Monthly Newsletter

Look What’s Inside!

New year, new president, new board – learn what’s new with CRHRA by checking out the President’s Message ... page 3

Our Legal Q&A features what every employer needs to know about blood donation leave – don’t miss it! ............... page 4

Are you sitting for the PHR or SPHR exam? See how CRHRA can help you ..................... page 6

What your CEO wants you to know -- core competencies for the HR professional ............. page 7

We’re so proud of our Workforce Readiness Committee – find out why! ..................... page 9

It’s official! The 2008 “Top 5” Spectrum Award Winners are announced ............................... page 9

Living With FMLA, Workers’ Compensation & NYS Disability: Practical Tips and Applications for HR Professionals

Please join us at our new meeting location, the Holiday Inn on Wolf Road in Albany for the first meeting of the new program year. The program features an interactive presentation and discussion, using scenarios that come up in the workplace when employees are under the protection of different combinations of mandated leaves and how HR should handle them. The program will feature actual inquiries that come from group benefits clients. Our presenters will spend a little time with a general description of what FMLA, WC and NYS Disability are and what they require but most of the presentation will be talking about specific case scenarios, how HR should handle them, what do the regulations require, best practices, etc...

Our program will be facilitated by Harry Hayes, Tom Flynn, and Pam Allers.

Harry R. Hayes, JD, PHR is Director of Human Resources & HR Consulting at Jaeger & Flynn Associates, a full-service insurance, financial services and consulting brokerage firm with three offices in upstate New York. Harry has 25-plus years combined experience as an employment practices and labor lawyer and a human resources manager and consultant. Harry holds degrees from Union College and Suffolk University Law School and is a guest lecturer at Union Graduate College, School of Management. Tom Flynn (CLU, ChFC) is Jaeger & Flynn’s president and has 21 years experience in employee benefits, risk management and HR support services. Pam Allers is an agency partner, currently the Vice President for Group Sales and has 19 years experience in employee benefits; risk management and HR support services.

Remember...

CRHRA’s new meeting site will be the Holiday Inn, 205 Wolf Road, Albany.
Your Officers & Board of Directors 2007-08

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Strategic Resources, Inc.

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September Meeting Sponsors:

Capital Communications
Federal Credit Union

Capital Communications Federal Credit Union offers a broad variety of savings, checking and lending products. With over a half century of experience and a commitment to providing a unique banking experience, Capital Communications was, once again, ranked first among credit unions nationwide for member service in a 2008 survey conducted by Raddon Financial Group.

As one of more than 400 companies in the Capital Region that offer Credit Union membership to employees, your company would benefit from on-site visits during convenient times, workshops tailored especially for your needs, presentations and special promotions for your company and information for new employees.

This totally free employee benefit will not obligate your employer in any way. To offer Capital Communications membership to employees at your company, send an e-mail to our Business Development team at busdev@capcomfcu.org or call Steve at (518) 458-2195 ext. 3205 and we’ll get the process started. The Credit Union is federally insured by the National Credit Union Administration.

Fusco Personnel, Inc.

Fusco Personnel, Inc. is a service company that provides direct hire, temporary, and contract employment. We are retained by a wide range of companies worldwide to provide technical, professional and office support services. The company, formed in 1994, is a NYS Certified Women Owned Business. Although we have well over 250 employees on a weekly basis, we remain very quality conscious. We place permanent positions including but not limited to Accounting, Finance, Engineering, IT and HR. We have 90% success record of placement of all areas, temp, temp-perm and permanent placement.

Congratulations!

Congratulations to our CRHRA members who passed the PHR/SPHR examinations!

Christine Biegel, PHR
Chris Bruns, PHR
Joanmarie M. Dowling, Esq., SPHR
Christine Conboy, PHR
Nicole Falzo, PHR
Jim Grates, SPHR

Genette Hollander, PHR
Karen MacIntosh-Frering, PHR
Linda Manosh, SPHR
Karen McCarroll, PHR
Dennis Ryan, SPHR
Kelli Schrievelop, SPHR
Welcome to all members, supporters and friends of CRHRA. The 2008-2009 year is beginning and we have loads of new initiatives, programs and ideas in action. After two years as Vice-President, I’m excited to be stepping into the role of President. Having the extra year to work with Jim Amanatides has given me time to become more prepared to contribute to CRHRA in new ways.

