



GREATER VALLEY FORGE HUMAN RESOURCE ASSOCIATION, INC.



2119 County Line Road, Villanova, PA 19085 ♦ Phone: (610) 551-4736 ♦ Fax: (610) 525-2187 ♦ www.GVFHRA.org

December 2008

Come and Be Part of the “N Crowd” December 16th *Holiday Party and Silent Auction*

In keeping with our December meeting traditions, we are presenting unique entertainment again this year, so you will definitely not want to miss out. The *N Crowd* is an improv comedy troupe which will be performing interactive improv skits with us. Philadelphia Style Magazine has bestowed the honor of naming the *N Crowd* as “Philadelphia’s premier improve comedy troupe.” As one of their fans said, “Get the cast to autograph your shoes. They will be worth millions.”

The *N Crowd* plays a series of games and will be taking suggestions from GVFHRA members in order to create truly hysterical comedy skits. There are no props or scripts. Your job is to participate by suggesting ideas and topics as a basis for the comedy that they will perform throughout the evening. The troupe’s show is completely unscripted and relies on hearty audience participation woven into funny scenes. If you love to laugh, then you will love the *N Crowd*! You can learn more about them at www.phillyncrowd.com.

This year, our Holiday Party and Silent Auction includes a booklet that details auction items and advertisements that are available for businesses and individuals to purchase. Please join the other sponsoring companies and consider an insertion to advertise your business too!

This is sure to be a memorable event – we hope to see you there! And don’t forget, you may want to join us for our **Diversity Forum** right before the dinner from 1:00 – 4:30 p.m., also at the Sheridan.

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Diversity Forum Before the Holiday Party on Dec. 16!

Join us for our Diversity Forum with Grace Odums on Dec. 16 from 1:00 p.m. to 4:30 p.m. at the Sheraton Park Ridge then stay for our Annual Holiday Party & Silent Auction, beginning at 5:30 p.m. The Diversity Forum has **been approved for 3.0 Strategic HRCI Credits**. An overview of the forum is as follows.

HR- The Challenge

- In depth review of CEOs current perspectives

HR – Creating the Value Chain

- Burning Platform: Diversity as a Business Strategy
- What is the Definition of Diversity?
- Strategy Overview: What it Is...What It Is Not
- Strategic Integration: Aligning All HR Functions with the top 3 strategic objectives of the enterprise.

HR – Diversity Strategic Recruiting & Retention

HR–Strategic Partnership Building

VHR – The New Strategic Business Model

- Understand Your Industry and Business
- Comprehend the Revenue Generation Cycle
- Develop Business Acumen
- Appreciate the impact of “Gლობility” on the current business climate
- Create efficiencies that help managers’ coach team members to do their best

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The proceeds from this year's auction will benefit both the **SHRM Foundation** and the **Montgomery County Foundation**, a non-profit organization in Norristown that supports local area residents with programs to help youth, elderly and other individuals within the local community.

Interested in Donating An Item -It's Not Too Late!

The Auction Committee is still in need of items to be used in the Silent Auction. We thank those of you that have already come forward with early donations. So what makes a good item to donate? Just think about something you might want to bid on yourself and there's your answer. Still stumped? Here are some ideas to get your started:

- Emergency car kit
- A round of golf
- Candles
- A gift certificate from a local merchant
- Handmade jewelry
- Tickets from a local theater
- Theme basket (Chocolates, Holiday, Movie)
- Personal services: manicure, dental whitening, massage, hair styling
- Your special gift or talent (cooking, yoga, art, photography)
- Wine

Kindly submit your Silent Auction donation on or before Tuesday, December 9th

We will be happy to pick up any items that are donated. For any questions or to make arrangements for your Silent Auction donation, please contact Susan Fletcher at (215) 280-8728 or Lori-Stokes Powers at (610) 551-4736. With your help, our efforts will be a success as we celebrate our 25th year serving the HR professional!

