

Introducing...



Scott Kosnicki,

Treasurer

Hello! I am Scott Kosnicki and I am the newly elected Treasurer. I'm very excited; this will be my first semester in SHRM and on e-board. My majors are Human Resource Management and Finance with an emphasis in Entrepreneurship. his past summer I worked in the human resource department at the Radisson Paper Valley Hotel in Appleton. It was a very exciting and educational experience. When I am not thinking about or dealing with school, I enjoy playing video games, hanging with my friends, and going home to spend time with the family. This semester should be a great start to the academic year.



Andrew Preissner,

Fox Valley Student Chapter Liaison

I have been a member of the Fox Valley Chapter – SHRM for almost two years. I joined the Programming Committee in early 2003 and still play an active role on the committee. During 2003, I coordinated sponsors for meetings and seminars. My

involvement in 2004 increased through co-coordinating the annual Golf Outing, coordinating the Fox Valley Chapter – SHRM membership satisfaction survey, and the Member at Large - Student Chapter Liaison Board position. I have also developed and directed the mentor program with the University of Wisconsin-Oshkosh Student Chapter – SHRM. Presently, I am the Human Resources Specialist with Rawhide Boys Ranch and my key responsibilities include recruitment and benefits along with other projects. I also held the position of Assessment Director while at CareerPros, Inc. In a couple of months, I will have completed two years of service in human resources and my PHR certification will become official. I completed my undergraduate coursework in Psychology at the University of Wisconsin – Oshkosh in 1999 and my graduate coursework in Industrial/Organizational Psychology at Minnesota State University, Mankato in 2002.

Jennifer Robb, OSA Representative

I'm a senior HR major with a Spanish minor. I'm from East Troy, Wisconsin. I'm very involved with the Lutheran Campus Ministry here on campus. This summer I had an HR internship with Six Flags Great America--that was a great experience and if anyone is interested in it let me know! In my spare time, I love hanging out with friends and having a good time. I also enjoy being crafty and listening to music of all types. The Brewers hold an extra special place in my heart and I love watching and going to their games! I also enjoy playing tennis, softball, and just walking around.

UWO SHRM Update

Calendar of Events

October

- 4th Professional Panel
Application and Dues due!!
- 6th Job Fair 12-5pm in Kolf
- 11th Company tour at Banta
- 18th Speaker Meeting
FV SHRM Meeting @ Liberty
Hall in Kimberly, 2:30-4:30pm
- 22nd Highway Clean-up 9am-noon
- 25th Social
Internship Fair 1:30pm-4:30pm

November

Job Shadow Month

- 1st Short Business Meeting
- 1st-2nd Fall Symposium
- 8th Ethics Workshop
- 15th Internship Panel
FV SHRM Meeting @ Liberty
Hall in Kimberly, 7:30-10:00am
- 29th Elections!!!

December

- 4th Banquet
- 13th FV SHRM Meeting @ Liberty
Hall in Kimberly, 11:30 am-
1:30pm

**Dates and times are subject to change

with my friends, watching TV and spending time with my two little nephews! I joined SHRM because it gives me a chance to meet new friends, learn more about my major and also meet with professionals. I am looking forward to the activities that are planned and I hope that it will be a great experience!

WI State SHRM Conference

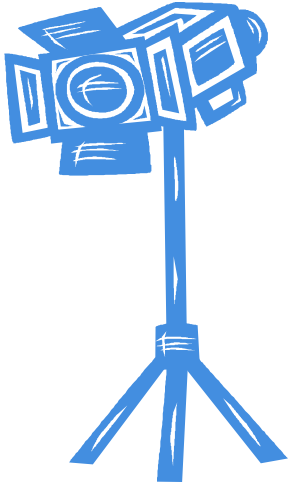
By Lindsay Deckert

This past week, I had the opportunity to volunteer at the State SHRM Conference held in Milwaukee. I was only there for one of the three days, but still learned a lot and met many people. During my six hours of volunteering I was able to sit in on presentations given by professionals, ask questions, and just meet and talk with a wide range of different types of professionals from all around Wisconsin. Everyone I met with was extremely friendly and interested in talking with me and helping me with my questions. I encourage everyone to attend a state conference at least once before graduating. Next year the conference is in Wisconsin Dells, so start planning ahead!

Spotlight Member

Hi! My name is Leah Biwer and this is my first semester in SHRM. I am a junior majoring in Human Resource Management with an emphasis in Entrepreneurship. In the summer I helped manage a restaurant back home in Door County. I play rugby here at UW-Oshkosh and it is fun! In my spare time you will find me hanging out

UWO SHRM Update



Are you interested in becoming more involved with SHRM but you don't really know how? Have you heard the execs talking about various committees but you aren't really sure what they mean? Well, here are some answers to your questions!

Community Service Committee - participates in organizing and attending community service projects and events.

