



Michelle Hermes, Lindsay Deckert, Lindsey Robinson, Katie Buchert, Juliane Marquardt, and Eric McMillian at the Titan football game on Saturday, November 5th.

Havin' Some Fun With SHRM

By: Lindsey Robinson

This past Saturday, Nov. 5th SHRM got together for some football tailgating. We all met at 11:00 and headed over to Lindsey Robinson's backyard in Radford Village for a cookout! Eric McMillan and Paul Mijal took care of the grilling duties. Somehow we managed to eat 23 hamburgers between us all, losing only one hamburger to the flames! Katie Humbright's parents stopped by and brought us brownies. Only slightly chilly, decked out in our Oshkosh sweatshirts, we had good weather Saturday morning for it being November. Other members present were Katie Buchert, Sarah Datka, Lindsay Deckert, Michelle Hermes, and Juliane Marquardt. It was a great opportunity for everyone to have some fun, show school spirit, and get a chance to hang out

together outside of the SHRM meetings. After we finished eating, we packed up and headed over to Titan Stadium for the football game. Scott Kosnicki was able to make it to the game. Most of us stayed until half-time, seeing as we all getting a little cold. We stayed to watch the Titan Dance team, and then headed home. It was good timing since it rained pretty hard after we left! When we left the Titans were down 9-0, but in the end Oshkosh pulled off a win in overtime, 24-18.

Be an Insider

By: Katie Buchert

SHRMinators don't forget, elections are on November 29th for Spring Semester Executive Board!! This is a great way for you to get more involved in SHRM and to learn more about how the club is run. An opportunity like this will look great on your resume and give you a chance to network yourself to more professionals. Not to mention, you will also form strong friendships with more members in SHRM. For more descriptions on what each position entails, pick up a "Position Description" sheet in the back of the room, talk to an e-board member, or just email me at buchek98@uwosh.edu. I had an amazing time being your President and learned many personal and professional lessons; thus, I recommend becoming more involved and taking this advantage! So, if you want to be the first to have the inside scoop on what's happening next semester, run for a position or positions!!!! You've got nothing to lose, only something to gain! 😊

Spotlight Member

Hello, everyone. My name is Tim Herrick. I am the only green student personality in SHRM. This is my first semester in SHRM and I plan to be a member for the remainder of my time here at UW-Oshkosh. As a non-traditional student, I've been married for three years and have a house in Neenah (HINT: never attempt to purchase a home in the middle of the school year). Technically, I'm a senior, although I have three semesters left to finish both of my majors: HR and Philosophy. I've worked with Wal-Mart for over 8 years doing various jobs, including volunteering for the Recruitment and Selection Committee and the Risk Control (Safety) Team. My business goals revolve around raising business ethics to new levels by introducing ethical theories to the business world. After a business career, I'd like to earn a PhD in philosophy so I can teach. Thus far, my experience is SHRM has been outstanding, and I'm excited to be a part of it in the future.

Banta Tour

By: Sarah Datka

A small group of SHRMinators made the trek to the Banta plant in Neenah. This tour allowed us to talk briefly with one of the HR professionals about her job. After the brief discussion, members were taken on a tour. The tour allowed us to see how textbooks are made, from the graphical designs being edited to the book being put together to be shipped.

True Colors

By: Sarah Frank

On October 18th, Cindy Eli, a Senior recruiter from JJ Keller & Associates, gave a presentation on The Four True Colors. The point of the presentation was to help members realize why communication barriers exist in organizations and how to be more confident in approaching situations with others.

First, Cindy outlined the reasons why people don't connect. The number one reason for miscommunication was failure to see other's point of view. She had us fill out a questionnaire and figure out which of the four personality types best described oneself. Next, we went around the room and each personality type described their strengths, needs, joys, and annoyances. Lastly, we worked on creating a message that would appeal to all four personality types.

The workshop showed us how miscommunication occurs in the workplace and taught us ways to communicate with different personality types. It emphasized that everyone has different strengths and we can work together to overcome each other's weaknesses. Every member that attended found a valuable tool to use in the workforce.



Calendar of Events

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 SHRM Elections!!!

December

- 1st Bingo @ Bethel Home 6:30-8:00pm (Meet @ Algoma entrance of Reeve)
- 4th Banquet
- 13th FV SHRM Meeting @ Liberty
Hall in Kimberly, 11:30-1:30pm

**Dates and times are subject to change



The Do's and Don'ts of Employee Investigation

By: Katie Humbright

“Ethics of Workshop Investigation” was presented by John Mack. He is the President of Mack Law Investigations, a law firm focusing on investigations into employee misconduct. In his presentation he gave us some great advice on how to conduct the interview of the investigation.

When you investigate employees, refer to your company's Code of Ethics. Gather the facts and eliminate any conflict of interest. Be in a comfortable quiet place with no distractions to make the interviewee feel that they can talk to you. Have an

approachable manner while interviewing the witnesses. Explain your role to build credibility. Don't misrepresent information. Don't lock the door. Take breaks as needed. Be consistent in answering frequently asked questions. In other words, don't say something to one person and not to another. Finally, NEVER guarantee confidentiality.

Banquet

The end of the semester banquet is quickly approaching! The banquet will be held on Sunday, December 4th at the Hilton Garden Inn. A cocktail and social hour will be held at 5:00p.m. and an Italian Buffet dinner will be served at 6:00p.m., followed by awards and prizes.

Everyone should be sure to enter in the **coloring contest** found at:

<http://www.apples4theteacher.com/coloring-pages/thanksgiving/turkey.html>

Decorate the page any way you wish! They will be judged at the banquet by everyone attending and the top three winners will get a **prize!** Turn sheets into Lindsay or Juliane by **November 29th**.

The theme of the banquet is a Winter Wonderland Cocktail Party, so I hope all of you are prepared to have a super fun time and eat lots of delicious food! Juliane will be handing out invitations. Your R.S.V.P. is due to her by November 29th so don't forget or you will miss out on a great time!



Professional Panel

By: Sarah Datka

On October 4th, four Fox Valley Human Resource professionals came to talk to the group for a Professional Panel. The club sat at one of the four tables and talked to one professional for about ten minutes. Members were able to ask the professionals about their job, how they decided to do what they are doing, how to prepare themselves for a professional job, and what it is like working in a day about the profession. Of course, one of the things that most people like to hear about is what the most outrageous thing is that the professional had to deal with!



Derek Such, Paul Mijal, and Eric McMillian take a break from the Titan football game for a quick pose.

Fundraising

The fundraising activity of the semester has finally come! We will be selling Peel Away coupon cards for \$12. Each card has coupons for Pizza Hut, Subway, and McDonalds; with over \$100 in savings. If you sell five cards, you get a free card yourself! Fundraising is very important to SHRM because it allows us to earn the money we need to continue to participate in all the events we do. This is not only a great way to help out SHRM, but it is also an excellent opportunity to earn incentive points! If you are interested in helping out with the fundraiser, please talk to Scott Kosnicki.

Top 10 Members

1. Katie Humbright
2. Tim Herrick
3. Sarah Datka
4. Eric McMillian
5. Paul Mijal
6. Jennifer Robb
7. Tracy Zavrl
8. Jeffrey Pederson

UWO SHRM Update

Kristy Goff

9. Sarah Frank

10. Megan Gesme