

# Registration

Pre-registration is not necessary. Please plan to pay at the door. Make your check for \$20 (cost for one program) or \$125 (cost for all eight programs—a savings of \$35!) payable to **IUS-SHRM**.

SORRY! We cannot accept payment with a credit card.

# Recertification Credits

If you are a PHR/SPHR seeking re-certification, you may request documentation for your attendance at each of these programs. If you plan to use these programs for re-certification credit, each program will count as 1.25 credits (all 8 programs will earn you 10 credits). You can pick up a certificate at each session.



**From westbound I-64** (from Louisville): Cross the Sherman Minton Bridge and drive north to I-265 East. Take I-265 to Exit 3, which is Grant Line Road. Turn left (north); drive one quarter mile to the IU Southeast main entrance. The University Center is toward the back right corner of campus.

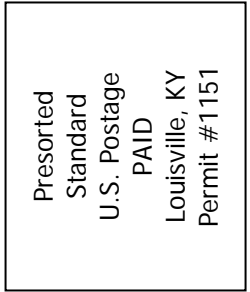
**From eastbound I-64** (from Corydon, etc.): Drive to I-265 East. Take I-265 to Exit 3, which is Grant Line Road. Turn left (north); drive one quarter mile to the IU Southeast main entrance. The University Center is toward the back right corner of campus.

**From northbound I-65** (from Louisville): Cross the Kennedy Bridge and drive north to I-265 West. Take I-265 to Exit 3, which is Grant Line Road. Turn right (north); drive one quarter mile to the IU Southeast main entrance. The University Center is toward the back right corner of campus.

**From southbound I-65** (from Sellersburg, etc.): Drive south to I-265 West. Take I-265 to Exit 3, which is Grant Line Road. Turn right (north); drive one quarter mile to the IU Southeast main entrance. The University Center is toward the back right corner of campus.

**Parking:** Parking is free for the programs. *If you need a map, please go to <http://www.ius.indiana.edu/Map/>.*

**IU Southeast is located at  
4201 Grant Line Road  
New Albany, Indiana**



**If addressee is no longer on staff,  
please forward to appropriate staff member.**



**AND**

**AFFILIATE OF**



*Present  
The Ninth Annual*

# Human Resources Series

# Programs & Speakers

## General Information

*A continental breakfast (juice, coffee, donuts, pastries, bagels, muffins, and fruit) will be provided before each session. Registration and check-in will begin at 7:30 a.m.; breakfast and networking is from 7:30 to 8:00 a.m. All programs begin promptly at 8:00 a.m. and will end at 9:15 a.m. A drawing will be held at the end of each session for a book on the topic presented.*

**Friday, September 9, 2005**  
**Multi-Purpose Room, University Center**  
**Preparing the Next Generation of Workers**  
**Panel: Whitney Roberts; Linda Neal;**  
**Christine O'Rourke, SPHR; and Chrystal Russel**

The panelists will discuss ways HR professionals can connect with already available services to meet, train, and employ the job candidates of the future. High school candidates are eager to work and learn in your organization. College students and graduates (both traditional age and older) are seeking career opportunities. Learn how to gain access to this high potential group of candidates. Do you have currently available positions? Do you anticipate needing any new employees this year? We can help. Many of our services are free to employers. Come and meet the panel members—they can help! **About the presenters:** Whitney Roberts is the internship coordinator at Career Services and Placement for Indiana University Southeast. Linda Neal is the Business/Education Liaison for Greater Louisville, Inc. Christine O'Rourke is the Student Employment Coordinator for the Oldham County Board of Education. Chrystal Russell is a Program Manager for Junior Achievement of Kentuckiana, Inc.

**Friday, October 7, 2005**  
**Multi-Purpose Room, University Center**  
**Becoming a Best Place to Work**  
**Jeff Nally, SPHR**

Participants will learn about KY SHRM's Best Places to Work initiative, how to build a Best Place to Work, and the results from 2004. Jeff will discuss how the Best Places to Work process can help employers to improve bottom-line financial performance; improve recruiting, retention and community image; and improve the local business climate. He will also discuss how employers can become the Best by improving six key relationships in their workplace. **About the presenter:** Jeff Nally, SPHR, is Director of Human Resources at CLARCOR Air Filtration Products, a national manufacturing company headquartered in Louisville KY. Jeff has been in the human resources profession for 13 years and leads HR

at the corporate and business unit levels. He was the president of Louisville SHRM in 2004, and serves as a volunteer leader for LSHRM and KY SHRM.

**Friday, November 11, 2005**  
**Multi-Purpose Room, University Center**  
**HR's Role in Elder Care**  
**Tonya Cox, MSW**

Family members who provide care to their loved ones while maintaining employment face special challenges and concerns. This presentation will explore these challenges by focusing on the implications for businesses that employ caregivers and the effect of the combination of working and caregiving responsibilities on an individual. The presentation will also discuss potential programs and solutions for employers to assist working caregivers. **About the Presenter:** Tonya Cox has her Masters in Social Work from the University of Kentucky. She is currently the Vice President for Education and Programs for the Alzheimer's Association -- Greater Kentucky and Southern Indiana Chapter. She has over 10 years experience working with persons with dementia and their family caregivers. She presents locally and nationally on issues related to dementia care. In 2005, she co-authored the book, *The Best Friends Book of Alzheimer's Activities*.