We have some great additions to our board this year, who have already demonstrated their commitment and enthusiasm in their positions: Marjorie Adams (Workforce Readiness); Debra Antonelli (Public Relations); Martin Patrick (Certification); Dennis Ryan (Web); Chris Wessell (Marketing).

I think it’s important to point out and recognize our entire board for the dedication they have to making CRHRA a truly outstanding organization - one which is completely devoted to serving YOU, the HR professional. In addition to their full time jobs, here are just a few of the commitments of the board members:

- Board meeting every month
- Committee meeting every month
- Attendance at CRHRA events each month
- Participation in strategic planning and budgeting
- Correspondence among the board on a daily basis
- Regular collaboration and decision making among committees and board members.
- Involvement at the state level through networking, webcasts and conference calls.
- Consistent adherence to CRHRA by-laws, mission and vision statement
- Attendance at NYSSHRM Leadership Conference
- VP and President attendance at SHRM National Leadership Conference
- President attendance at SHRM National Conference

This is an extremely rewarding experience, and we highly encourage all of our members to become involved as a volunteer, and possibly as a board member.

So, what is in store for the upcoming year? Here are a few highlights:

**New program location and schedules.** As announced over the past few months, we will now be at the Holiday Inn on Wolf Road. We will also be alternating breakfast and dinner meetings, to best accommodate all of our members and give everyone a chance to attend. The facility is fabulous! Great, reliable A/V equipment, a huge menu, outstanding service, and a clean, accessible, private space. The programs are taking shape as well, and we will continue to offer an innovative mix of events that appeal to entry level through executives, with certification credits submitted.

**SHRM Awards and Recognition.** We have already submitted our application for the 2008 Pinnacle Award, for the grant secured for regional internships by the Workforce Readiness. The SHRM Chapter Champion is another recognition we’ll apply for, which is related directly to our efforts to support the SHRM Foundation. Finally, the Enterprising Leadership Initiative is another submission we’ll be looking into this year. Details to follow.

**Strategic Initiatives.** We have identified some key action items for this year, all of which are in process: membership survey, enhanced use of technology, stronger communication of member benefits, and increase in volunteers. You will see change during this year!

**One Day Conference.** The date has been confirmed for March 19, 2009 at the Holiday Inn. Mark your calendars!

**Spectrum Awards.** Our 2nd annual Spectrum Award celebration will be held on Thursday, October 16 at the Desmond. You cannot miss this one!!! This event will be receiving incredible press coverage. Consider buying a table and inviting your executives, clients or colleagues. This year’s winners were just announced…..read the rest of the newsletter to view the list of recipients.

**Committee Initiatives.** Each board member will keep members apprised of the efforts they have underway.

If you ever have suggestions, questions or feedback, please always feel free to contact a fellow board member or me anytime.

Looking forward to seeing you all at the September breakfast meeting!

Sincerely,

Alison Rosenblum, MBA

Alison
Legal Q&A...

**Question:** As an employer, what are my obligations concerning an employee who wishes to take a leave of absence in order to donate blood?

The New York Labor Law requires all employers with twenty or more employees to provide for leave time in order to allow employees to donate blood during work hours. An Employer can comply with this requirement in one of two ways:

1. An Employer may grant employees leave to donate blood during normal work hours (up to three hours) at an off-premises location at least once in any calendar year; or
2. An employer can designate the location of the blood donation (such as an employer-sponsored blood drive at the employee’s workplace) and allow employees to donate blood during working hours at least two times per year.

**Paid or Unpaid Leave**

An employer may satisfy its obligations by providing unpaid leave to employees for blood donation at an off-premises location. However, if the employer chooses the company-designated location option, the employer must provide paid leave for the donation and may not require employees to use their accumulated vacation, personal, sick, or other leave time.

**Employer-Designated Location**

If the location of the blood donation is chosen by the employer, the employer must provide for leave during a convenient time and place. This requirement is satisfied when the leave is available during normal work hours and at a location within a reasonable traveling distance for employees.

**Notice Requirements**

Employers must notify employees of their right to take blood donation leave by July 7, 2008 and by January 15th each year thereafter. The notification must be made in a manner that ensures that employees will see it, such as by posting information in a prominent spot in an area where employees congregate, inclusion of a notice with employees’ paychecks, mailings, notices in employee handbooks, or by other comparable methods.