Meeting Costs:

GVFHRA Members who have registered in advance:

\$25.00

\$30.00 with payment at the door

GVFHRA members who are NOT pre-registered and all guests:

\$35.00

Students:

\$20.00 (enrolled in a minimum 2 courses of 6 credit hours & not in a full time exempt HR job)

To Register:

Mail payment to GVFHRA, phone (610) 551-4736 or visit www.gvfhra.org.

GVFHRA will bill "no-shows" who do not cancel reservations.

ATTENTION NEW MEMBERS!!

GVFHRA encourages you to attend a New Member Orientation session held at 5:15 pm prior to each dinner meeting. Come learn all about us and meet new people!

Ask at the registration desk or find an Ambassador Member for assistance. We look forward to seeing you!

GVFHRA
wishes all of our members and
associates the most joyous of
holiday seasons and prosperous
new year!



The Marine Corps Reserve will be in attendance at our Dec.16 dinner meeting for our annual **Toys for Tots** collection. Please make this a memorable Holiday for children in need by bringing a new, unwrapped toy for Toys for Tots.

(Continued from Page 1 Column 2)

- Recognize outsourcing is a viable executive solution if HR is not producing.
- Learn: “What do CEOs Want from HR?”
- “How To Sell Diversity Strategy to Your CEO”

Grace A. Odums, an independent strategy consultant, has a growing consultancy spanning over thirteen years. Her impressive client list boasts Fortune 500 and Fortune Global 500 companies including.

A much sought after international conference speaker, Grace welcomes every opportunity to partner with organizations and professionals in the areas of management coaching, revenue recapture, change leadership, customer care, talent performance improvement/ retention, balanced scorecard creation and diversity strategic planning with system wide implementation

President’s Article: The SHRM Foundation and GVFHRA’S Contribution

By Sharon Crandall, President



As stated in the October Newsletter, one of my goals this year is to educate our membership about National SHRM, our relationship to the organization and the chapter responsibilities we have to “Serve the Professional and Advance the Profession.” This

month’s article focuses on the Core Leadership Area of the SHRM Foundation.

The Foundation, a 501 (c)(3) not-for-profit affiliate of SHRM, is governed by a volunteer Board of Directors from the HR profession, including academics, practitioners and representatives from SHRM. To support its important work, the SHRM Foundation conducts an annual fundraising campaign. All contributions to the Foundation are tax-deductible.

Through this funding, the Foundation promotes innovation and the use of research-based knowledge within HR. With an annual budget of approximately \$1

million, the Foundation funds [major research projects](#) that have a direct and practical impact in advancing the HR profession.

Our December monthly meeting has historically been a fun-filled Holiday Party providing terrific networking opportunities, great entertainment, and our annual Silent Auction, the proceeds from which are split between the SHRM Foundation and a local charity. This year the **Montgomery County Foundation**, a local non-profit organization that serves the needs of those in our immediate area will receive our donation.

Last year we raised over \$1,800, and were **awarded the status of CEO’s Circle by the SHRM Foundation**. We are hoping to reach the top level of Chair’s Circle for contributions in excess of \$2,500 for this year’s donations.

Please join us on Tuesday, December 16th to enjoy the fun while contributing to the advancement of the SHRM Foundation and the Montgomery County Foundation. And don’t forget **Toys for Tots!** The Marine Corps Reserve will be in attendance at our December 16 dinner meeting for our annual Toys for Tots collection. Please make this a memorable Holiday for children in need by bringing a new, unwrapped toy to donate.

All the best, Sharon

Join the Government and Legislative Committee!

