



Rising Tides

The Official Newsletter of the New Jersey Chapter of IPMA-HR

Fall/Winter Edition 2005

From the President

By: *Kathy Waugh, President NJ Chapter*

It is with an air of excitement and anticipation that I take up the reins as the New Jersey Chapter President of IPMA-HR for the 2005-2006 Program year. I am honored to be working with a high caliber Executive Board. Their energy, vision, and dedication to this outstanding IPMA-HR Chapter will take us to new levels of public recognition as a cutting edge professional association for the HR community. I have presented them with ambitious goals for this program year. I now share those goals with you: Establish regular program meetings every other month; Develop a bold succession plan by increasing volunteers and member participation; Recruitment of new board members including a President-Elect; Boost our membership through improved informational packages, a sophisticated web site, and a wider outreach to the public HR community; Offer innovative and professional development programs; Launch a Chapter budget; Introduce standard program meeting surveys; and finally, Administer regular charitable campaigns at each Chapter program meeting. I am confident that the Executive Board and members of the NJ Chapter will move forward to accomplish these goals.

It is difficult for me to adequately articulate the gratitude I feel for the hard work, the example set, and the dedication of our immediate past president, Valerie Stutesman. Valerie's consummate professionalism and commitment to the NJ Chapter was evidenced in the many accomplishments enjoyed this year. I applaud her leadership. It will be due in part to her foresight and resolve that I will be inspired this year as your President.

New Chapter Executive Board Members took office on July 1, 2005. It is gratifying to know that each member of the board, seasoned and new, brings a wealth of knowledge, experience, and zeal to the Chapter. The Chapter Executive Board members for this program year of 2005-2006 are:

- President-Elect – Vacant
- Immediate Past President – Valerie Stutesman, NJ Dept. of Personnel
- Treasurer – Kathy Cappeta, NJ Human Services/New Lisbon
- Secretary – AnneMarie Nostrand, NJ Dept. of Personnel
- Members-At-Large:
 - Ralph Brownlee, Cumberland County
 - Thomas Healy, NJ Dept. of Labor
 - Deborah BoykinGreenberg, NJ Dept. of Personnel
 - Angelika Muehleisen, NJ Dept. Environmental Protection

Submitting Articles

Rising Tides, the official newsletter of the NJ Chapter of IPMA is published biannually. All members are invited to submit articles for publication. News, views, concerns, what's happening in your department and announcements are important to all of us. Please submit articles to Kathy Waugh via e-mail at, kathleen.waugh@oit.state.nj.us.

Membership

By: *Ralph Brownlee, Membership chair*

As you know the strength of any organization is its membership. Our records indicate your membership is due for renewal. The NJ Chapter hopes you will continue to be an active member and invites you to renew your membership today.

As you know the Chapter created 3 new membership categories, retiree, student and agency. As an individual member you can continue to enjoy the benefits of membership for as little as \$15.00 per year. Renewing your membership is easy. You can print a membership invitation from the Chapter's website at www.ipma-nj.org/. Simply fill it out and send it in. Should you have any questions or need assistance please let me know.

Calendar of Events

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|---------------------|--|
| July 19, 2005 | Executive Board
Reorganization Meeting |
| August 23, 2005 | Executive Board Meeting |
| September 20, 2005 | Program Meeting |
| October 16-19, 2005 | IPMA-HR Training Conference
Dallas, Texas |
| November 22, 2005 | Program Meeting |
| December 13, 2005 | Executive Board Meeting |
| January 13, 2006 | Post Holiday Social |
| January 24, 2006 | Program Meeting |
| February 14, 2006 | Executive Board Meeting & Awards
Committee Planning |
| March 21, 2006 | Program Meeting |
| April 11, 2006 | Executive Board Meeting |
| May 23, 2006 | Program Meeting, Awards and
Election of Officers |
| June 18-20, 2006 | Eastern Region Conference
Washington, DC |
| June 30, 2006 | Summer Social |

Details pertaining to all New Jersey Chapter program meetings and events can be found on our website www.ipma-nj.org

Volunteers Needed

The New Jersey Chapter of IPMA-HR encourages you to volunteer to serve on one (or more) of its committees. As you know, it takes a cooperative effort for any organization to be successful in reaching its goals and objectives. Everyone in our business stays busy. Below are the Chapter committees with the name of the Chairperson and contact information.

