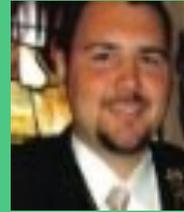




# HR Headlines

Spring 2014

## Greetings from the CDHRA President!



Jason Sutheimer, SPHR  
President

It is hard to believe another year is gone and 2014 is a quarter over. From time to time I catch myself thinking about the past and wondering where the time has gone. When looking back at all of our accomplishments over 2013 and thinking about the opportunities in 2014, I realize how proud I am of the members and this organization. I am very grateful to be part of an organization that does so many great things for our members and community.

Our 2013 accomplishments include developing a new partnership with the University of Mary to continue our efforts to provide certification training classes for our members, assisting Junior Achievement to present their program to a record number of class rooms and students in the Bismarck/Mandan area, provided eight high quality programs which helped our certified members gain recertification credits, continued to enhance and promote the HR profession to numerous college students, provided three social events for member networking, among many others.

Of course these activities would not be possible without our members. We have had numerous members step up in a voluntary capacity throughout the year to help fill key roles such as speaking to college students, presenting Junior Achievement programs, and organizing speaker events.

Although last year was an extremely successful year, I hope to carry the momentum forward into 2014 to make it even better than 2013. The great news is we have already accomplished two key initiatives by organizing and holding a speaking event which provided an additional 5.25 credits for members needing recertification credits and have spoken to two classrooms to increase interest in the HR profession. In addition to these accomplishments, the board has discussed numerous other opportunities to promote and advance CDHRA and the HR profession. I can honestly say our board will continue to work on these to ensure your experience as a member is valuable and memorable.

<http://cdhra.shrm.org>

**The Society for Human Resource Management (SHRM) has awarded the Central Dakota Human Resources the EXCEL Silver Award for 2013.**



This award recognizes outstanding achievements in chapter operations and a commitment to providing meaningful programs and services to your members. It also is recognition of your continued growth and development as a business leader, capable of developing strategies that lead to business success!

By achieving this award, your chapter distinguishes itself as an outstanding organization dedicated to serving the needs of your members and to the advancement of the human resource management profession.

## CDHRA's partner organization

### Junior Achievement of Bismarck-Mandan

In addition to enhancing the professional growth and development of its members and advancing the human resource profession, CDHRA has been a long-time supporter of local and regional workforce readiness initiatives. Over the years, our organization has sought to improve educators' awareness of the needs, expectations and requirements of the world of work and to prepare students and adults for entry or re-entry into the workforce.

JA Worldwide is the world's largest organization dedicated to educating students about workforce readiness, entrepreneurship and financial literacy through experiential, hands-on programs. Junior Achievement programs help prepare young people for the business world by showing them how to generate wealth and effectively manage it, how to create jobs which make their communities more robust, and how to apply entrepreneurial thinking to the workplace.

Since its creation in 1919, JA has impacted more than 105 million young people worldwide, with more than 71 million students reached in the United States. JA began in Bismarck-Mandan in 1991 with 6 classrooms. Since then, it has grown to 228 classrooms in the 2012-2013 year and has been living its mission "to Inspire and prepare young people to succeed in a global economy."

The Central Dakota Human Resource Association/Junior Achievement partnership will allow both organizations to move closer to reaching goals which focus on the development of students in the areas of business, finance, and economics and introducing students to businesses that make the community thrive.

**For more information on Junior Achievement please visit: [www.bismanja.org](http://www.bismanja.org) .**



**A reminder that JA is a very fun way to give back to the community, involving minimal time commitment: 1 hour of classroom time 5 or 6 times (depending on the grade level) and about 10-20 minutes of prep work before each session. Teachers are very flexible with volunteers' schedules and the curriculum and materials are all laid out for you and are easy to follow. For more information on Junior Achievement or the individual grade level's curriculum, please visit: [www.bismanja.org](http://www.bismanja.org).**

**If you or anyone you know in your organization or the community would consider participating as a volunteer or would like more information, please contact Sally Paulson, Bis-Man JA Program Director at [spauson@bismarckmandan.com](mailto:spauson@bismarckmandan.com) or 223-5660 or Cassie Muscha (JA Volunteer and CDHRA Workforce Readiness Committee Director) at [cmuscha@go-applied.com](mailto:cmuscha@go-applied.com) or 255-1137.**

## CDHRA Scholarship

The Central Dakota Human Resource Association awards a \$500 scholarship each calendar year. The scholarship will be awarded during the Fall 2014 Semester.

The college relations committee of CDHRA is accepting applications for the Fall 2014 \$500.00 Scholarship.

**The deadline for the Fall 2014 Scholarship is August 31, 2014.**

If you have any questions regarding the scholarship, please contact Hope Wedul, College Relations Chair, at 701-255-1137 or at [hwedul@go-applied.com](mailto:hwedul@go-applied.com)

### Eligibility Criteria

- reside within 100 miles of the Bismarck-Mandan area
- be at least a second semester sophomore or a Master's student enrolled in a business program at a college in the local Bismarck-Mandan area or be enrolled in an online business program; and
- have a GPA of 2.5 or higher

### Application Process

1. Complete the application form available on the website (<http://cdhra.shrm.org>) and attach a copy of your transcript to verify your enrollment and current GPA.
2. Provide a list of all volunteer and community activities in which you have been involved in the past three years.
3. Write an essay addressing the statement, "How you do think human resources will impact your career?"

## Interested in getting more involved in CDHRA?

Are you looking for more networking opportunities, learning more about the human resources profession, or moving into a leadership role in the future? Have you thought about joining a CDHRA Core Leadership Committees? It's a great way to contribute to your profession.

