

BAHRA Brief



A note from the President....
Becky Barkmeier, SDSU

Spring is just around the corner! I do love living in this area of the country because of the beauty of the changing seasons (except for these darn March snowfalls!). My favorite part of Spring is that feeling of freshness, getting out and moving around, and starting anew. At the beginning of each new year most of us think of the changes and plans we want to accomplish to make this year an even better one than the last. So it is with our BAHRA Board as well. We recognize that as HR professionals, you have a need to continually gain knowledge and skills. We know that time spent networking with other professionals gives you opportunities to learn best practices from their experiences. We also recognize that all of you are very busy and that your time spent out of the office needs to bring value to you and your organizations. With these thoughts in mind, the Board of Directors held a strategic planning session that laid out many new

goals and objectives for this year. We've also started the year with some exciting programming. George Martin (Spencer, Fane, Britt, & Browne) was our January speaker. George presented on Family Responsibility Discrimination, discrimination claims by employees because of their care giving responsibilities outside of the workplace. Our February speaker, Lisa Marso (Boyce, Greenfield, Pashby & Welk, LLP), discussed nepotism policies and prepared us to minimize exposure to employment claims. This month, Berens & Tate sponsored a luncheon entitled "Employment from Start to Finish...Hiring, Firing, and the Legal Updates You Need to Know." The Board has enjoyed serving our membership, learning our roles on the Board and the opportunity to contribute to the Chapter's continued success. We are also thrilled to begin work with our newest Board Members: Patty Romsdahl and Kati Rogers. We are already familiar

with their dedication to our Chapter by their work and contributions to preparing for the State SHRM Conference this year. Keep your tennis shoes on – the final stretch is here in putting the finishing touches on for hosting the State SHRM Conference in June. Members, this means you too! We look forward to continued membership participation as we run this final lap and host what promises to be an outstanding conference. Don't be shy, please feel free to contact me or any of the Board members if you would like to participate on the Conference Planning Committee or other volunteer roles this year or just want to share an idea or two to make this conference and this year for our Chapter special. I am excited to have the opportunity to provide leadership for our Chapter, along with our Board of Directors this year. I look forward to serving you well in 2008.



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Upcoming Events:

- *March 24th– SD SHRM Conference Planning Meeting at Noon at the SDSU Foundation Building*
- *April 7th– SD SHRM Conference Planning Meeting at Noon at the SDSU Foundation Building*
- *April 9th– BOD meeting at the 1921 Building Board Room*

Inside this issue:

<i>2008 Meeting Topics</i>	2
<i>Conference Planning in Full Swing</i>	2
<i>Member Spotlight</i>	3
<i>Board Position Changes</i>	3
<i>Access Brookings Job Fair</i>	3
<i>Welcome New Members</i>	4
<i>Announcements</i>	4

New BAHRA Logo Revealed

After receiving recommendations from the conference planning committee, the BAHRA Board decided to hold a contest for the logo design with the winning entry being given a free registration to the SD SHRM Conference to be held in Brookings June 4-6.



The Board received great ideas entered from a number of members. The winning logo was really a combination from three entries. The three members logo submissions were from Becky Barkmeier, Jennifer Klingbile, and Kristin

Trana. The end result is really a combination of their efforts as well as additional input from the board. Each of the three members will receive \$60 towards their conference registration for the June SD SHRM Conference. The new logo is a clean design and incorporates the changes made to the SHRM design in 2007.

2008 Meeting Topics Reviewed

The topics for the 2008 Meetings are being finalized and we already have three great speakers with continuing education credits awarded! See below for a list of the tentative topics being planned:

- January– Family Responsibility Discrimination (1 HRCI Credit).
- February– Nepotism (1 HRCI Credit).
- March– Employment from Start to Finish...Hiring, Firing, and the Legal Updates you need to know

(1.5 HRCI Credits)

- April– To Be Determined
- May– OSHA update
- June– Hot Topics Roundtable
- July– Employee & Labor Relations
- August– FLSA Review & Updates
- September– Sexual Harassment in the Workplace (we will open up to the community to attend).
- October– HR Resources

- November– To Be Determined
- December– State of The Chapter Review & Holiday Gathering

If you have suggestions for a topic you would like covered, or a speaker for our monthly meetings; please don't hesitate to contact one of the BAHRA board members.

Thank you to everyone who has been completing the surveys on the topics and speakers we have had. Your input and feedback is very valuable!

Conference Planning in Full Swing

The SD SHRM Conference Planning

Committee has been hard at work finalizing the details for the 2008 conference to be held in Brookings June 4-6. The speakers and topics have been finalized and facilities and entertainment are secured. The registration brochures are expected to be mailed out in the next few weeks, and vendor letters are being sent out as well.

