana Tech. The WVC SHRM received a 4th place trophy. Our team members for this year were Jennifer Eastridge, Joel Carter, Kristin Lowe, and Danielle Demaree.

The WVC SHRM is very proud of our team’s performance this year and thrilled to obtain such a learning experience. We wish everyone the best of luck for next year!



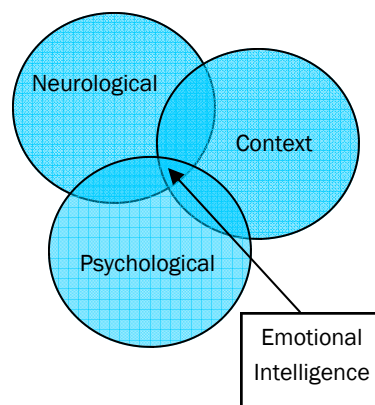
The 2008 State Leadership Conference

Megann Meece

The conference held on February 8, 2008 at the Pyramids in Indianapolis with a luau theme was spun-off with a light breakfast and a brief period for introductions amongst attendees. Opening remarks were made by Betty Lonis, State Director, with introductions of chapter leaders and other SHRM officials. While commencing, the collegiate SHRM members from ISU, Indiana Tech, IU, and Marian College were upstairs competing in the annual HR games.

The featured speaker Linda M. Dunn-Jensen, PhD, Kelley School of Business, Indiana University, Bloomington brought her expertise on the subject of emotional intelligence. Emotional intelligence is something that is of great interest to any person who is trying to be successful in the world today. I would highly

recommend the research and application for everyone. The diagram below was given to us by Mrs. Dunn-Jensen along with the name of a key researcher and educator of the topic; Daniel Goldman.



At lunch everyone was to reroute themselves to appropriate tables in order to network and get to know leaders, presidents, and key

officials of SHRM from different portions of the state. Following, all SHRM members were allowed to view the final round of the collegiate annual HR games. What was really fun was watching and listening to all the HR people in the room trying to whisper the answers to the questions before a member of the game responded!! There were many door prizes awarded and SHRM umbrellas for everyone!!

“Opportunity is often missed by most people because it is dressed in overalls and looks like work.”
—Thomas Edison

Employee Benefits from ASTD Buzznews

Submitted by Dr. Carole Yaw

Best Practice: Help Staff Achieve Good Work-Life Balance

An Association of Graduate Recruiters survey published last July discovered that 92 percent of graduate recruiters in the United Kingdom think they should create better work-life balance at their companies in order to hire and retain good employees. IBM UK human-resource consultant Anouska Wilson says the flexible working benefits offered by her company include annualized and compressed hours, position sharing, sabbaticals, and working from home,

choices that help retain important staff. She notes that every employee request is reviewed, balancing the company's needs with those of the employee. Wilson states that IBM's OnDemand Community, a corporate-volunteer program, helps employees attain a higher-quality work-life balance. The program offers several tools, including training and resources to enable employees to locate volunteer opportunities in their region,



teaming their professional expertise and commitment level with appropriate projects in community groups. Wilson acknowledges that work-life balance initiatives must stay innovative. As such, IBM is testing flexible phased recruitment. Wilson cites a recent global employee survey revealing that 73 percent of IBM workers value the work-life balance that IBM provides them, versus 49 percent in 2005.

Employee Benefits from ASTD Buzznews (continued)

The New Leader's Guide to Diagnosing the Business

Harvard Business Review

The average tenure of chief executive officers (CEOs) declined over the past decade, with almost 40 percent of CEOs who departed in 2006 having served an average of just 1.8 years. Incoming CEOs only have a few months to show they can improve operations and increase profitability and market share. To effectively approach these goals, a new executive must identify the organization's strengths and weaknesses, as well as its potential threats and opportunities. A systematic diagnostic template can give new executives an overview of the

organization to guide performance-improvement efforts. One way to determine the position of an organization is to analyze costs and prices, which decline over time in almost every industry. Forming cost and price experience curves and comparing costs with those of competitors can illustrate some improvement opportunities. The position of a firm within an industry defines their options, so a new executive must assess market size, trends, share and capabilities. The profit pool is another important aspect of operations that should be studied because profits change constantly and the organization must respond to changing con-

sumer needs. Experts note an executive in need of quick results can identify places where complexity should be reduced, which can be accompanied by faster growth and a decrease in costs. Once the diagnosis is complete, a new executive can then decide which initiatives will help the organization meet its goals.



“Life is either a daring adventure or nothing.” — Helen Keller

Talent Talk

Chief Executive (02/08) ; Pellet, Jennifer

Many companies rely on the help of temporary workers to pinch-hit for employees who are out for medical or personal reasons. While the temporary workforce traditionally takes over clerical roles, employment gaps left by retiring baby boomers and other staffing issues leave companies no choice but to place temporary workers in a smattering of more professional positions including those in finance, IT, accounting, and healthcare. Adecco CEO Tig Gilliam says companies often fail to realize the potential of the contingent workforce despite millions of dollars worth of investment. "Our best clients are those who say, 'I need a work force strategy and part of that strategy has to include a con-

tingent group. I need to optimize that entire workforce—made up of full-time, long-term employees; overtime workers; part-time people and contingent workers—in terms of cost, productivity, and quality," he says. To increase productivity, reduce costs, and control turnover, organizations might consider turning to the contingent workforce for full-time staffing solutions. Firms can approach this staffing challenge through HR software solutions or by contracting with human resource consultants. By making this initial investment, experts say most companies see improvements in cost, productivity, and quality over the long-term.



A Neutral Party Can Facilitate Debate, Growth Seattle Post-Intelligencer

A workplace coach, also known as an outside facilitator, can successfully serve as a neutral party that helps corporate teams identify and solve problems. Outside facilitators also clarify teams' targets, roles and action plans to facilitate decision making. Teams are composed of a variety of people, and one of the biggest challenges of team management is dealing with differing views. Workplace coaches can incorporate more structure to encourage greater engagement among team members while enforcing "who will do what by when." Team members become more committed when their input is heard and reviewed. Outside facilitators

Employee Benefits from ASTD Buzznews (continued)

can often improve such things as long meetings with few workable outcomes, pressure to follow dominant members' views, and unclear roles or expectations. As outsiders, workplace coaches should not have any power to make decisions or instruct

the team. Their responsibility is to assist teams in learning effective group process. Facilitators also help create teams' own rules for conduct such as handling disagreements.

For more info on these and other topics visit :

<http://www.infoinc.com/astd/buzznews>

The 2007 WVC SHRM Christmas Party!

Photos Submitted by Dr. Carole Yaw

Just having a little holiday fun at Moggers!



Mark Your Calendars for Upcoming Meetings!

- March 19, 2008 at 4:30 p.m. at Sony DADC in Terre Haute, IN
- April 16, 2008 at 4:30 p.m. at Saint Mary-of-the-Woods College in Hulman Hall Conference Center: SPRING PICNIC!

Our Mission:

- To build a bridge between students and the professional human resource community and to acquaint students with human resource principles and practices.

Interested in Being a Member of SHRM?

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