



E-NEWS



Special Points of Interest:

- Find out how to identify lies in resumes
- Universal Design—Beyond the ADA Webinar—October 27th
- Key Questions to ask employees in their first 60 days
- HR Roundtable—September 16th 11:30 TO 4:15PM



Wage Growth: HR Professionals Face Tough Choices

<http://www.shrm.org/Research/FutureWorkplaceTrends/Documents/Spotlight%20Q3%202010.pdf>

It has taken more than two years, but many employers are finally in a position to add workers to their ranks. With productivity rising for the past several months in the manufacturing sector and demand returning in the service industry, there are plenty of signs that the U.S. economy is emerging from its downturn, albeit at a very slow pace. What remains to be seen is whether compensation will make a similar recovery after a dismal 2009, when countless companies cut or froze salaries for their workers.

Some current data show that wage growth will improve in 2010, but it will not make great strides compared with recent years. In those companies that are raising salaries in 2010, workers' wages will increase by an average of 2.2%, according to SHRM's 2010 Human Capital Benchmarking Survey. This represents a slight increase from 1.9%

in 2009, but below average increases of 3.7% and 3.6% in 2007 and 2008, respectively.

Did you know?

- 33% of companies planned to freeze employee wage increases if economic challenges continued to exist in the first half of 2010. *SHRM Poll: Financial Challenges to the U.S. and Global Economy (January 2010)*

Other data show that while compensation levels remained flat through much of the recession, some employers are starting to open up their wallets. In every month in 2009, the rate of increase for new-hire compensation fell on an annual basis, according to the SHRM Leading Indicators of National Employment (LINE) report. The report tracks hiring and compensation trends in the manufacturing and service industries. But from February to May 2010, the year-over-

year rate of increase for new-hire compensation rose every month in both sectors. The trend is positive, but few employers in both sectors are actually raising wages and benefits, and the majority of the survey's respondents are still keeping compensation packages flat.

Did you know?

- 35% of HR professionals said their companies' overall financial health was in a mild recovery in early 2010 compared with the same period in 2009. *SHRM Poll: Post-Recession Hiring (March 2010)*
- 18% of companies reduced employee work hours with a reduction in pay during the last half of 2009. *SHRM Poll: Financial Challenges to the U.S. and Global Economy (January 2010)*

Visit the link above to read the entire article!

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Chapter News

Chapter Leadership Update

The list of proposed leadership for the Chapter for the upcoming year is outlined on page 3. Nominations are being accepted through October 31st—contact Russ Knight, Chapter President if you are interested. Voting will be done electronically between November 1st and our November Chapter Meeting.

If you want to get involved...this is a great opportunity! Russ can be reached via email at OLDRUSS@aol.com.

Website Changes: Be sure to check out some of the changes to our website...revised bylaws are posted!

www.carolinasshrm.org

SHRM National Offers Resources

SHRM toolkits aggregate resources, articles, links, and other practical information related to a specific HR topic. As part of SHRM's ongoing effort to provide HR professionals with the most up to date and comprehensive treatment of various HR topics, many of our toolkits have been replaced with what we believe to be a more comprehensive treatment of the same or similar HR topic. We will continue to replace existing toolkits as more current resources become available.

<http://www.shrm.org/TemplatesTools/Toolkits/Pages/default.aspx>

Toolkits currently available are listed below.

Benefits	Global HR
Business Leadership	Labor Relations
Compensation	Safety & Security
Organizational & Employee Development	Staff Management
Consulting	Technology
Diversity	Ethics and Sustainability
Employee Relations	

BOARD MEMBERS

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Johnette Williams
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CCSHRM Board Nominations for 2011

The Board is presenting the following slate of officers for 2011.

