



MICHIGAN CHAPTER

INTERNATIONAL PUBLIC
MANAGEMENT ASSOCIATION
for HUMAN RESOURCES

Michigan IPMA-HR NEWS

Volume 6, Issue 1

Winter 2007

From the desk of the President ...



Eddie R. Cargor
MI Dept. of Corrections
Hurron Valley Complex
Chapter President
2006 - 2007

Hello, everyone. In spite of some of the challenges with membership during year 2006/2007, the IPMA-HR Board has continued its success with a high level of programming through providing informational workshops within the great State of Michigan.

Our number one goal for this year is to increase our chapter membership and participation. With the new national membership requirement for Chapter members [minimum level being "chapter affiliated member"], the Board will be considering changes in the Chapter membership dues structure to accommodate this new national requirement, as well as provide an opportunity for us to develop innovative programming to increase both our chapter membership and participation. On Friday, January 19, 2007, the Board met in Brighton for an additional mid-year planning meeting with emphasis on this very topic. Please read the article on page 9 for detailed information on how this will effect us in the future.

Robbin Cooper, IPMA-CP, fellow Board member and current IPMA-HR Central Region President – Elect, and I attended the Leadership Conference held in Arlington, Virginia from July 28-30, 2006. It proved to be a great opportunity for me to network with other IPMA-HR leaders. As a result, I walked away from the Leadership Conference well informed in regards to the global workings of IPMA-HR. Most of the information gained was discussed at our first two Board meetings.

The e-mail newsletter and meeting notices will continue to highlight noteworthy events and information as in the past. Our Lansing workshop took place on September 28th at the Lansing Center. The speaker, Margaret Sellers-Walker, IPMA-CP, Assistant Professor at Grand Valley State University, provided an eloquent presentation on the past, present, and future of IPMA-HR. The Board also hosted a workshop at Frankenmuth (November 17th, Zehnder's) with speaker Michael A. Finney, President and CEO of Ann Arbor SPARK, on the role of talent and innovation in transitioning Michigan's economy.

I am also looking forward to the upcoming workshops which will be held in Detroit on March 9th and in Bloomfield Hills in May.

Last, but not least, I would like to thank each board member for the high level of assistance and strong support that you have provided to me during my tenure as an officer. I look forward to working with each of you for the remainder of this year and many days of continued success within IPMA-HR.

Respectfully,

Eddie R. Cargor

Eddie R. Cargor
President 2006/2007
Michigan Chapter of IPMA-HR

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MEMBERSHIP APPLICATION
for
2006/2007



Have you renewed?

**Invite a colleague
to join the Chapter.**

See
attached
Membership
Application.



Fall Workshop - The Past, Present, and Future of IPMA-HR

By Sandra Stuart

The Fall Chapter Workshop was held in the Governor's Suite in The Lansing Center in downtown Lansing on September 28, 2006.

The speaker, **Margaret Sellers-Walker**, IPMA-CP, Assistant Professor at Grand Valley State University, provided an eloquent presentation on the past, present, and future of IPMA-HR utilizing a detailed PowerPoint presentation on the IPMA-HR history. **Margaret** offered insight on the evolution of our organization: where we've been, where we're at, and where we're going. Her perspective is unique. She has served as President of IPMA-HR at the chapter, regional, and national levels. She is a chapter and national Honorary Life Member. **Ms. Sellers-Walker** is also a distinguished professional as evidenced by being the recipient of the IPMA-HR Central Region's Carl K. Wettengel Achievement and the Distinguished Service Awards, and national IPMA-HR's Warner W. Stockberger Achievement Award. She was also elected to the Michigan Women's Hall of Fame for her achievements in the areas of Environment and Human Resources.

After the presentation, participants broke up into groups and discussed how Human Resources measure up to the characteristics of a profession: minimum standards for education, extensive training, specialized knowledge, professional association(s), code of ethics, certification or licensing, continued professional development, autonomy, enforcing discipline within profession, accountability, self-regulating, historic record of notable members of the profession, obligation to educate the client, and members typically have above average mental skills.



Margaret Sellers-Walker, IPMA-CP,
at The Lansing Center

The groups then shared their responses to the characteristics. All agreed that as professionals in the Human Resources profession, IPMA-HR is one of the best investments for your career.

Michigan Chapter of IPMA-HR Officers and Board Members at the Fall Workshop at The Lansing Center: (Front row) Eddie Cargor, Joyce Harbison, Sandy Stuart, (Back row) Keli Barris, Robbin Cooper, Kathy Haves, David Van de Grift, and Brenda VanTull.