Committee Descriptions

Arrangements & Social Committee - The Arrangements Committee is a welcoming and host committee. They arrange for event venues, accept registration or RSVPs, welcome newcomers, and coordinate any charitable events for the Chapter. (angelika.muehleisen@dep.state.nj.us)

Awards/Historical Committee - The Awards Committee considers awards that the Chapter will present and makes recommendations regarding recipients. They are also the historians of the Chapter taking pictures and keeping a scrapbook. (thomas.healy@dol.state.nj.us)

Finance Committee - The Finance Committee manages the Chapters budget and handles accounts payable and account receivable. (kathy.cappeta@dhs.state.nj.us)

Membership Committee - The Membership Committee recruits and markets the Chapter to new members and retains the interest of existing members. (ralphbr@co.cumberland.nj.us)

Program Committee - The Program Committee is responsible for arranging for speakers for the Chapters program meetings. (deborah.boykinggreenberg@dop.state.nj.us)

Publicity & Public Relations Committee - The Publicity Committee is responsible for meeting notifications, promoting chapter events and conducting public relations for the Chapter. (valerie.stutesman@dop.state.nj.us)

Legislative Affairs Committee - Research
TBD

A Note of Gratitude to the NJ Chapter, IPMA-HR

I'd like to take this opportunity to thank the members of the NJ Chapter, IPMA-HR for their continued support and nomination to the office of President-Elect for the Eastern Region of IPMA-HR. As a growing chapter of IPMA-HR, the New Jersey Chapter is gaining recognition throughout the Eastern Region, and the United States, for its excellent leadership; chapter events; and involvement at regional and national levels.

As President-Elect of the Eastern Region, and with Carl Muehleisen also serving on the Eastern Region Board, the NJ

Chapter's presence in the Eastern Region is strong. Additional chapter members, like Kathy Waugh, member of the Registration Committee, and Angelika Muehleisen and Valerie Stutesman who have taken on Program Committee responsibilities to ensure the program for the next Eastern Region conference (June 18-21, 2006; Washington, DC) will again meet the exceptional standards of previous Eastern Region conferences.

It is an exciting time to be a member of IPMA-HR. Through new marketing initiatives and the well-studied United Membership initiative, the opportunities for members to improve themselves professionally and personally have never been greater. There are many opportunities for increased participation at the chapter, region and national levels. If you are looking for ways to become more involved and establish yourself as a leader in the field of Human Resources through IPMA-HR, I encourage you to reach out to me. Together, we can make IPMA-HR and the NJ Chapter even greater.

Mark B. Van Bruggen

President-Elect, Eastern Region, IPMA-HR

Work: 609-292-8452

Mark.VanBruggen@dop.state.nj.us

IPMA-HR Leadership Conference

Mark Van Bruggen

Eastern Region IPMA-HR Liaison to the NJ Chapter

The Annual IPMA-HR Leadership Conference was held on August 6 & 7 at the Ritz Carlton Hotel in Crystal City, Virginia. The conference is open to leaders of IPMA-HR at the National, Regional and Chapter levels. The conference includes a program to advise leaders of current events/trends at the national level as well as establishes a forum for chapter and regional leaders to share and compare their organizations. I had the opportunity to represent the Eastern Region and the New Jersey Chapter at the conference. By and large the New Jersey chapter has a lot going for it in comparison to other chapters across the state. Similarly, the Eastern Region is a leader in our involvement in National issues as well as our ability to host a first-class Annual Conference every year.

Still, there is much that can be learned from sharing our ideas with other chapters and regions. There were 7 of the 8 Regional Presidents & President-Elects and we had a very good exchange regarding the financial aspects of our respective Annual Conferences. At the Chapter level, about 40% of the National Chapters were represented and I learned that many are having difficult times attracting future leaders and establishing/maintaining their chapter websites. These are issues that also affect the New Jersey Chapter. The return on investment in IPMA-HR is proportional to every member's level of personal involvement. Like other chapters across the country, the NJ Chapter can always find a place for members who want to get involved in the chapter's current projects as well as it's future leadership. Anyone interested in more information

regarding leadership roles in IPMA-HR can contact me at: mark.vanbruggen@dop.state.nj.us.