CDHRA is looking for members to assist our board chairs in carrying out their initiatives. These volunteer roles can be short in duration but become very rewarding. If you would like more information about volunteering on a short term basis, please contact Jason Sutheimer, SPHR ([jsutheimer@nd.gov](mailto:jsutheimer@nd.gov)) or Taylor Schiche, PHR ([tschiche@billycaspergolf.com](mailto:tschiche@billycaspergolf.com))

Dillon Milicevic was selected as the recipient of the 2013 CDHRA \$500.00 Fall Scholarship. Dillon is currently pursuing a Bachelor's degree in Business Administration with a minor in Human Resource Management from Dickinson State University on the BSC campus.

## Congratulations Dillon Milicevic!



## Congratulations!

The Top Member Award for 2013 went to,  
**Tammy Terras, PHR**

She was selected for her work on training the Membership Committee through a difficult transition and keeping the technology for the association up and running smoothly.

**Send the application, transcript, and essay to:**

**Central Dakota Human Resource Association  
College Relations Committee  
PO Box 743  
Bismarck, ND 58502**

# SHRM 2014 ANNUAL CONFERENCE & EXPOSITION ORLANDO

ORANGE COUNTY CONVENTION CENTER | JUNE 22-25, 2014

<http://annual.shrm.org/>



Join the Policy Discussion at the  
Governor's Business Forum

- Date:** April 15, 2014
- Organizer:** Greater North Dakota Chamber and  
Governor Dalrymple
- Location:** Grand Forks ND, Alerus Center
- Price:** Member Rate: \$69.00 NonMember  
Rate: \$69.00 + \$60.00 member-  
ship=\$129.00

## Vogel Law Firm to Host Employment Law 2014

- Date: May 6-7, 2014
- Organizer: Vogel Law Firm
- Location: Sixteen03 Main Events, Bismarck ND  
Courtyard by Marriot, Moorhead MN
- Price: \$100.00



Thank you to the Training and Development Committee for the efforts of putting together the Sarah Andrews Herman informative session on various areas of Labor & Employment Law!



Pictured above from Left to Right: Brenda Gierke, SPHR; Bonnie Dahl, SPHR; Sarah Andrews Herman is a member of Dorsey's Trial and Labor and Employment Practice Groups, Lorrie Pavlicek, SPHR (T&D Cmte Chair).



February 7, 2014

Hope Wedul, SPHR  
College Relations Chairperson  
CDHRA (Central Dakota Human Resource Association)  
c/o Applied Engineering, Inc.  
722 South 26<sup>th</sup> Street  
Bismarck, ND 58504

Dear Hope,

When I came to work this morning, I saw a beautiful gift bag waiting for me and wondered what it could be. When I looked inside, I was delighted to see the books from CDHRA. Thank you so much for this gift and also for packaging them so nicely.

We are pleased to add these titles to our library's collection:

- *Delivering Happiness: a Path to Profits, Passion, and Purpose* by Tony Hsieh
- *HR from the Heart* by Libby Sartain with Martha I. Finney
- *Now, Discover Your Strengths* by Marcus Buckingham & Donald O. Clifton

I am going to make a special point of telling our HR Department that these resources will be available at our library, courtesy of CDHRA.

I also wanted you and the members of your organization to know that community members are welcome to use the BSC Library's print collections and to apply for community borrower's cards. I invite you to explore our website ([www.bismarckstate.edu/library](http://www.bismarckstate.edu/library)) to find out more about our resources and services.

Thank you for your ongoing support of the BSC Library!

Sincerely,

Marlene Anderson  
Director of Library Services  
[Marlene.Anderson@bismarckstate.edu](mailto:Marlene.Anderson@bismarckstate.edu)  
701-224-5578

CDHRA  
College  
Relations  
Committee  
Receives  
Thank You  
from BSC!

**2013 Campaign Tops \$1 Million!**

It is official: the SHRM Foundation raised more than \$1,000,000 in its 2013 annual campaign! This is the first time the campaign has ever surpassed \$1 million. A big thank-you to all the individuals, organizations, chapters and state councils that made contributions and helped us achieve this exciting new milestone!

Support the SHRM Foundation - don't forget your change for the 50/50 drawing at the monthly meetings!

Have you checked out the CDHRA website lately?

<http://cdhra.shrm.org>

We post local HR opportunities on our website. If you would like a position posted for your organization please email it to : [tterras@nd.gov](mailto:tterras@nd.gov)



**Upcoming Meetings**

CDHRA meets the 4th Tuesday of each month at 11:30 AM at the Elks Lodge in the large meeting room where receptions and dances are held. Members will go through the buffet line in the restaurant and order as much or as little as they want and pay the cashier. Members will bring their tray into the large meeting room where the business meeting and presentation will take place.

Helping employees manage their child care challenges

**March 25, 2014**

Child Care Awareness of ND Services

Importance of licensed child care

Retaining and hiring staff with child care benefits

Federal employer-provided child care tax credits

Securing child care spaces for employees.

2013 Child Care Relation Legislation and 2013 Interim Child Study Update

Speaker: Penny Smith, Community Relations Coordinator, Child Care Aware of North Dakota

Gang Recognition: What employers should know?

**April 22, 2014**

**Speaker:** Jeff Azure, Police Officer Bismarck Police Department

How to Create a Succession Planning Strategy and Build a Plan

**May 27, 2014**

**Speaker:** Pamela J. Binder, SPHR Sr. VP – Human Resources Northland Financial

*These programs have been submitted for 1.0 hour of recertification credit by the HR Certification Institute (HRCI).*

Central Dakota Human Resource Association



PO Box 743  
Bismarck ND 58502

<http://cdhra.shrm.org>