Banquet Committee - decides where it will be, what food we will be having, picks out decorations and decorates, calls businesses for donations for prizes

Project Committee - first finds a project from an area business that would like the help of our chapter. The project could be a variety of things. We will have one soon this semester! A team leader will then be assigned and we will meet throughout the semester and work as a team with the business to accomplish the project the business has given us the opportunity to help them with. Great experience to learn more about HR practices and teamwork!

Newsletter Committee – Creates the monthly SHRM newsletter.

Fundraising Committee - organizes and oversees fundraising events that members take part in. Brainstorms to find out what fundraisers to organize.

Political Action Team - expresses their opinions on a current event in HR to the politicians. Usually a topic is chosen, then a letter is written and sent to the politicians.

Highway Clean-Up

On Saturday, September 24, eight SHRM members gathered on Highway 116 outside of Oshkosh to help out the community and clean up the highway. The task was part of the Adopt-a-Highway (AHH) project. This activity not only helps the community and gives SHRM some exposure to the public, but participating in AHH also helps our chapter earn points toward the SHRM Merit Award each year, which SHRM has received for many years. Everyone also had a lot of fun during the event and afterwards enjoyed subs. The next highway clean-up will be on October 22 from about 9am-noon. Sign up at any SHRM meeting!

Speaker: Andrew Preissner

September 27, 2005

On Tuesday, September 27, we had the privilege of having our Fox Valley Liaison, Andrew Preissner as a speaker. His presentation was on how to better prepare for going into the workforce.

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Some of the main topics he spoke on included resumes, cover letters, job searching, and interviewing.

For resumes, Andrew recommended that it be in two versions—word and text. Employers run resumes through programs to detect certain key words; if you have them in bold or italics the words will basically be invisible to the program and you could be eliminated from their search. He also said to have more white space on your resume. You should not have too much information crammed into your resume. Make it easy to read through and pull out key points without having to search through the text. If you have to go on to two pages you should make it a FULL two pages, and make adjustments as needed.

On your resume, HR professionals are looking more for your qualifications and experience. You can add more information into your cover letter. For example, instead of having your objective on your resume, put it in your cover letter so you can change it for each position. A key tip for cover letters is to start from scratch for each position; do not use a cookie cutter format where you only change a few things each time. You want your cover letter to be unique and stand out from the others. Make the employer see that you are truly interested in the company and the position. Andrew also said not to apply for EVERY job on the market. If you are making a new cover letter for each job, you will not have time to apply for every job and not every job will be your fit.

A reoccurring theme throughout Andrew's presentation was that the key to finding a job is **networking**. Take advantage of opportunities to meet new people, area professionals, and any one possible because you never know who could know someone else and make a good

referral for you. When searching for a job, make sure to let your network know that you are looking. Make sure the job is going to fit you. Ask yourself: what sector do I want to work in? Do I want to work in a specific location? Finally, when you get an interview, be sure to research the company, dress the part, prepare questions to ask, and show an interest in the company. A sample question would be: How does your organization live out your mission?

At the end of your interview get the names of your interviewers, a business card if possible, and send a thank you letter within 24 hours; hand-written or e-mail is acceptable. Sometimes this extra effort and reemphasizing your interest in the position could get you the job. For your thank you letter, if possible, reference something you remember the person saying such as how they answered or clarified information for you, or their personality or demeanor during the interview.

If members take away anything from his presentation, Andrew wants it to be the importance of networking. The value of networking will help you in all aspects from finding out about jobs before they are posted, to having professionals put in a good recommendation for you.



National SHRM

Their Mission

SHRM serves the needs of the human resource management professional by providing the most essential and comprehensive set of resources available. In addition, the Society is committed to advancing the

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human resource profession and the capabilities of all human resource professionals to ensure that HR is an essential and effective partner in

developing and executing organizational strategy.

Become a national SHRM member!
<http://www.shrm.org>

Halloween Word Search

F O E G S O C O S M E D E C A L
O A D I X L T R J M M I N J M P
G X M I O W O N E S M O B E F D
I M B R D Y E R T D K T O M Q M
I E P K S A M G V M I Y V N O T
C H T S R U I C E N Q P W N A Z
Z I C Z M O O R B C C W S E S C
L F L M A W F O O A A T R E T Y
M V Y P E E R C N Y E T M W E X
G A L U C A R D E R R U R O P N
J M A M G E Y D S O T Q Y L T R
S P R P S A T T K S Y S K L E M
A I I K E J S C O N S H O A F N
C R S I R N I C A S T S O H G B
Z E A N Q R L O R H F V P I S J
H A U N T E D H O U S E S J E B

Halloween
Zombie
Pumpkin
Haunted houses
Trick or treat

ghosts
spooky
monster
cat
mask

vampire
costumes
bones
moon
spider

Dracula
candy
creepy
broom
mummy

Happy Halloween SHRMinators!!!