*Please don't miss our next Chapter opportunity!
Invite a colleague to join you.*



- the Publisher



Michigan Chapter of IPMA-HR Spring Workshop & Election Friday, March 9, 2007

"Taking the Lead in Managing Health Benefits and Pension Costs"

Guest Speakers: **Jack Witt** - Human Resources Director, Genesee County
Donna Strugar-Fritsch - Principal, Health Management Associates

Jack Witt, Human Resources Director for Genesee County, will discuss in general some of the developing trends in Public Sector Benefits and specifically review modifications in both pension/retirement benefits and health care achieved by Genesee County in bargaining. **Donna Strugar-Fritsch**, Principal, Health Management Associates, will follow with a presentation of cases of Labor-Management collaboration in the health care context.

Where: **Mario's Restaurant** - *Detroit landmark, founded in 1948*
4222 2nd Avenue * - limited street parking; Valet Parking available (\$3)
Detroit, Michigan 48201-1706
(313) 832-1616

Agenda: 11:00 a.m. – Board and Officers Meeting
12:00 p.m. – **Registration**
12:15 p.m. – Luncheon
1:15 p.m. – Election of Officers and Board
1:45 p.m. – Program
3:30 p.m. – Adjournment



Mario's Restaurant

Menu: Choice of entrée, soup, salad, pasta, rolls, and hot tea or coffee (other beverages for cash).
Entrée: Prime Filet Mignon;
Chicken Piccante (breast seasoned and sautéed in lemon butter);
Shrimp Bordelaise (sherry wine sauce with mushrooms over rice); or
Vegetarian Lasagna

Cost: \$25.00 for members; \$30.00 for non-members; \$10.00 for full-time students (tax and tip included).

Reservations: Due by Monday, March 5, 2007.

Questions? Call **Kathy Haves**, at (517) 676-9722 or e-mail: khaves@inghamcrc.org.

Make check payable to **MI Chapter of IPMA-HR** and mail to: **Kathryn Haves**
Director - Administrative Services
Ingham County Road Commission
301 N Bush Street PO Box 38
Mason MI 48854

Watch for the workshop notice for additional details, maps, and the registration form.

* Note: Due to the Lodge closure, you may have to find an alternate route to Mario's.
See MDOT's web site for more info: <http://www.michigan.gov/mdot>
(Select "Dodge the Lodge II")

Winter Workshop a Success

By Keli Barris



Michael A. Finney
President and CEO of Ann Arbor SPARK

Michael A. Finney, President and CEO of Ann Arbor SPARK, presented on “**The Role of Talent and Innovation in Transitioning Michigan’s Economy.**” Mr. Finney’s experience with the Ann Arbor SPARK, an economic and community development organization, has fostered many partnerships within the region for business startups and expansions. Using concrete examples to illustrate, Mr. Finney stressed the importance of HR’s role in accomplishing the very important task of seeking out and retaining talented and innovative staff. Mr. Finney’s insight and expertise on these crucial topics was invaluable to our members and provided practical guidance in our jobs as human resources professionals. Visit www.annarborspark.org to learn more about this valuable organization.

The presentation took place at Zehnder’s in Frankenmuth on November 17th. Beautifully decorated for the holiday season, Zehnder’s proved once again to be a place of warmth and charm. Please join us for future winter workshops as we come together to learn, network, and connect.

2006/2007 Chapter Officers and Board Members at the Winter Workshop at Zehnder’s in Frankenmuth:

Susan Ventocilla, Eddie Cargor, Sandy Stuart, Joyce Harbison, Brenda VanTull, Kathy Haves, David Van de Grift, Robbin Cooper, and Keli Barris.



Join us in 2007

2007 Meeting Schedule

- March 9, 2007** **Spring Workshop & Chapter Election**
 Topic: **Taking the Lead in Managing Health Benefits and Pension Costs**
Jack Witt - Human Resources Director, Genesee County
Donna Strugar-Fritsch - Principal, Health Management Associates
 Location: **Mario's, Detroit, MI**
- May 18, 2007** **Summer Workshop & A.M. "Biff" Elliott Achievement Award;
 Chapter Scholarship Award**
 Topic: TBA
 Speaker: TBA
 Location: **Fox and Hounds, Bloomfield Hills, MI**
- June 2007** **Chapter Planning Board Meeting** (date, time, and location TBD)
- June 10-13, 2007** **71st Annual IPMA-HR Central Region Training Conference
 "Change, Challenge and Character in the Workplace"**
 Crowne Plaza Northstar Hotel
 Minneapolis, Minnesota
- September 29 —** **IPMA-HR International Training Conference**
October 3, 2007 Chicago, Illinois