An employer may require employees who wish to use blood donation leave time to give reasonable notice before doing so. If leave is for Blood donation at an employer-designated location, then two days notice is sufficient. For off-premises blood donation, generally three working days notice is sufficient. An employer may, however, require additional notice, if the employer can establish that the employee fills a position essential to the employer’s operations and three days notice is insufficient. The additional notice must be no more than what is reasonably necessary to fill the employee’s position and cannot exceed ten days.

**Proof of Donation**

Employers may also require employees making off-premises blood donation to show proof of their blood donation or good-faith effort to donate blood. This proof may include notice of blood donation or a good faith effort at blood donation from the blood bank.

**Policies and Collective Bargaining Agreements**

Finally, employers with unionized employees may negotiate the terms and conditions of employee blood donations as a matter of collective bargaining, as long as any collectively-bargained agreement does not diminish the minimum requirements as provided by the New York Labor Law. Employers also have the right to establish policies which support more frequent donation of blood by employees. Such policies may include paid leave, additional blood donation leave, shorter notice periods, or more generous leave periods for donation of blood in preparation for surgery on the employee or an employee’s family member.

The information contained in this column is not intended to be a substitute for professional counseling or advice.

Joanmarie M. Dowling counsels and represents employers in a variety of labor and employment related contexts and is associated with Bond, Schoeneck & King’s Albany office. If you have a question you would like to submit, you are encouraged to do so by email (jdowling@bsk.com), phone (518-533-3230) or fax (518-533-3299).

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Chapter Chatter

On The Move
Beginning August 18th, Jim Amanatides became Human Resources Manager at VersaTrans Solutions, a division of Tyler Technologies. Jim formerly served as Human Resources Manager at Portola Packaging. Good luck in your future endeavors, Jim!

Elections
Congratulations to Denise Mal- low of Business Outsource Services! Denise is the newly-elected Vice President of Programs for the Hudson-Mohawk Chapter of the American Society for Training and Development for 2008-2009.

On The Rise
Tim Kelly, SPHR, former CRHRA President was promoted to Human Resources Officer at Pioneer Bank. Congratulations, Tim! We wish you the best of luck in your new position!

Hot Off the Press
Dan Moran, Founder & President of Next-Act has been designated Expert Author by ezinesarticles.com for his recent submission of “Finding Your Work-Life Balance – The True Secret To Success And Enjoyment In Your Career & Life”. He is a career management and transition specialist with more than 30 years of experience.

Welcome New Members!
Welcome to the new CRHRA members who have joined our organization as of June 2008! We are pleased to have the following HR professionals join our membership:

Donna Bidwell (Albany International)
Nikki Caruso (Colonie Youth Center)
Rochelle Caruso (Union College)
Rebekah Francis (Fidelis Care New York)
Heather Gagliardi (Janitronics, Inc.)
Lee Griffin
Karen Helms (Hill & Markes, Inc.)
Jason Lastrup (Albany Medical Center)
Adam Lawrence (BST)
Ann Lieberburg (Sunmark FCU)
Diana Lindsay (NYSUT)
Michael Meredith (Fedex Ground)
Leslie Miller (Residence Inn by Marriott Saratoga Springs)
Erica Mullen (Smart Deal Network)
Jeffrey Serven (United States Navy)
Kathleen Tarrant (SUNY Empire State College)
Marisa Trembler (Vantage Tours)
Barbara Wagner (United Way of the Greater Capital Region)
Lynda Weismantel (The Capital District Child Care Coordinating Council)

AGENDA

September 10
Breakfast Meeting
Holiday Inn, Wolf Road, Albany

Registration... 7:00-7:30 a.m.
Breakfast........ 7:30-8:00 a.m.
Program......... 8:00-9:00 a.m.

Breakfast Menu:
• Buffet

Cost:
• $20.00 - Members
• $25.00 - Non-members
• $10.00 - Full-time students
  (12 credits or more)

Please make your reservation online (www.crhra.org) or by mail (CRHRA, 90 State Street, Suite 1009, Albany, NY 12207), or fax (463-8656). You may pay with an online credit card payment, by mail or at the door. Also, please be sure to check-in when you arrive.