The Government and Legislative Committee addresses how HR can keep on top of the latest legislation on a national basis, while also staying abreast of laws in the PA and NJ area. We look for expert speakers on relevant topics, people who know about the legislation currently being considered and topics on government programs that affect our employees. Join us in bringing to the forefront the most recent legislative and governmental information to the members of the GVFHRA. For details, contact:

Catherine Merkle, PHR
(610) 520-4914 (office)
(215) 802-0221 (cell)

**Thank you to our GVFHRA
December Meeting Sponsors**

ROSEMONT COLLEGE

Rosemont College's Schools of Graduate and Professional Studies (SGPS) have been educating adult learners for over twenty-years. As a community dedicated to educating men and women, SGPS offers students advanced curricula, personalized attention, and practical internship experiences.

Rosemont academic programs are exceptional and prepare adult learners to meet the demands of today's workplace by offering seven graduate degrees, including masters of arts degrees in English literature; English and publishing; and curriculum and instruction, as well as a masters of fine arts degree in creative writing, a masters of science in management, and a masters of business administration.

SGPS also offers accelerated undergraduate bachelors of science degrees in criminal justice, management, marketing, human resource management, and accounting. Bachelors of art degrees are available in organizational development and business communication.

Rosemont's staff understands that you are a busy professional adult, with many other commitments in your life. Rosemont's course scheduling is flexible and fits into your schedule. Classes meet in the evenings and on weekends throughout the calendar year. With small classes and an approach that is personal, students never feel they are "just a number."

For more information call 1-888-2ROSEMONT or visit the College's website at www.rosemont.edu.

The above advertisement is a paid sponsorship not endorsed by SHRM or GVFHRA.



www.firstcontacthr.com

Let's face it, as an HR professional you are ultimately responsible for the quality of talent in your organization regardless of industry or type of business. Your time is important, and your company's productivity is vital. Workforce problems can severely affect performance and profits. How do you find the time to both interview and screen potential employees, when being short-handed means that you may have to forego attending a strategic planning meeting with your management team? The answer is **First Contact HR**.

First Contact HR can better enable you - the Human Resource professional - to focus on strategic business priorities when partnering with us. Our team of HR Investigators takes on the often time-consuming process of checking the employment references of potential employees. Our efficient professionals will perform comprehensive background checks of the potential employees that you have interviewed and wish to extend an offer. These checks include education—the schools attended, degree or major; criminal—workplace violence, white-collar crime, employee theft or dishonesty; previous employment—where, when, how long, work performance and what previous supervisors, coworkers and clients can reveal as well as personal references and credit history, any of which may reflect on the individual's ability to perform to the level your business requires.

HR First Contact can provide you with **fast, accurate and objective** third-party input to help you make an informed hiring decision. Call us at 267-419-1390 for more information about background screening, drug testing and workforce training solutions, as well as our **superior client service, procedures and pricing.**

The above advertisement is a paid sponsorship not endorsed by SHRM or GVFHRA.

What You Should Know About Market Corrections

There is no way around it – markets generally move in cycles!

Historically the stock market has spent more time on bullish advances than on bearish retreats – which is why stocks have been considered a good investment over the years. However the market also tends to retrench more than the average investor would like to think about. The traditional definition of a bear market is a 20% or greater decline in stock prices as measured by the Dow Jones Industrial Average or other relevant index. A full-fledged bear market can persist for many months or, in rare cases, years.

Government and securities-industry officials are constantly learning from their experiences with previous declines. Regulations established in the wake of the 1929-1932 bear market have helped prevent another decline of similar magnitude. For example, margin requirements were raised from 10% to 50% to prevent investors from becoming excessively leveraged (indebted) the way many were in the months leading up to the 1929 crash.

More refinements were introduced after the 1987 correction, including our current system of circuit-breakers. In theory, these circuit-breakers would stretch out a decline over several days rather than allow it to gain momentum immediately. The assumption is that the additional time would help curb panic selling.

Although the securities industry is committed to doing everything in its power to protect investors, it cannot prevent market corrections. It is essential for investors to take responsibility for their own investment activity and to arm themselves with as much knowledge as possible about the risks and potential rewards of investing.

