

AFFILIATE OF



# SHRM Emerald Coast Chapter News

Volume 19, Issue 1  
1st Qtr. 2006



*Celebrating 20 years*



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**Join us for a meeting!**

February 15, 2006  
March 15, 2006  
\*\*\*April 12, 2006\*\*\*

\*\*\*Unless otherwise noted\*\*\*  
SHRM-ECC meets the 3rd Wednesday of each month at Two Trees Restaurant.  
Breakfast starts at 7:30 AM and the meeting starts at 8:00 AM

*This is an awesome time for the SHRM Emerald Coast Chapter. We are celebrating our 20 year Anniversary this year. We are very excited, we are proud and we are also very grateful for all the members who are actively participating with our organization.*

*One of our goals this year is to bring back some history which has made this great chapter what it is today is by sharing some memorable people, events and pictures of the past years. A time to reflect and yet a time to take this wonderful knowledge we have and share it with all of our members in hopes to expand even more.*

*We plan to have some trivia questions, trivia pictures, several wonderful speakers, and a great dinner meeting per our first member survey which we placed on our website.*

*For those members who really don't know what we offer, let me try to help you get a quick snap shot:*

*We utilize our website, [www.shrm-emeralcoast.org](http://www.shrm-emeralcoast.org) to get as much information to our members as we can, we are also going to mail out copies of the newsletter this year. We will also be taking more pictures and publishing them on the website and in the newsletter. We are trying to work with and help our members to become certified as PHR or SPHR. We are working with the community during Job Fairs, the High Schools to help students develop interview skills, we offer a scholarship, and we are always getting the latest legislative news as it is approved.*

*We recognize all new members who have joined our organization, we have a library with several great resources to check out at your convenience. Once a month we having meeting to include the following: a community sponsor, a guest speaker , prize drawings, special announcements and a lot of networking. Something we all need time to do. Not to mention the great food we get to enjoy while we are there..*

*Please if you are still not certain of all that our chapter has to offer, ask anyone of our board members, we are all listed on our website with name, phone number and email address's as well as at the end of the newsletter.*

*We just want everyone to be as excited as we are about this great celebration. So please enjoy and get ready for some new changes, old and new faces and a lot of fun times.*

## OUR 20 YEAR ANNIVERSAY

Renewal Membership Time  
Is now Approaching

Please make every attempt to pay your renewal membership  
as quickly as  
possible.

If you have changed positions or  
you're changed the company you work for

Please notify our Membership Chairmen

Edna Ramos-Roena at [ebr-r3@cox.net](mailto:ebr-r3@cox.net)

## The President's Corner



Greetings and Happy New Year to everyone! I am truly excited to be Chapter President while we celebrate the 20<sup>th</sup> Anniversary of SHRM-ECC. I am humbled to be filling the shoes of the Past Presidents who each have offered a wealth of knowledge and experience to our chapter. Each of these presidents has left their own legacy behind, by creating a diverse, respected and knowledgeable group of Human Resource Professionals. Because of their efforts, the efforts of past board members and especially our general membership, we are regarded in this community as experts in our field, strategic partners, active members

of the workforce community, and a network of professionals that can get the job done. I would like to thank all of these people for their footprints that I am now attempting to follow. I would also like to thank the Executive Board for their help and their energy. It is because of their efforts that we will have yet another successful year.

I am amazed at the changes that have taken place in our profession, since a group of Emerald Coast professionals, led by its President, Barbara Fallon, submitted a chapter charter to the American Society for Personnel Administration (ASPA). At that time, we were 30 members strong; now our membership base is over 170. That is a huge accomplishment in itself, however that does not even compare to the service we provide to our community and members. We provide annual scholarships to HR Students, we help support the School to Work Program in our county, encourage elected officials to support needed legislation, help unemployed people transition to the workplace, etc. I am proud to be a part of such an elite group of professionals.

As I begin this year, I would like to hear from you about ways that you think SHRM-ECC can better support you. What programs would you like to see? Are there any changes to our processes that you feel might make this a better, more successful chapter? This is your professional society, let us know what is important to you. With your help, we can start down the road to the next 20 years of successes.

See you at the next meeting!

Stacey Tobik

### Scheduled Meetings and Speakers:

February 15, 2006: Ronnie Dowdy, Boys & Girls Club

March 15, 2006: *Sponsor* : Michelle Hynes, PHR Grevity, ***Guest Speaker*** : Danette Krudel  
"Substance abuse in the workplace. Know the facts!"