RESERVATIONS and cancellations are required by noon on FRIDAY prior to the meeting. Reservations made and not kept will be billed to you. Please call CRHRA at 463-8687.

We regret that we are unable to honor walk-ins on the day of the meeting. Casual attire is acceptable.
Join the Public Relations Committee!!!

The Public Relations Committee began setting its goals for the upcoming year. They are lofty, but serve a very specific purpose...to Advance our Profession. Specifically, the Public Relations Committee is responsible for ensuring CRHRA events and news are released to regional publications and media outlets in an effort to gain awareness of what CRHRA and HR Professionals do for and in our community and attract new professionals to our association. This will continue to be a big part of the committee’s responsibilities. Moving forward, the goal is for our chapter and our membership to be considered THE place to come for human resource expertise. We want all local media to think of CRHRA every time they have an HR related editorial spot or business concern related to employee relations, policy changes, generational differences impact, changing to a 4 day workweek, etc.

If you are interested in advancing the way our community views our association and profession and its impact on area businesses and legislators, please join the Public Relations Committee. If you are interested, please contact Debra Antonelli, Public Relations Committee Chair at 783-2665 x184 or dmantonelli@coolins.com.

PHR/SPHR Study Group

CRHRA is once again proud to offer the PHR/SPHR Study Group for HR professionals who wish to pursue certification/recertification.

The group will be meeting Wednesday evenings starting September 24 through November 19 from 6:00pm - 7:30pm off New Karner Road in Albany. The facilitators for the sessions will include SPHRs Stephen DiBiase, Lynn Manning, Rose Miller, Martin Patrick, and Kelli Schreivogl. Study materials will be distributed at the first session.

The next testing window is December 1, 2008 – January 31, 2009. The cost of the materials for CRHRA members is $100.

Registration will be held online! Go to www.crhra.org and the certification page for the registration link. The deadline to register is Friday, September 12.


Legislative Update

FMLA Regulations

The proposed revisions to the federal FMLA regulations will likely be released by the Department of Labor in January, 2009.

Expect to see revisions dealing with employee eligibility standards, serious health conditions, waiver of FMLA rights, employer notice to employees on designating FMLA leave, employee notice to employers of need for FMLA, employer contact with healthcare providers and fitness for duty certifications.

Paycheck Fairness Act

A U.S. House of Representatives Committee has passed a bill called the Paycheck Fairness Act that its supporters contend is intended to address gender-based wage discrimination in the marketplace.

The Governmental Affairs section of the SHRM website contains the background and details on this proposed legislation.

For more information contact Harry Hayes at hhayes@jaegerflynn.com or 373-0069 x.128

Better Banking.

That’s our commitment to you.

Better banking is right where you work.

Free checking to great rates on loans and we make it easy for your employees to switch.

Find out more today! Call Steve Fehervari at (518) 458-2195 ext. 3205 or e-mail busdev@capcomfcu.org

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That’s our commitment to you.

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Over the past three decades, world wide economies have moved swiftly and forcefully from the industrial age to the knowledge/information age economic models. This rise in knowledge based work is causing employers to put much more emphasis on human capital. With human capital now generating competitive advantage, necessary changes in basic business competencies are needed to work successfully.

In today’s business models, neither the employer nor the employee has a firm commitment to each other, thereby leading to the greater movement of jobs and people. Add to the mix the changing demographics of our workforce, globalization, technology and complex regulatory climates, it is no wonder that employees are seeking better opportunities elsewhere, and companies are re-designing work to receive competent and lower cost services wherever they can.

As a result, employees in every function, especially HR, are now expected to focus more on the bottom line metrics of the company and move significantly beyond the boundaries of their individual discipline. They are expected to develop new and broader business skills that reflect the changing business environment and be able to capitalize quickly on new market opportunities and challenges. In short, they are expected to become business partners to CEOs and CFOs and be able to speak the language of business fluently. As trusted advisors, they are expected to think first as business people, and secondly as discipline specialists.

Local and national HR associations are doing a very competent job in preparing their members for in-depth skills development in the HR discipline. Excellent HR certification programs are available through local and national chapters as well as selected colleges and on-line programs.

What is lacking in these programs is a clear linkage between various HR function such as compensation, benefits and staffing to the business performance pressure points of the company. In order to make this linkage, one must understand how businesses operate and what challenges it faces.