In the 1930s, the Cowles Commission, formed to guide investors through the aftermath of the 1929 crash, came up with essential rules for successful investing, which are still applicable today:

Invest for the long term. While the stock market can be risky over the short term, risk decreases as your investment time horizon lengthens. A good rule of thumb is that stock and bond investments should be

funded with money you won't need for at least five years.

Invest systematically. One way to avoid the timing dilemma is to use a simple strategy called dollar-cost averaging – the practice of investing a fixed amount of money in a particular investment at regular intervals. Because the amount invested remains constant, the investor buys more shares when the price is low and fewer shares when the price is high. This means that the average cost per share tends to be lower than the average market value of the investment over the same period.

Diversify investments. When people think about investing their money, they probably envision themselves comparing the merits of various investments. But before they get to that step, there is a more basic decision to make: asset allocation. Asset allocation is the percentage of investment funds an investor allocates among asset classes such as stocks, fixed income, cash equivalents, and tangibles/real estate. Of course, asset allocation or investment timing cannot eliminate the risk of fluctuating prices and uncertain returns.

Get professional advice. Most investors can benefit from some degree of professional input. Whether that means professional research on individual securities, advice on asset allocation, or entrusting money to professional portfolio managers, investment professionals are great resources for helping investors achieve their financial goals.

Particularly during corrections, it helps to have a coherent investment strategy worked out in advance and to be able to keep that strategy clearly in mind as events unfold.

GVFHRA member Jim McGuire is Branch Manager of the Wachovia Securities Branch in Collegeville.

PAID ADVERTISEMENT

**A business retirement plan can
actually save you money.**



Jim McGuire
Branch Manager
100 Springhouse Dr.
Collegeville, PA 19426
610-831-8822
james.mcguire@wachovlasec.com



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Should You Allow Complainant's Attorney to be Present During the Interview?

The scenario goes something like this – Your employee makes a discrimination complaint. You initiate an investigation. The employee says that he will not submit to an interview unless his attorney is present.

You know that without interviewing the complainant it will be difficult to conduct a thorough investigation. But you also know that, since this is an internal company investigation (and barring some contractual obligation to the contrary), the attorney has no right to be present. Still, you wonder whether you should allow it just to avoid delaying the investigation and to demonstrate to the employee your sincerity in wanting to promptly resolve his complaint. You also wonder what your colleagues are doing these days when faced with this common dilemma.

They are doing one of three things:

1. *Never allow the complainant's attorney to be present during the interview*

Most companies still refuse to allow the complainant's attorney to be present under any circumstances. They would rather have an incomplete investigation and be able to argue that the complainant failed to reasonably avail himself of the complaint procedure than have a plaintiff's attorney present during confidential company business. They don't want an employee's attorney to interfere with or direct the investigation in any way. In addition, they don't want to unintentionally establish a policy or practice which they might later regret.

2. *Always allow the complainant's attorney to be present during the interview*

A growing number of companies, however, are allowing the employee's attorney to be present if the request is made. The rationale is that the facts are what they are, the employer has

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Retaining Your Staff with Four Generations in the Workplace

Tuesday, January 6, 2009 1:30pm - 4:30pm
Villanova University Connelly Center Cinema

Strategic HRCI credits

Noticing a widening gap between diverse work groups such as generational groups or cultural groups? Are ideas stifled before they have a chance to take root? Have you started to wonder how your organization's culture can be protected while integrating those four generations?

Teresa Griffin, President and CEO of Freeman Associates will teach new techniques in building mindsets and cultures that will manifest a "*spirit of purpose*" for a generationally diverse workforce.

During this seminar you'll hear the newest coaching concepts for enhanced creativity and agility amongst employees. Teresa will leave you equipped to go back to your organization and tap into your "*spirit of purpose*", unleashing boundless potential.