**Friday, December 9, 2005**  
**Multi-Purpose Room, University Center**  
**The Ins and Outs of Workplace Drug Testing in Today's Litigious Society**  
**Ray Haley, JD**

Drug testing of employees, though commonplace, is fraught with perils for employers who fail to establish systematic controls and safeguards. If implemented with the proper degree of planning and administered consistently, however, the benefit of a drug-free workplace can be immensely rewarding in terms of productivity, efficiency, and workplace safety. **About the presenter:** Ray Haley is a partner with Woodward, Hobson, & Fulton in Louisville. Ray has practiced labor and employment law since receiving his law degree from UofL in 1981. He represents management in virtually every area of labor and employment relations. He currently serves as counsel for Colgate-Palmolive Co.; Hill's Pet Nutrition, Inc.; the Baptist Healthcare System; the St. Vincent Health System and Catholic Health Initiatives. He is a member of the Kentucky Bar Association and its Labor and Employment Law Section.

**Friday, January 13, 2006**  
**Multi-Purpose Room, University Center**  
**Managing Workplace Violence**  
**Craig Dilger, JD**

Most people think about workplace violence after an incident has occurred. Planning and having good processes in place will keep your workplace from being a newspaper headline story. This interactive session will look at the various warning signs of violent behavior, review a local lawsuit involving workplace violence, and help you assess the risk of violence at your company. **About the Presenter:** Craig Dilger is a member of the Litigation Department at Ogden Newell & Welch PLLC. Before joining ONW, Craig served as an Assistant Commonwealth's Attorney. During his tenure as a prosecutor, Craig served as the Assistant Division Chief of the Unified Special Prosecution Unit, Assistant Division Chief of the General Trial Unit, and the Division Chief for the White Collar Crime Unit. Craig prosecuted a number of high-profile cases including the murder trial of Kimberly Harris, the "Nursing Home Murders" case. The case received national media attention when Ms. Harris was convicted of murdering her supervisors a short time after her employment was terminated. Craig now practices civil litigation and complex white collar criminal defense law. His focus is employment, estate, malpractice defense and first amendment litigation. He is a Louisville native and a graduate of St. Xavier High School.

**Friday, February 10, 2006**  
**Multi-Purpose Room, University Center**  
**Implementing a Meaningful Diversity Program**  
**Susan Harmansky, SPHR**

This session is a best practices review and case study of an award-winning local company's rejuvenation of its diversity initiative - what still works, what needs to be overhauled, and how to do it. **About the Presenter:** Susan L. Harmansky, SPHR, is the Manager of HR Technology and Services for LG&E Energy LLC, a subsidiary of E.ON AG, an international energy services provider headquartered in Düsseldorf, Germany. She has over twenty-five years of experience in the HR field and holds a bachelor's degree in anthropology from the University of Louisville and an MBA from Bellarmine University. She has served SHRM in the past as president of the Louisville chapter and state director for Kentucky, and she is currently serving as Vice Chair of the Board of Directors of the Human Resource Certification Institute. She has been certified as a Senior Professional in Human Resources since 1990 and was the recipient of the LSHRM Award for Professional Excellence in 1997.

**Friday, March 10, 2006**  
**Multi-Purpose Room, University Center**  
**Alternative Dispute Resolution**  
**Rob Trowbridge, MPA**

This session will cover the different ways workplace conflicts can be resolved, from the idea of having a mediator come in and facilitate exchange of words/ideas amongst the two parties, to sitting down with each individual for counseling. With the increased hours of the workweek and the pressure to perform, tension and anxiety in the workplace has reached an all-time high. The end result is often conflicts and problems among employees. Alternative Dispute Resolution in the workplace is becoming more and more popular as a solution. **About the Presenter:** Rob Trowbridge holds Masters in Labor Management from UofL and conducts seminars on conflict and alternative dispute resolution. He holds Certification of Mediation from Sullivan University. Rob is currently employed at UofL's Labor Management Center. He is also a campus motivational speaker on self-worth and values. Rob's expertise is in the field of conflict resolution in the workplace.

**Friday, April 14, 2006**  
**Multi-Purpose Room, University Center**  
**Employment Law Update**  
**Tom Williams, JD, SPHR;**  
**and Sharon A. Mattingly, JD**

Attorneys from Ogden Newell & Welch will provide an update on the latest developments in employment and benefits law. New cases from the United States Supreme Court, developments in the legislature and recent trends in employment and benefits law will be surveyed and analyzed. Find out the latest in an ever growing and complex area of the law. **About the Presenters:** Tom Williams concentrates his practice in employment law and is a frequent lecturer, trainer and writer on employment law topics including compliance with leave laws, employment contacts, sexual harassment, and practical management solutions to avoid litigation and create a productive working environment. He has provided corporate human resource law training for small employers to large manufacturers. In 1999, Tom was named one of the "Forty under 40" by *Business First*. Sharon A. Mattingly practices in the area of employee benefits. She received her B.A. summa cum laude from the University of Louisville and her J.D. from Vanderbilt University. She is a frequent speaker before various groups on employee benefits issues. She is a member of the Louisville, Kentucky, and American Bar Associations, is a member of the ESOP Association, and is listed in Best Lawyers in America. She has also served on the Boards of Directors of both the Louisville Bar Foundation and the Kentucky Shakespeare Festival.