Literature reviews and discussions with CEOs, CFOs and HR executives suggest several basic business skills are critical to senior officers.

1. Financial Intelligence

There is no question that finance is the language of business. Executives who are not fluent in this language are at a distinct disadvantage when presenting their discipline’s arguments. Understanding the trends indicated in the financial statements will tell you when and how to advance your arguments. For manufacturing and merchandizing companies, watching the direction of the gross profit margin in relation to total revenue will tell you if it is a good time to ask the CEO and CFO for additional contribution to the 401(k) plan. For banks, efficiency ratios will provide guidance to modify staffing levels and labor projections.

Understanding basic finance is not that difficult. When you manage your household budget, you are simply applying principles of debt, cash and asset management and making appropriate decisions from these.
applications. With proper records keeping at the end of the month, you can easily calculate profit, equity and shareholder (family) value.

2. **Intense knowledge of our company’s business**

Do you have a clear line of sight between the work that you do in HR and the customers who buy your products and services? All too frequently, we lose sight of the concept that we are in business to attract, retain and satisfy our customer’s needs as well as playing by the rules. Every employee should know as a minimum the following information about their business:

a. Why are we in this business;

b. Who are our customers;

c. Why do they buy from us;

d. What pressures are our customers facing and how can we help solve them;

e. What pressures are affecting our environment, e.g. globalism, technology, shifting demographics, energy costs, etc.;

f. What is our financial condition

Of course you can create your own list of required subjects to master. The key is to insure that all employees are fully engaged in the business and in creating competitive advantage.

3. **Competitive advantage**

Competitive advantage encourages customers to buy from us rather than our competitors. But what provides our competitive advantage? Here are some possible topics to explore with HR-related components:

a. Product pricing strategies (do our health care costs negatively impact pricing strategies?)

b. Sales and marketing skills (does our employee turnover ratio harm the relationships that we have forged with our customers?)

c. Product mix (does our organizational culture permit growth, learning and innovation?)

d. Customer service orientation (do we have the proper staffing and decision making levels and appropriate technology to address our customer’s concerns?)

e. New and innovative products/services development (have we produced a culture in which innovation, creativity and best business practices identification are rewarded?)

No matter what subjects you choose to emphasize, it is necessary to focus both on the regulatory requirements of the industry or government agency overseeing your business and the knowledge, skills and abilities needed to advance the objectives of your organization, sustain its operations, and grow the business. Organizations need people in every discipline who understand the basic concepts of business and can directly link their work to those tenets. Without broad business knowledge, the best benefits delivery program in the world becomes meaningless if your company is sliding into bankruptcy.

Ken is the President of Ken Moore Associates, a management consulting group based in Ballston Spa. He is a member of CRHRA and is an adjunct professor at the State University of New York—Albany and at the Union Graduate College where he teaches graduate and undergraduate business courses in Strategic Management. He may be reached at: kmoore01@nycap.rr.com.

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**How does an organization define success?**

**Its people.**

**Training in Human Resource Management**

The driving force of any successful organization is its people. Today it is even more critical for HR professionals to know the current issues and trends in human resources.

The College of Saint Rose offers the Society for Human Resource Management (SHRM) Learning System, a training program that develops your HR knowledge and assists you in preparing for the Professional in Human Resources (PHR) or Senior Professional in Human Resources (SPHR) certification exams.

To register, contact the Office of Graduate and Continuing Education Admissions at 1-800-637-8556 or ace@strose.edu.

www.strose.edu/shrm

The College of Saint Rose
CRHRA Congratulates Winners of Second Annual Diversity Award Initiative

The Capital Region Human Resource Association (CRHRA) Board of Directors and the Diversity Committee are pleased to announce the 2008 winners of our Second Annual “Top Five” Spectrum Award: A Celebration of Workplace Diversity. The CRHRA Top Five Spectrum Award applaud the efforts of the “Top Five” Capital District employers for their creative and innovative strategies that promote and advance the concept and spirit of diversity.

The survey evaluates companies in three areas:

- Training Programs (i.e., cultural and diversity awareness training, diversity management and leadership training, knowledge and skills-based diversity training);

- Linking Incentive and Compensation Pay to Diversity Efforts (i.e., for company, team, and individual achievements);

- Ways That Diversity is Leveraged (i.e., tapping employees of diverse backgrounds for innovative business practices, using employees of diverse backgrounds to recruit and mentor other employees).