2006/2007 Officers and Board

At the March 2006 meeting, the following individuals were elected to serve for the 2006/2007 activities year (July 1, 2006 through June 30, 2007):

President: Eddie Cargor
 Vice President: Keli Barris
 Secretary: Sandra Stuart
 Treasurer: David Van de Grift
 Board Members: Robbin Cooper
 Joyce Harbison
 Kathryn Haves
 Cynthia Springer
 Brenda VanTull
 Past President: Susan Ventocilla

**Have ideas for topics or
 speakers? Contact one of
 the Officers or Board
 members.**

Nominations Due

By Keli Barris

The Nominating Committee is accepting nominations for individuals to serve as officers and board members for IPMA-HR, Michigan Chapter. The term of service will be **July 1, 2007 to June 30, 2008**. Offices available are: **President, Vice President, Secretary, Treasurer, and five (5) Board Members**.

Qualifications: The bylaws of the Michigan Chapter states that officers and board members must have current active membership in both IPMA-HR Michigan Chapter and IPMA-HR US. If a person that is nominated and subsequently elected that does not have an active membership in IPMA-HR US, then the person must join IPMA-HR US prior to taking office on July 1, 2007.

Responsibilities: Officers and Board Members attend five (5) Chapter workshops and typically one (1) planning session that is held in June. Board meetings usually take place before or after chapter workshops. Officers and Board Members also volunteer to take turns hosting the chapter workshops.

If you would like to nominate yourself or another chapter member(s) for one or more of the above offices, please complete a copy of this form and return it as indicated below. Nomination forms must be received by **March 7, 2007**.

Elections will take place at the next chapter meeting on **Friday, March 9, 2007, at Mario's Restaurant in Detroit**. If you have any questions regarding the nomination process, you may contact Keli Barris at (517)241-0824 or e-mail: barrisk@michigan.gov.

I am interested in being nominated for the office of: _____

I would like to nominate _____ for _____

Your Name: _____ Phone # _____

Update:

Have you submitted your nomination for Board Member or Officer yet? If not, it's not too late to do so. The current Board and Officers have elected to offer a special incentive for those actually elected to serve in a Board Member or Officer capacity for the 2007/2008 activities year. The incentive includes participation in all chapter-sponsored workshops throughout the 2007/2008 activities year **AT NO COST**. That's right: each elected Board Member and Officer will receive complimentary attendance to our workshops as a thank-you for the time and effort invested in participating as a Board Member or Officer.

So if you haven't already, please submit your nomination by March 7th to:

Keli Barris, Vice President
Michigan Chapter IPMA-HR
c/o State of Michigan Dept of Civil Service
400 S Pine
Lansing MI 48909
Or fax: (517)241-8813

Be a part of something rewarding; be a part of Michigan IPMA-HR!

Michigan IPMA-HR Scholarship Update

By Sandra Stuart



This will be the sixth year of the Michigan IPMA-HR scholarship program.

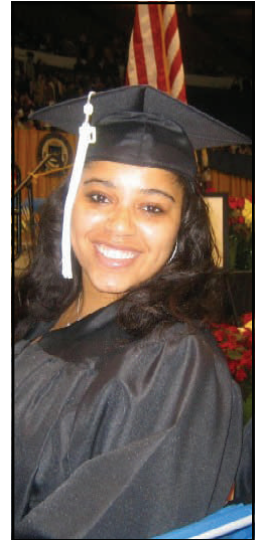


Vice-President **Robbin Cooper** presenting the scholarship award and check to **Kristin Tansil**, first recipient of the Michigan Chapter Education Scholarship.

2001/2002

Our first recipient **Kristin Tansil** (2001/2002), daughter of **Vivian Tansil** (a former Chapter President and Board member), graduated on December 17, 2006, from the University of Michigan - Ann Arbor with a Bachelor of Arts in Psychology. While at U of M she was a Psychology Research Assistant, worked as Stockwell Hall Front Desk Staff, and was an Indigo Dance Team Member, as well as their Secretary.

Before graduating, Kristin was also very involved in community service in Head Start in Detroit and Ypsilanti; Girl Scouts of America in Ann Arbor; Reach Out and Read on U of M campus; Delray United Action Council in Delray, MI; and created a web page on www.smartgirl.org that was linked to the original web site with topics about celebrities and their disabilities. She also edited poems and letters submitted from the girls on the web site, read and gave advice on common issues in young adolescent lives.



