

**North Central  
Team**



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**Toni Knechtges, SPHR  
SHRM Membership Advisory Council (MAC)  
North Central Region**

Membership Advisory Council (MAC) is a SHRM volunteer elected position which is comprised of one representative from each of the 5 SHRM regions. The MAC representative is the “voice of the region”.

We meet as a council quarterly but also participate in monthly conference calls. In May, we meet with SHRM’s President & CEO, Lon O’Neil, and the executive team at SHRM Headquarters to discuss our findings from the beginning of the year. We will meet with the three boards (SHRM, Foundation, HR Certification Institute) in June at the SHRM Annual Conference & Exposition and again in November at the SHRM Leadership Conference.

The MAC has been given a set of topics that SHRM is interested in finding more information about from its members. The three areas of interest for the first half of 2009 are:

- **Economic Challenges** – How can SHRM be helpful in their support to HR Professionals during these challenging economic times?
- **Chapter Support** – Volunteerism – What can we do to help attract and retain volunteer’s as they become more engaged in organizations that run lean. Many local chapters are having difficulty attracting board members due to the time constraints.
- **Professional Development** – What can SHRM do to help you with your professional development?

In response to some of these issues SHRM has already been active in responding to the need for additional information during these difficult times. The SHRM Internet operations and publications team has created the *Daily Diges* which can be found on the SHRM home page at <http://www.shrm.org>.

The MAC members will be meeting in person at SHRM headquarters in a couple of weeks to review our findings. Stay tuned as SHRM digests and assimilates this data.

If you would like to provide me with any ideas or feedback, please send me an e-mail with your thoughts on each topic before May 15<sup>th</sup>. I can be reached at [toni.knechtges@emich.edu](mailto:toni.knechtges@emich.edu).

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# Membership Corner

**Laurie McIntosh, PHR – Field Services Director**  
*IA, MN, WI, ND, SD, NE*

## **Student SHRM Members Conversion to SHRM Regular Membership is FREE!**

Graduation is right around the corner and many of your student chapter members and student at-large members are preparing for their first job (or are actively looking). I would encourage you to pass along information to the students and advisors about converting their SHRM student membership to a regular membership at NO COST!!!!

They can simply go to

<http://www.shrm.org/Communities/StudentPrograms/Pages/conversion.aspx> to renew.

*(Please note that the student membership will continue until its expiration date, but with full regular member benefits. Regular membership will begin immediately once the student membership expires).*

What a great opportunity to stay connected to SHRM and have access to so many resources! I would also encourage you to make them aware of local chapters in the area to get them involved in networking and professional development opportunities within your chapters. It's a win/win for the new HR professional and the chapter.

For additional assistance, please contact Chuck Salvetti, Manager, Student Programs at [chuck.salvetti@shrm.org](mailto:chuck.salvetti@shrm.org).

# New At SHRM

## **New Guidelines Available for State Council to Support Pending State Legislative Proposals**

Over the past several months, several state councils in our region have been approached by a member to support a particular bill or legislation.

The Governmental Affairs team has posted the draft policy for SHRM state councils on the [Legislative Leaders' Resource Page](#). The document, *Proposed State Council Guidelines to Determine Public Policy*, includes steps that a state council can use in

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determining whether to actively advocate either for or against a pending state legislative proposal.

As you will see in the guidelines, make sure as you review the legislative proposal you take into consideration if it meets the mission of the state council AND if it meets the needs of your state’s HR professionals. If the answer is no, the state council should not feel obligated to support it. If yes, your state council can be the voice for HR professionals in your state.

For additional support and direction, please contact Bernard Coleman, State Affairs Specialist at [bernard.coleman@shrm.org](mailto:bernard.coleman@shrm.org).

The North Central Regional Team congratulates the following chapters that are currently achieving either the Star or Super Star status as of the end of March 2009. Keep up the good work!

<i><b>Membership Star &amp; Super Star Chapters</b></i>	
<b>Star:</b>  (Increased SHRM membership 6-9%)	<b>Super Star:</b>  (Increased SHRM membership over 10%)
Wabash Valley HRA Northwest Indiana Chapter SHRM Eastern IN HRA Lake Country HRA Ashtabula County SHRM Mitchell Area HRA	Southwestern Iowa Chapter SHRM Iowa Senior HRA HR Prof. Development Assn. Illinois Valley HRA Grundy Will HR Assn. Portage County HRA Lancaster Area SHRM Southeast South Dakota SHRM

## Volunteer Leader Quick Link Resources

<b>Online Volunteer Leaders’ Resource Center (VLRC)</b> <a href="http://www.shrm.org/Communities/VolunteerResources/Pages/default.aspx">http://www.shrm.org/Communities/VolunteerResources/Pages/default.aspx</a>
<b>Officer Orientation Manual</b> <a href="http://www.shrm.org/Communities/VolunteerResources/Documents/OfficerOrientationManual.doc">http://www.shrm.org/Communities/VolunteerResources/Documents/OfficerOrientationManual.doc</a>
<b>SHRM Guide to Chapter Financial Management</b> <a href="http://www.shrm.org/Communities/VolunteerResources/ResourcesforChapters/Documents/Financial_Mgmt_Guide_2008Interim.doc">http://www.shrm.org/Communities/VolunteerResources/ResourcesforChapters/Documents/Financial_Mgmt_Guide_2008Interim.doc</a>

<p align="center"><b>2009 CAP Planning Workbook</b></p> <p align="center"><a href="http://www.shrm.org/Communities/VolunteerResources/ResourcesforChapters/Documents/2009%20CAP%20Planning%20Workbook_final.pdf">http://www.shrm.org/Communities/VolunteerResources/ResourcesforChapters/Documents/2009%20CAP%20Planning%20Workbook_final.pdf</a></p>
<p align="center"><b>Leadership Archived Webcasts</b></p> <p align="center"><a href="http://www.shrm.org/Communities/VolunteerResources/WebcastArchivesforVolunteerLeaders/Pages/default.aspx">http://www.shrm.org/Communities/VolunteerResources/WebcastArchivesforVolunteerLeaders/Pages/default.aspx</a></p>
<p align="center"><b>SHRM Speakers' Bureau</b></p> <p align="center"><a href="http://www.shrm.org/about/findaspeaker/Pages/default.aspx">http://www.shrm.org/about/findaspeaker/Pages/default.aspx</a></p>
<p align="center"><b>Chapter Financial Support Program</b></p> <p align="center"><a href="http://www.shrm.org/Communities/VolunteerResources/ResourcesforChapters/Pages/cfsp.aspx">http://www.shrm.org/Communities/VolunteerResources/ResourcesforChapters/Pages/cfsp.aspx</a></p>
<p align="center"><b>New Affiliate of SHRM Logo</b></p> <p align="center"><a href="http://www.shrm.org/Communities/VolunteerResources/graphicsguide/use/Pages/default.aspx">http://www.shrm.org/Communities/VolunteerResources/graphicsguide/use/Pages/default.aspx</a></p> <p align="center">Graphics Standards Manual :</p> <p align="center"><a href="http://www.shrm.org/Communities/VolunteerResources/graphicsguide/Pages/default.aspx">http://www.shrm.org/Communities/VolunteerResources/graphicsguide/Pages/default.aspx</a></p>