CCSHRM Board Positions

President, **Michele Lorusso**
 VP Programs, **April Simpkins**
 VP Administration, **Jill Mikels**
 VP Finance, **Kayci Black**
 VP Membership, **Diane Borella**
 Members at Large (3 positions),
Julie Voges, Rita Revels & Greg Day
 Past President, **Russ Knight**

CCSHRM Volunteer Leaders

Non Dues Revenue/Sponsorships, **Greg Day**
 Prof Dev & Gov Relations, **Cheryl Forlines**
 College Relations/Scholarship, **Anicia Stevenson**
 SHRM Foundation, **Kayci Black**
 Special Events, **Keith Wheeler**
 Workforce Readiness, **Christine Turner/Melissa Gladden**
 Website/Newsletter, **Sherry Archie**
 President Elect, **Greg Day**



HR Roundtable

September 16 from 11:30am to 4:15pm



On September 16th, CCSHRM will hold its first ever HR Roundtable “Ask the Expert” program at the Hilton Garden Inn in Rock Hill, SC. The objective is to create a venue for professional development that will bring our “Members” and “Experts” together in small group setting to discuss best practices, current events or address specific questions in six (6) areas of focus.

Career Management: What should I know today?

(Bill Crigger & Nancy Harville)

Terminations: The Right Way

(Bernard Tisdale & Russ Knight)

Positive Employee Relations: Current Events & Strategies

(Kenny Colbert & Michael Wade)

Corporate Retirement Plans: Understanding HR's Role

(Amy Owens & Robert Russo)

OSHA, Safety & Workers Compensation: Current Events

(Jonathan Crotty , Paula Harvey & Ralph Ellingsen)

Workforce Wellness: Smart Companies Invest in Prevention Strategies

(Pansy Yates & John Hilton)

This is a “Speed Dating Format” and we will assign members to the six tables and rotate every 30 minutes. The program will begin with lunch and move immediately afterwards into the HR Roundtables. For more information, please check our website or contact Cheryl Forlines at ForlinesCherylJ@JohnDeere.com.

7 ways to smoke out lies in résumés

Source: [Business Management Daily](#) 7/28/2010

As unemployment continues to hover near 10%, the temptation to stretch the truth on a résumé is becoming harder for desperate job-seekers to resist. That's why experts say job applicants are doing more "creative writing" on their résumés these days. And hiring managers need to be more vigilant. Applicants lie most about their education, followed by their reasons for leaving past jobs, salary, job titles, scope of duties and criminal records. Those straightforward lies are caught with deeper drilling by HR and hiring managers. The other type of "lie" is the vague wording that, in some cases, covers applicants' flaws. Here are the top 10 vague phrases used on résumés (and the percentage of times used). If you see them, ask for details. Communication skills (12.6%), team player (7.2%), organizational skills (5.5%), interpersonal skills (4.8%), driven (4.3%), detail-oriented (4.2%), results-oriented, 3.8%), self-motivated (3.8%), problem-solver (3.2%) and highly motivated (3.2%).

Think of a résumé as the advertisement for a car. Something is being sold, and you need to adopt a "buyer beware" attitude before you drive away. Some tips:

1. **Check for inconsistencies.** Résumé-writing software can make anyone look good. Look for slip-ups in dates (such as overlapping start and stop dates) and contradictions between job titles and duties. Ask about time gaps in jobs.
2. **Test skills.** If an applicant claims to have proficiency in a computer program or can handle a certain machine, do a skills check. To avoid discrimination charges, test all applicants and ensure your test is business-related.
3. **Check references, then ask for more.** Demand that applicants provide phone numbers for all past employers, and make the calls. Also, ask for names of former supervisors, key vendors, etc.
4. **Probe 'self-owned business' claims.** Ask for details about their claims, including names and numbers of past clients.
5. **Question academic credentials.** Phrase some questions to determine whether the candidate really attended the schools listed. "Is James Smith still teaching accounting at that school?" If you made up the name and the person says, "He sure is," you've got a fabricator on your hands.
6. **Probe claims of supervisory duties.** Ask questions like: "When you say 'supervise,' what did your duties involve? Did you assign work and evaluate the employees? Did you conduct performance reviews?" A true manager would have done that, and more.
7. **Question claims of saving the company money or resources.** Often, the claims are true, but they may be exaggerations. Comments like "made staffing change to cut clerical time" may mean he trimmed a half-hour off his secretary's lunch hour. Follow up on such claims by asking for specifics.
8. Finally, don't shrug off minor résumé exaggerations; they tell a lot about character and effort level. Also, don't probe more deeply into the background of any particular group (females, minorities, etc.) or you'll risk a lawsuit.