Congratulations to the 2008 winners!

Capital District Child Care Coordinating Council  
Center for Disability Services  
Nixon Peabody LLP*  
Strategic Resources  
Time Warner Cable

*Nixon Peabody LLP was also recognized as a winner in 2007.

The winners will be honored at The “Top Five” Spectrum Award Dinner Gala: A Celebration of Workplace Diversity on Thursday, October 16, 2008 at The Desmond Hotel and Conference Center, Albany, NY.

Weekly updates will be on our website regarding the celebration!

Registration for the Top Five Spectrum Award Celebration opens Thursday, September 17, 2008.

The Workforce Readiness Committee Nominated for a Pinnacle Award

By Marjorie Adams, PHR and Ed Hallenbeck

The SHRM Pinnacle Award honors SHRM affiliates for high-level contributions that enhance the development of effective human resource management. Up to eight $1000.00 Pinnacle Award grants will be given to chapters and one state council will be awarded a $1000.00 grant. The awards are designed to recognize an innovative activity, program or initiative that transcends normal affiliate operations.

The Workforce Readiness Committee has been nominated for its outstanding efforts to establish an internship program in the Capital Region. During May of 2008, a $200,000.00 grant from the New York State Department of Labor (NYSDOL) was approved due to the extensive collaboration between the Workforce Readiness Committee, the regional Workforce Investment Boards, the Center for Economic Growth, the Center for Innovation in Career Development, the Innovator’s Program Network Association, the Center for Governmental Research, and Columbia-Greene Community College joined the partnership as the fiscal agent for the grant.

This grant will help connect Capital Region high school and college students with employers through meaningful internship opportunities. It is designed to place approximately 50 students into paid internships over the next year.

The Workforce Readiness Committee is proud to be recognized for its efforts in promoting a regional internship program. The Pinnacle Award winners will be announced at the SHRM Leadership Conference in November, 2008 and they will receive national recognition through SHRM publications such as HR Magazine®.
The SHRM Foundation: Investing in the Future

By Jim Amanatides, SPHR

All SHRM members see advertisements in HR Magazine and receive contribution requests from the SHRM Foundation but do we know what the SHRM Foundation is and does?

The SHRM Foundation is an affiliate of SHRM and a legally separate 501(c)(3) organization. The SHRM Foundation funds research, publications and scholarships. It solely depends on tax-deductible donations from chapters, state councils, individuals, and organizations. The mission/vision of the Foundation is to maximize the impact of the HR profession on organizational decision-making and performance by promoting innovation, education, research and the use of research-based knowledge. “Research-based” knowledge shows what works, adds value to your organization and provides metrics to you to help you speak the language of business. Research grants are funded and then the findings are presented in peer review journals, incorporated into textbooks, used to update certification exams, and picked up by consultants, trainers, and authors. SHRM Foundation projects that it will fund $750,000 for research in 2008. Projects are selected based on the quality of the research methodology and the likelihood of the study yielding relevant, actionable insights for HR practitioners. They are also selected based on the likelihood that the study results will advance the HR knowledge base and be published in top-tier academic journals.

The SHRM Foundation also funds awards and scholarships. There’s a Regional Scholarship program with $100,000 awarded to working SHRM members ($20,000 per region) that supports academic and certification scholarships. The deadline for 2008 was July 15, but if you are interested in continuing your education or becoming certified, check out the SHRM website for the deadline for next year. New in 2008 is a $50,000 scholarship program for SHRM student members. There are 10 Undergrad awards at $2,500 each, 4 Graduate awards at $5,000 each and 10 certification scholarships at $500 each. If you are a SHRM student member and wish to apply for one of these, the deadline is October 15, 2008.

Lastly, the SHRM Foundation sponsors educational initiatives as well. There are Dissertation Awards of $5,000 to four promising Ph.D. candidates and a SHRM Master Series Sponsor of $25,000 to support senior level programming at the Annual Conference.

Now that you know more about the SHRM Foundation and their work, donating to them is investing in the future of HR. The next time you receive a solicitation, please donate whatever you can to help invest in your future!