- Help your employees to feel spirited, purposeful and rejuvenated.
- Learn new ways to retain employees by spending the right balance of time, planning, leading and developing your people.
- No longer feel frustrated by employees and teams who don't hold themselves and each other accountable.
- Learn what your employee are "really telling you" by their responses to their annual employee survey.

Teresa Griffin is a former Fortune 500 executive. She has successfully consulted with management in a variety of industries including pharmaceutical, financial and consumer products. Teresa is an adjunct faculty member at The American University and Georgetown University. She is the published writer in the area of diversity in the workplace. Teresa is a certified Organization Workshop trainer and a therapist.

nothing to hide, and the investigation report may be discoverable anyway. They hope that the attorney's presence will facilitate resolution of the matter after the attorney has had the chance to hear the whole version after being questioned by an experienced interviewer, rather than the probably-abridged and untested version that the complainant gave at his office or over the phone.

3. *Allow the complainant's attorney to be present on a case-by-case basis*

Some employers simply take each request to have an attorney present on a case-by-case basis, weighing the pros and cons of each unique situation. For example, in a situation where the complainant has expressed a genuine desire to avoid litigation (and the employer agrees), the interview can be the first step to mediation. On the other hand, if the facts are likely to be very much in plaintiff's favor or there are other sensitive issues which you don't want to alert the plaintiff's attorney to, you may not want to give him free discovery until you have had further opportunity to resolve the matter.

There are obviously pros and cons to each approach, and your position is probably based, at least in part, on past experience (positive or negative) with one particular approach. That being said, it makes sense – in consultation with your employment counsel -- to periodically re-examine why you have chosen the option you have and determine whether it still makes sense in light of current litigation trends and your objectives.

Verita, LLC provides independent and unbiased factual investigations of all types of workplace claims, such as harassment, discrimination, whistleblower, retaliation, theft, misuse of company property, compliance violations, and other employee misconduct. For more information, contact Marie A. Latoff, Esq., Verita, LLC, (610) 251-6869 or visit www.verita.us.

GVFHRA Organizational Development Special Interest Group Hosts Successful Event

Fun, networking, and active learning on “Strategies for Gaining Commitment” filled the auditorium at Villanova's new, state-of-the-art Center for Engineering Education and Research building on Wed. October 22, 2008.

The Organizational Development Special Interest Group's (OD SIG) featured speaker for this fall's seminar was Kim Tamru, Vice President of Organizational Consulting and the Regional Practice Leader of the Engage & Align Practice for the MidAtlantic Region with Right Management.



Kim's rich and inspiring workshop was based on the realization of today's complex business environment. The key to future success is to be able to gain commitment across an organization to accomplish goals and implement major change initiatives quickly. Often times sealing the deal on commitment from the C-level

suite sets quite a challenge for senior level HR professionals.

To combat this challenge, 30 participants representing a diverse set of HR expertise across industries learned how to work to win commitment from top leaders. They increased their experience in skillfully developing and leveraging various roles of power and influencing strategies that result in establishing collaborative relationships built on trust and credibility. Attendees also had the hands on opportunity to take a self-assessment to identify their strengths and areas of improvement. Participants left the session with this handy tool they could then use to create influencing plans that will engage stakeholders in critical conversations.



An added bonus to the session was a visit from Dr. Andrulis, the acting Director of Graduate Programs in Human Resource Development, who shared a few words about Villanova's flexible and comprehensive masters' program in Human Resource Development. Villanova University was the proud sponsor of this OD SIG learning session.



Please stay tuned to the GVFHRA events calendar for the next OD SIG g event this spring. See you soon!