Another legally dangerous trend: Recognizing the high cost of health insurance, more applicants these days are adding a "Health Profile" section to their résumés to show off their great health condition. The message: "Hire me, I won't raise your premiums." Hiring managers should ignore these comments. Instead, focus strictly on job skills, work experience, education and career progression.

Reason: Basing hiring decisions on medical information could easily invite a disability or age discrimination lawsuit by applicants who didn't get the job.



Universal Design: Beyond the Americans with Disabilities Act Webinar

Sponsored by the Museum of York County

Beyond the ADA is a webinar on understanding and integrating universal design principles. Whether you are from a small, medium, or large company, you will take away ideas you can apply to your organization.

Key Questions to ask employees in their first 60 days!

Why do you think we selected you as an employee?

Do you have enough, too much or too little time to do your work?

How do you see your job relating to the organization's mission?

Do you believe your ideas are valued?

Have you had any uncomfortable situations or conflicts?

What do you need to learn to improve? What can we do to help you be successful in your job?

Wednesday, October 27, 2010

2:00 to 3:30pm

Museum of York County

4621 Mt Gallant Rd

PARTICIPATION IS FREE

TOPICS INCLUDE

Defining universal design

Accessibility and program access

A brief history of universal design principles

The value of universal design to cultural arts organizations

Accommodating visitors with disabilities through a universally designed program

Engaging your local disability community to inform program designs and develop resources to share across organizations.

Universal Design: Beyond the Americans with Disabilities Act webinar is produced by Smithsonian Affiliations and the American Association of Museums, through the generous support of the Smithsonian Women's Committee.

Contact Nancy Crane at ncrane@chmuseums.org for more information or to register.

CCSHRM Scholarship Recipients

Amanda Voges was awarded the SHRM Sons and Daughters scholarship in August. A 2010 graduate of Clover High School, Amanda is attending Coastal Carolina University and Clemson University in their Dual Engineering Degree program. Her focus is Biosystems Engineering and she will graduate in five years with her Masters degree.

Ryan Parker is currently a student at Winthrop University studying Business with a concentration in HR Management. He expects to graduate in May 2011. Ryan is also the president of the university chapter of SHRM. Each received \$500 from CCSHRM, a match of \$500 from the Charlotte Chapter of SHRM and \$250 from the South Carolina State SHRM. Congratulations and best of luck to both!



Program Information

Regular Chapter Meetings are held the 3rd Thursday of each month
 Hilton Garden Inn (Dave Lyle Blvd)
 11:45 am to 1:15 pm—Program and Lunch
REGISTER FOR AN UPCOMING MEETING BY VISITING OUR WEBSITE AT
WWW.CAROLINASSHRM.ORG

www.carolinasshrm.org

DATE	COMPANY	TOPIC	RESOURCE PARTNER
September 16 11:30 TO 4:15	CCSHRM	HR Roundtable of Experts EXTENDEDPROGRAM	Benefit Controls Companies
October 21	Parker Poe	HR Legal	Compass Career Management
November 18	Business Meeting	TBD	ADP
December 16	Holiday Luncheon	Special Event	Ogletree Deakins

CCSHRM invites you to consider being a Strategic Partner or Meeting Sponsor.

General criteria are noted below—please contact Greg Day if you are interested.

Provides a product or service that is HR related

Willing to share company resources with the CCSHRM members

Respects our culture and values building trust and relationships

Understands that business comes as a function of service

A brand that is reputable in the HR business community

STRATEGIC PARTNERS 2010

CCSHRM thanks you for your generous support as we continue to advance the profession and serve the professional!