April 12, 2006: *Sponsor* : Lyn at White-Wilson Medical Center ***Guest Speaker*** : Bill Krisner,  
Employment Law and Avoiding Its Pitfalls location to be announced.

This is a half day seminar

## WELCOME TO OUR NEW MEMBERS

Jennifer Carron  
Student  
Troy State University

La'Tisha Davies  
Student  
Troy State University

Sondra Frizzell  
Director of Human Resources  
Consolidated Ace Hardware

Sharon Adams  
Senior Supervisor  
Kelly Services

Tina Bailey  
Executive Officer, Dir. of Personnel  
DoD Air Armament Center

Kim Clark  
Staffing Specialist  
Manpower

Tammy Ford  
Human Resource Coordinator  
NEW Customer Service

Brent Goodman  
Human Resource Mngr  
Bass Pro Shops

Wes Lassiter  
NSPS Program Mngr  
Air Armament Center

Lee McGehee  
Dir of Personnel  
DoD Air Armament Center

Beth Powell  
Staffing Specialist  
Manpower

Meribeth Poole  
Human Resource Officer  
AmSouth Bank

### Plan Option A Sponsor an SHRM/Emerald Coast Chapter

General Membership Meeting  
Fee: \$500.00

Entitles sponsor to 10-minute presentation at meeting, 12 months of advertising on Chapter website and in quarterly newsletter, plus 12 months advertising in the Annual Directory, business card ad.

### Plan Option B Sponsor an SHRM/Emerald Coast Chapter

General Membership Meeting  
Fee: \$250.00

Entitles sponsor to 10-minute presentation at meeting, 6 months of advertising on Chapter website and in quarterly newsletter, plus 6 months advertising in the Annual Directory, business card ad.

### Plan Option C

Fee: \$100

6 months of advertising on Chapter website and in quarterly newsletter plus  
6 months advertising in the Annual Directory, business card ad

### Plan Option D

Fee: \$50

6 months advertising in SHRM/Emerald Coast Chapter Annual Directory,  
business card ad

Sponsors must provide copy/camera ready ad for newsletter.

Ad should be no larger than ¼ page.

*Revised 5/5/05*

Contact Lee Harmon at 850-939-73088 or [SuperiorInsSolns@bellsouth.net](mailto:SuperiorInsSolns@bellsouth.net) for additional information.

## GUEST SPEAKER FOR AUGUST 16, 2006



## DOROTHY HILL, SPHR

Dorothy Hill, SPHR is currently the Director of the Southeast Region for SHRM and is based in Orlando. She leads a regional team, with a manager, Shelly Prochaska, based in Northern Kentucky and an administrative assistant, Lisa Gardner, based in Alexandria, Virginia.

Prior to this position, Dorothy served as the Director of Professional Emphasis Groups (PEGs) for SHRM. She managed five “mini associations” within SHRM for HR professionals specializing in employment, the media, HR consultants, the high-tech industry, and HRIS applications.

Previous to her director positions, Dorothy served as the Area IV manager for SHRM with a region covering eight states, based out of Dallas.

Before joining SHRM in 1999, Dorothy was a regional HR manager in the retail and restaurant industries. She worked for Stein Mart and prior to that with Black-eyed Pea restaurants. Her HR functions included employee relations, training and development, and staffing and retention of managers.

Dorothy holds a Master’s Degree in Education and is certified as a Senior Professional in Human Resources.

***The Future of HR Management***

This speech looks at several key trends highlighted by leading HR experts in *The Future of HR Management*, an insightful book recently edited by SHRM CEO Sue Meisinger, former SHRM CEO Mike Losey, and University of Michigan professor David Ulrich. These trends – including changing workforce demographics and globalization – will increasingly challenge the HR profession to offer creative human capital solutions that can drive business success.

MAKE PLANS TO ATTEND THE HALF DAY SEMINAR:  
 APRIL 12, 2006  
 8:00AM-12:00 NOON  
 GUEST SPEAKER– BILL KRISNER

EMPLOYMENT LASW AND AVOIDING ITS PITFALLS

2005 DECEMBER MEETING



BARBARA FALLON SWEARING IN OUR 2006 PRESIDENT



## SHRM Foundation

*The benefits it brings!*

The SHRM Foundation is a not-for-profit organization that operates as the research and development arm of the Society for Human Resource Management. The mission of the Foundation is *to lead, encourage and financially support research and educational activities that further the growth and development of the HR profession.*

The SHRM Foundation is governed by a volunteer Board of Directors from the HR profession, including academics, practitioners and representatives from the Society of Human Resource Management. It is supported by tax deductible contributions from individuals, companies and organizations.