SHRM Names New President

On August 11, 2008, the Society for Human Resource Management announced the appointment of its next President and CEO, Laurence (Lon) O’Neil. Lon is an accomplished business leader with more than 28 years dedicated to the HR profession. His HR expertise ranges from compensation and benefits to executive leadership development, staffing and training.

Lon formerly served with Kaiser Permanente as chief human resource officer. In this position, he developed and led a corporate-wide reorganization of the company’s HR programs to improve service and performance for employees nationwide.

Lon will begin his SHRM tenure on October 1, 2008.
Advertise in Our Monthly Newsletter

Throw out a huge advertising net by placing your company’s ad in CRHRA’s *Monthly Newsletter*, which is e-blasted out to over 1,250 HR Professionals and companies each month! The newsletter is also posted online and is regularly referenced by our members, HR Professionals, and the public! We run ad sizes from business cards to full page spreads. Multiple month runs see even greater savings!

Advertise for 1 issue, 3 issues, or the whole year! Rotate your ads. Set your ad schedule for the year now—and leave the rest to us! To place a Newsletter ad, please contact CRHRA Chapter Administrator Carla Krzykowski at: crhra@caphill.com or (518) 463-8687.

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Half Page (Horizontal) 7 1/2” x 4 1/2”
Half Page (Vertical) 3 1/2” x 9 1/4”
Quarter Page 3 1/2” x 4 1/2”
Upcoming Events

September 10 .... Northern Hudson Valley JSEC presents “Workload Survival Skills: Time & Clutter Management” with guest speaker Judi Clements of Judi Clements Training & Development. Business Resource Center, Room 114, One Development Court, Kingston. Registration 8:00 a.m. – 8:30 a.m., Seminar: 8:30 a.m. – 10:30 a.m. Cost: $10.00 per person. http://hudsonvalleyjsec.org

September 16 .... CRRN hosts its first professional clothing drive and mixer for the Great Finds Boutique. Jillian’s, Pearl Street, Albany. 5:30 p.m. – 7:30 p.m. http://www.clearviewcenter.com/pages/services/rehab.asp

September 19 .... Hudson-Mohawk Chapter of the American Society of Training and Development (ASTD) presents a breakfast meeting “Tapping the Wisdom of the Ages” with Corey L. Jamison of the Kaleel Jamison Consulting Group, Inc. Marriott Hotel, 189 Wolf Road, Albany. Registration and breakfast: 8:00 a.m. – 8:45 a.m., program: 9:00 a.m. – 11:00 a.m. Costs: $25.00 (members), $35.00 (not-yet-members), $20.00 (full-time students). For more information contact ASTD at (518) 861-6324.

September 23 .... Rensselaer JSEC presents “Breakfast Program - Employment Eligibility Verification” with guest speaker Patrick McDonald of Immigration and Customs Enforcement. Moscatiello’s Family Italian Restaurant, 99 N. Greenbush Rd. – Rte. 4, Troy. 8:00 a.m. – 10:00 a.m.

September 25 .... Columbia/Greene JSEC will host a Breakfast Meeting “Unemployment Insurance – What Employers Need to Know” with guest speaker Michael J. Murphy of Carter, Conboy, Case, Blackmore, Maloney & Laird, PC. Columbia Greene Community College, 4400 Rte. 23, Professional Academic Center, Room 611-613, Hudson. 8:00 a.m. – 10:00 a.m.

Spotlighting CRHRA Members

CRHRA’s Members in Profile seeks to introduce spotlighted members to our membership and to our community. Members in Profile publicly presents individual CRHRA members in an effort to tell people about our hard-working and talented membership of HR professionals. We are looking for a snapshot into your professional and personal life. We seek information such as:

* Current Role and Company you are employed
* Number of years as an HR professional and why & how you got into the HR field
* Your current views on the value of Human Resources
* Your passions outside of work – what do you love to do

Profiles are compiled and submitted to our newsletter and various other local media outlets for possible publication as a way to heighten awareness of CRHRA and our profession, and highlight our talented and diverse membership.

If you would like to be a Member in Profile, please send your responses and a digital image of yourself to crhra@caphill.com. If you have any questions regarding our profile, please contact CRHRA’s Public Relations Chair, Debra Antonelli at dmantonelli@coolins.com.

Look for your profile and fellow members in future CRHRA newsletters and local media!