Here is a sneak peak at some of the things to look forward to at the 2008 Conference:

Speaker Topics:

- Contented Cows give better milk—your people your profits;
- Controlling Leave under FMLA
- I-9/Immigration Updates;
- Family Responsibility Discrimination;
- How to build a solid case for discipline and discharge;
- the HR Leadership Challenge;
- Recruitment, Retention, and Succession Planning;

- Diversity in the Workforce;

The 2008 South Dakota SHRM Conference promises to be the premier HR event in SD. Information-packed sessions will focus on issues, ideas, trends, challenges and opportunities that will face HR practitioners today. The sessions will address the key concerns of professionals involved with: HR management, compensation, employee benefits, training and development, employment law and organizational development. There is something for everyone! Regardless of your field of specialization, your industry classification, or the size of your organization – you'll find value at this year's conference.

BAHRA's conference planning committee has been "Reaching New Heights" of our own. Committee members have been working extremely hard with organizing and planning of events & speakers, food & facilities, entertainment & prizes, the list goes on and on.
Tammie Krumm, Co-Chair Conference Planning Committee

- The Rise in Retaliation Claims,
- Dealing with Conflict and Confrontation in the Workplace

Entertainment:

- Wednesday Night there will be a Social at the SDSU Art Museum.
- Thursday night the Magic of Reza will be the enter-

tainment at the Swiftel Center. *(Additional tickets for Reza will be available for purchase, so you can bring others to the Thursday night entertainment!)*

- Attendees will even have the opportunity to climb the campanile if they feel up to the challenge!

Friday Open to Supervisors:

Friday's speakers and

topics are geared not only for HR professionals but also for supervisors, business owners, and any others that deal with employee issues.

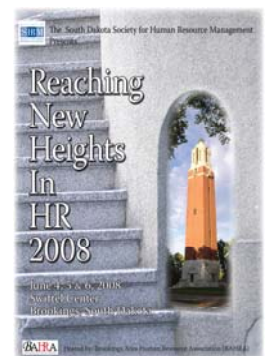
Companies will have the option to sign additional people up to attend the Friday only portion of the conference for an additional fee.

Sponsorship Opportunities: There are numerous sponsorship opportunities available, if your company would like more information please contact Paul Varcoe (pvarcoe@daktronics.com) or Mike Keating (mike@availabilityemployment.com) for

the full sponsorship menu or for more information.

We are excited about having this opportunity to offer Brookings Area Companies great training for their employees—locally!

We hope to see all of you there, and are looking for a **GREAT** turnout at this year's conference!



We are fortunate to have an exciting and talented group of people that are dedicated to putting on a "Second to none conference." After attending the conference last year in Sioux Falls, I knew we were taking on one big challenge. We had big shoes to fill.

From top to bottom, this group has answered the challenge! Look at the list of speakers, the diversity of topics and quality of presenters; it is obvious what an excellent job they have done. So good in fact, this conference would be worth attending if it was held in a cornfield. In addition, the facilities, the historic SDSU Art Museum, the new Swiftel Center, and the opportunity to literally "reach a new height" by climbing the landmark Coughlin Campanile, we hope this is a "can't miss conference".

Mike Keating, Co-Chair Conference Planning Committee

Member Spotlight— Kati Rogers

In the 2007 Member Survey, BAHRA members asked for additional networking opportunities. We know that not everyone can make it to every meeting, so one way we are going to help members get to know each other is through a member spotlight in the newsletter. You will see this section in each of the newsletters with a different member spotlighted each time.

Employer: Daktronics, Inc.

Position: HR Generalist

Are you a SHRM member? Yes, since 2002

Are you PHR or SPHR certified? I successfully passed my PHR in 2006. I took it as a student, therefore my PHR does not become valid until May 2008.

How long have you been a member of BAHRA? Since 2006

HR experience or focus areas: Employee relations, hiring, employee development and HR/Business strategy.

What is the greatest HR challenges you face in your position/ or what has been your greatest success story? HR

is a dynamic profession that opens the door to different challenges every day. It is rewarding to play a role in guiding employees in the right direction to enhance their careers. Every day that I can help an employee enhance his or her career and assist Daktronics in reaching company goals and objectives is a successful day.

What do you see as a benefit of membership in BAHRA? Networking with other HR professionals in the community. BAHRA also provides me with the opportunity to be involved in an organization that promotes the development of HR professionals. The monthly meetings provide valuable information on a variety of topics ranging from employment law to personal development.

What do you see as a benefit of membership in SHRM? BAHRA provides me with the opportunity to network with HR professionals in the Brookings area but the National Society for Human Resource Management opens the door to even more opportunities for networking. I have attended the National SHRM conference

before and the conference was exceptional. I also enjoy reading the monthly magazines and utilize the SHRM website on a routine basis. The website contains a lot of valuable information pertaining to HR processes and procedures.

Is there something that members would be surprised to know about you? My love for the HR profession actually began when I was a junior in high school. I took a business course and part of the course requirement was to work in a professional business setting. I found a position in a human resources office at a hospital and I have worked in HR ever since. It is a very rewarding profession!