Activities funded by the Foundation include major research projects that have direct and practical impact in advancing the profession, practical publications on specific issues, scholarships, grants and educational initiatives.

The SHRM - Emerald Coast Chapter is committed to supporting the Foundation through an annual contribution of \$500. The chapter has an appointed SHRM Foundation Chair position on the board and this board member leads an additional SHRM Foundation fundraiser each year. Individual members are encouraged to donate to the Foundation as well.

For more information on the Foundation see <http://www.shrm-org/foundation>

or contact Amy Oswalt [.aeoswalt@cox.net](mailto:aeoswalt@cox.net)



## SHRM-ECC Human Resources Reference Library

The SHRM – Emerald Coast Chapter maintains a reference library containing Human Resource and HR related materials (books, computer disks, etc.). The materials are available to all members of the chapter. The SHRM Liaison board member, Amy Oswalt, maintains the library. Members are also encouraged to donate items to the library.

Members are permitted to borrow materials for 30-day increments. Renewals are permitted for an additional 30 days if the materials have not been requested by another member. If materials have not been returned or renewed following the 30 days, the SHRM Liaison Chair will contact the member via email. Continued failure to return materials may result in a charge to the member for the value of the materials.

If a member requests materials that are currently loaned, their name will be placed on a waiting list. The member will be contacted via email upon the return of the materials to the library.

Members requesting materials are responsible for retrieving and returning the items (i.e.; pick up/drop off at Librarian's place of business; arrange transfer at general meeting, etc.).

The materials available through the library are listed on the SHRM-ECC website at [http://shrm-emeraldcoast.org/resource\\_library.htm](http://shrm-emeraldcoast.org/resource_library.htm)

These are the latest additions:

Audio Book Summaries:

***Breakthrough***, Bill Davidson

***Heads Up***, Kenneth G. McGee

***Change Without Pain***, Eric Abrahamson

***The Future of Work***, Thomas W. Malone

***Conquering Complexity in Your Business***, Michael L. George & Stephen A. Wilson

***Ten Deadly Marketing Sins***, Philip Kotler

For more information, please contact Amy Oswalt, [aeoswalt@cox.net](mailto:aeoswalt@cox.net)

Diversity Corner

**QUESTION: What is National Disability Employment Awareness Month?**

**ANSWER:** Congress designated each October as National Disability Employment Awareness Month (NDEAM). The Office of Disability Employment Policy has the lead in planning NDEAM activities and materials to increase the public's awareness of the contributions and skills of American workers with disabilities. Various programs carried out throughout the month also highlight the specific employment barriers that still need to be addressed and removed.

**Workforce Readiness**

Choctawhatchee High School is sponsoring their Annual Spring Job Fair. The goal is to match students with local employers interested in hiring high school students for its students. Take Stock in Children and SHRM are looking for local employers to participate – at no cost – in this event. If interested, please contact Terri Dillon at (850) 833-3614 – ext.113.  
Registration Deadline: 8 March 2006.

**Student Job Fair – 17 March 2006  
7:30 a.m. – 2:30 p.m.  
Choctaw High School  
110 Racetrack Road, N.W.  
Ft. Walton Beach, FL 32547**

Checkout our website

**YOU MAY BE OUR NEXT WEB SITE WINNER!  
GET ONLINE CONNECTIONS TO HR INFORMATION  
LOG ONTO  
WWW.SHRM-EMERALDCOAST.ORG  
TODAY!**

AFFILIATE OF



SOCIETY FOR  
HUMAN  
RESOURCE  
MANAGEMENT

## Emerald Coast Chapter #459

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Email: [info@shrm-emeraldcoast.org](mailto:info@shrm-emeraldcoast.org)

Serving Human Resource Professionals  
on the Emerald Coast

WE'RE ON THE WEB!

[WWW.SHRM-EMERALDCOAST.ORG](http://WWW.SHRM-EMERALDCOAST.ORG)

## SHRM/Emerald Coast Chapter 2005 Executive Board Members/Committee Chairs

### SHRM Area II Manager:

Shelly Prochaska, Area II Manager  
1800 Duke Street  
Alexandria, VA 22314-3499  
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### President:

Stacey Tobik  
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### President -Elect:

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### Secretary:

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### Treasurer:

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### Membership:

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### SHRM Liaison

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### Bylaws/Web-Site Coordinator:

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### Accreditation/Education:

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### Non-Dues Revenue:

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### Workforce Readiness:

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