September 2005 Program Meeting Survey

Dear HR Colleagues - For all who attended the September Program Meeting, many thanks for taking a moment to complete the survey. We received 22 surveys and I've prepared a summary for you as follows:

100% found the topic relevant to current public employment
59% rated the educational seminar as excellent
41% rated the educational seminar as good
59% rated topic as excellent
41% rated topic as good
68% found program length satisfactory
32% found program too lengthy
95% have attended program meetings before
one person had never attended program meeting before
All would return again
86% found location convenient and food satisfactory
14% did not find location convenient or food satisfactory

Comments: outstanding speaker, parking a problem, start program earlier, service poor, tables not cleared, no dessert, cold coffee, too cold, prefer someplace else.

Topics: Employee Relations Issues in HR; Dick's material would make an excellent full day conference or a 2-day seminar; Stress Management Techniques for HR Professionals; Dealing with Difficult People; Public Speaking, How to Network; How to Run/Facilitate a Meeting; Legal Aspects of HR and Change.

Great suggestions for program meeting topics. Your input is much appreciated. Kathy Waugh, President, NJ Chapter IPMA-HR

Hurricane Katrina Relief Efforts

We are all deeply saddened by the catastrophic loss of life and unimaginable destruction wreaked by Hurricane Katrina. As the Chapter President, I have designated **The Salvation Army** as this year's Charity of Choice. The NJ Chapter IPMA-HR will collect money donations for **The Salvation Army's** relief efforts at all our program meetings throughout the program year. Please continue to remember the victims of this disaster in your thoughts and prayers.

Kathy Waugh, President
NJ Chapter, IPMA-Hr

IPMA-HR Eastern Region Awards Scholarship Program

The Eastern Region Scholarship Program will again be offered in 2006. In its sixth year, this program offers up to \$500 to help defray the cost of education to pursue a college degree program; take a skills enhancement course; or similar program related to professional development in the field of Human Resource Management.

Applicants must be:

- pursuing an Associate's, Bachelor's, or Master's degree in Public Administration, Human Resources, or a closely related field; OR have enrolled in (have taken) a skills enhancement course related to their work or a similar program related to Human Resources Management;
- a current member of an active local chapter within the Eastern Region of IPMA-HR; and
- in good standing with the college, university, or organization providing the program.

Previous scholarship winners are:

2005 Stephanie Wallis, Harrisburg Chapter
2004 Claire Brown, New Jersey Chapter
2003 Kimberly Bauhs, Montgomery County, Maryland Chapter
2002 Cynthia Vantries, Montgomery County, Maryland Chapter
2001 Melissa Kracher, Harrisburg Chapter

Scholarship Program information and applications will be available in early 2006, so watch the *Easterly Winds* and for email announcements. The Scholarship will be awarded at the 2006 Eastern Region Conference in Washington, DC.

Gary King
Scholarship Committee Chair
gking@state.pa.us

Personnel Notes

The Personnel Notes section of the Newsletter is for acknowledgements of promotions, new positions, and personal announcements pertaining to members. If you wish to have something announced, please contact Kathy Waugh at kathleen.waugh@oit.state.nj.us

Special Achievements – NJ Chapter IPMA HR Members

- Ann Marie Nostrand, DOP – Completed six levels of CPM – June 2005
- Mike Paccione, NJDMAVA – Received SPHR from SHRM – May 2005
- Debbie BoykinGreenberg will present a report at the 2006 IPMA-HR International Conference in Las Vegas. This report is the result of a \$30,000.00 grant awarded to government agencies with a plan to implement a specific program. Debbie's plan is to implement a diversity program across the state. The Commissioner of DOP has also appointed Debbie the Acting Director of the AA/EEO Office for the NJ Department of Personnel.
- Angelika Muehleisen was awarded the Outstanding Chapter Member of the Year for New Jersey at the Eastern Region Conference held in June 2005
- Aixa Aklan joined the County of Mercer, Department of Personnel, as an Assistant Personnel Director on July 18, 2005.

Awards Committee

By: Tom Healy, Chair

As Chair of the Awards Committee for the New Jersey Chapter of IPMA-HR I am hereby soliciting interest to become a member of the Committee. Responsibilities include accepting and/or making recommendations for several Eastern Region and Chapter Awards as follows:

- New Chapter Member of the Year
- Chapter Member of the Year
- Human Resource Specialist of the Year
- Supervisor/Program Manager of the Year Award
- The Frank H. Densler Award
- The Charles H. Cushman Award for outstanding professional achievement
- Lifetime Achievement Award
- Scholarship(s)

Much of our work is done over e-mail. Anyone interested in participating on this committee is encouraged to respond.