Any thing else you would like to share?

I graduated from the University of South Dakota with a Bachelor's degree in Business Administration with a specialization in HR. In 2006, I graduated with my Master's degree in Communication Studies with a specialization in Organizational Communication. I enjoy waterskiing, riding horse, and spending time with family and friends.

Board Position Changes, Secretary Appointed

We had a few changes to the BAHRA board from 2007 to 2008. We said goodbye to past president Joan Nelson who contributed a number of years to the BAHRA board in various positions. A presentation was made to Joan at the February meeting thanking her for her contributions. In addition, the board received a resignation notice from Christine Hormann (2008 past president) as she has accepted employment with the Argus Leader in Sioux Falls. We also welcomed new board member Patty Romsdahl from Falcon Plastics. Patty was elected to fill the secretary/treasurer position. And finally, Tammie Krumm was elected to fill the President— Elect position on

the board (she formally served in the secretary/treasurer position).

In the last two member surveys that were conducted, members suggested increasing the number of board positions in order to allow more people to become active in the planning for the organization.

During a strategic planning session in December, the board decided to pursue splitting the secretary/treasurer position to create two separate positions. This action would accomplish two goals: (1) it would address the requests made in membership surveys asking for more opportunities to participate, and (2) it would help alleviate the amount of work that the former

secretary/treasurer position handled.

Patty Romsdahl who was elected secretary/treasurer for 2008 chose to take the treasurer position and then the board opened the secretary position up to the membership to anyone interested in applying for appointment.

At the March Board Meeting President Becky Barkmeier appointed Kati Roger, Daktronics, to fill the secretary position. Kati will assume her duties immediately and her term will expire in December 2008.

We are very excited about having the additional board position, and very excited about the talents that Kati will bring to the BAHRA Board.

Access Brookings Job Fair

Brookings Radio and the South Dakota Department of Labor have again teamed up to host an area job fair...and much more! Access-Brookings is open to area employers hiring for potential employees from

temporary summer positions to full-time and part-time positions. *This will be the ONLY Access-Brookings Job Fair in 2008.*



The show will be held April 1, 2008 at the Days Inn from Noon— 6pm.

For more information, contact Kelli Welbig, Brookings Radio, at 692-1430.

2008 BOARD OF DIRECTORS

President

Becky Barkmeier, SDSU
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President-Elect

Tammie Krumm, BMU
tkrumm@swiftel-bmu.com

Secretary

Kati Rogers, Daktronics
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Treasurer

Patty Romsdahl, Falcon Plastics
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Director at Large-Technology

Jennifer Klingbile, Banner & Associates
jennyk@bannerbkgs.com

Director at Large- Public Relations

Stephanie Vogel, Brookings County
svogel@brookingscountysd.gov

Past- President

Vacant



Mission Statement

It is the mission of the Brookings Area Human Resource Association to:

- join the work force entities in the City of Brookings and its surrounding areas to enable members to gain access to quality educational experiences by engaging the membership in programs and discussions of issues pertaining to the human resource field, thus enabling each member to become more effective in the human resource field;
- provide a forum for area human resource and business professionals to network, exchanging ideas pertaining to human resource management within our business community;
- act as an effective liaison with the South Dakota State Council and the National SHRM programs and activities; and
- expand the influence of human resource professionals among the business community, the general public, and the State of South Dakota.

Welcome New Members!!

Verna Graff -Bowes Construction

Connie England- Brookings Area Transit Authority

Carissa Redenius-Capital Card Services

Matt Simett- Career Advantage

Carla Gatzke-Daktronics

Jennifer Groen- Daktronics

Janet Rott- Daktronics

Jessica Fraser- Daktronics

Jessica Kippes- Daktronics

LaShelle Bruinsma- Daktronics

Colleen Olson-Daktronics

Jason Fugere- Daktronics

Nancy Bohlen- Daktronics

Phil Bergum- HyVee

Kim Harders- Larson Manufacturing

Brian Dail- Rising Potential

Robert Abbott- VeraSun Energy Corp.

ANNOUNCEMENTS

Do you have something that you would like to announce to the organization? Perhaps a certification that was achieved, promotion, job transfer, graduation, or other good news you would like to share?

If so, please email Stephanie Vogel at svogel@brookingscountysd.gov and we will post your announcement in the

next newsletter.

SHRM Prep Course- The University of Sioux Falls SHRM Prep Course was just shy of the minimum number of people needed to hold the course in Brookings. However, due to the response they are going to look at offering it again in the Spring.

SHRM Exam Study Group-

A number of people have expressed interest in coordinating a study group. If you are interested in participating in a study group please contact Tammie Krumm by March 21. If there is enough interest, the group could meet every Thursday night from 6-9 pm at the BMU Board Room, beginning on March 27th.