Kristin - graduation day

Kristin, who is currently substitute teaching, has applied to graduate school for Fall 2007 and plans to pursue a Master's in Social Work from the University of Michigan, University of Chicago, or Temple University.

If you are interested in being on this year's scholarship committee, please contact **Robbin Cooper** at (586) 749-4900 extension 170.

Chapter Who's Who - Recent Achievements

Robbin Cooper, IPMA-CP, — Our very own chapter Board member is the IPMA-HR **Central Region President - Elect** this year for the 71st Annual IPMA-HR Central Region Training Conference — "Change, Challenge and Character in the Workplace" at the Crowne Plaza Northstar Hotel in Minneapolis, Minnesota on June 10 - 13, 2007. **Way to go, Robbin!**

Do you have a professional accomplishment or news to share? If so, please let us know!

Congratulations!



Members' Corner



What do you think about the new IPMA-HR Chapter Affiliated Membership? See Page 9.

We appreciate your feedback.

Let us know what you think.



71st Annual IPMA-HR Central Region Training Conference

June 10 - 13, 2007

Crowne Plaza Northstar Hotel
Minneapolis, Minnesota

"Change, Challenge and Character in the Workplace"



**Watch for details
on the
Central Region Training Conference web site:**

<http://www.ipmacentralregion.org/crc.htm>

Questions? Contact Gail Strobe at gstrobe@jeffcitymo.org



Start planning!

Chapter Affiliated Membership — what does it mean for those who are a Chapter member but not an Individual or Agency national IPMA-HR member?



As you may know, on October 26, 2006, the IPMA-HR Executive Council adopted new chapter/section affiliation benefits in an effort to better align and strengthen all levels of the Association. Effective July 1, 2007, members of IPMA-HR affiliated chapters and sections that are neither IPMA-HR individual members nor agency covered staff members will become IPMA-HR chapter/section affiliated members.

Background

In March 2004, the Executive Council voted to establish a united membership structure that would require chapter and section members to become national members. The Executive Council believed that growing the membership was key to the continued and future viability of the Association. A Membership Advisory Council (MAC), composed primarily of chapter, region and section leaders, was established to develop an implementation plan. Over the past 2 ½ years, this issue has been given careful and deliberative thought and consideration by the Executive Council, the MAC, and the national IPMA-HR staff.

New Benefits

As a new IPMA-HR chapter/section affiliated member, you will receive the following benefits: the weekly *HR Bulletin*, which was rated as one of the most valued IPMA-HR benefits in a recent membership survey, and the IPMA-HR member rate for all professional development activities. **You should already be receiving the *HR Bulletin* if you were a Chapter member in 2005/2006.**

Those covered as an affiliated chapter/section member will not be allowed to hold IPMA-HR national office nor will they have voting rights. (Full national membership is required either to hold national office or have the right to vote.)

How It Will Work

Membership dues for this new membership category will be phased in over the next two years. By June 30, 2007, IPMA-HR affiliated chapter leaders will submit a listing of all chapter members along with the annual chapter reporting form. The chapter rosters will be compared against the IPMA-HR membership database and chapters will be billed \$12.50 for each person not a member of IPMA-HR for the membership year beginning July 1, 2007.

Beginning July 1, 2008, and thereafter, the chapters will be billed \$25 per chapter affiliated member who is neither an IPMA-HR individual member nor an agency covered staff member. As chapters recruit new members, they will submit them to IPMA-HR and a national membership in this new category would be started. Dues will not be prorated. Chapters that provide honorary life memberships would have that category exempt from this requirement. Chapters that do not pay the amount due within 60 days would automatically lose their IPMA-HR charter.

We look forward to your active participation in IPMA-HR and are glad to have you as a member of the only association that represents you, the public sector HR professional.

On Friday, January 19, 2007, the Board developed a two-tiered dues system for our chapter to accommodate the above. Those who are national members will have their chapter dues remain at \$15.00 annually. Those who are not national members will have an increase in their chapter dues to \$40.00; they will then have the new benefits listed above.

More details will be provided at the March meeting. We welcome your suggestions, so please come prepared to share them with your fellow Chapter members.

This information was re-printed with permission from the IPMA-HR web site.
For additional details, see <http://www.ipma-hr.org>

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Note:

The Board is seeking individuals to contribute articles and ideas for the Michigan IPMA-HR News. Please contact Sandra Stuart (aka *the Publisher*) at the Michigan Department of Civil Service (517-373-2154 or stuartsm@michigan.gov).

Contributors:

Keli Barris, Eddie R. Cargor,
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Vivian Tansil.



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