GVFHRA Job Bank

Find Jobs:

Free to Job Seekers

Post Jobs:

Discounted rates for GVFHRA Employers

Check the website www.gvfhra.org under Careers for more details

GVFHRA Welcomes New Members

Name	Company
Darrell K Bullock	Amerisource Bergen
Michael J Cavanaugh SPHR	QVC, Inc.
Mary Louise Ciciretti	Bryn Mawr Hospital
Joanne DiCiurcio	Delaware Valley Advisors, LLC
Jessica Downey	
Scott Drinnan PHR, GPHR	Synovate
Wayne E Gregory	General Building Contractors Association (GBCA)
Richard A Harman, Jr	Vanguard
Patricia L Henson	Susquehanna Bancshares
Patricia L Hunt	Allied Barton Security Services
Jennifer Lile	The Rosen Group
Christie A McGlone	Allied Barton Security Services
Judy Newman CEBS	Gap International
Heather L O'Neill	West Pharmaceutical Services
Brian J Ritchie MS	De Lage Landen Financial Services
Janet Smith	Teva Pharmaceuticals USA
Janet L Syphan	CSC
Claudine Vita	Staffing Plus, Inc.
Mary E Vogan	One Stop LeaderShop
Michael Winsey	Mercer

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Bus. Card size	(3-1/2" w x 2" h)	\$ 50
¼ page	(3-1/2" w x 5" h)	\$ 75
½ page	(3-1/2" w x 10" h) or (7-1/2" w x 5" h)	\$ 150
Full page	(7-1/2" w x 10" h)	\$ 300

Discounts available for multiple monthly insertions.

Website Banner Ads as low as \$250/month!

½ price for GVFHRA meeting/seminar sponsors.
Details at gvfhra.org and click on sponsor/ad ops.

Contact Bruce Zanar (610) 792-2105 or
Lori Stokes-Powers (610) 551-4736

GREATER VALLEY FORGE HUMAN RESOURCES ASSOCIATION (GVFHRA)

Michael R. Losey SCHOLARSHIP



\$3,500.00 * graduate award
\$2,000.00 * undergrad

Completed applications must be received by
Monday, March 2, 2009

Awards will be presented during GVFHRA's Annual College Night
Dinner Meeting on Tuesday, **April 21, 2009**

WHO IS ELIGIBLE?

- Graduate Students currently enrolled in an MBA or MS program with a concentration in Human Resources, Organizational Management, or Industrial Relations.
- Undergraduate Students enrolled in any of the following programs:
 - Human Resources Management
 - Organizational Management
 - Business Admin (with a concentration in Human Resources)

Undergrad Students who are **NOT** enrolled in the programs listed above, but who demonstrate a strong desire to become an HR professional **AND** have interned during the Summer 2007 or plan to intern during Summer 2008 are also eligible to apply.

For applications and additional info, contact your HR faculty and/or Career Center. Also feel free to contact the GVFHRA Representative, Jeffrey Snyder, 610-789-7606 or email at Kmayro66@aol.com

Career Networking Group

First Monday of the month from 5:30-7:00
(with some exceptions)
Right Management - Berwyn Office
(610) 251-9250

December 1st - This meeting will offer a more informal opportunity to network with others in search and prepare for your search during the holidays.

January 7th - Working with HR Contract recruiters - Global Resources - successful partnerships, contracts and possibilities.

February 4th - Solution Selling for the Job Search - energizing session on selling your solution

March 3rd - Panel Discussion - We will bring together a number of HR professionals who will share their tips for successfully transitioning.

April 7th - TBD

Networking, job sharing opportunities
Brief introduction of each member, utilizing "commercials" guidelines

Resources/materials provided to assist you in your search, including access info for Right's RightLinks resource database

We look forward to seeing you!

Please check the website to confirm dates, times and topics.

AD BOOKLET FORM
FOR GVFHRA'S ANNUAL SILENT AUCTION
DECEMBER 16, 2008



**ALL PROCEEDS BENEFIT
THE MONTGOMERY COUNTY FOUNDATION
AND THE SHRM FOUNDATION**

**YOUR COMPANY OR BUSINESS WILL BE ADVERTISED IN
THE 2008 GVFHRA 1ST SILENT AUCTION BOOKLET.**

**ADVERTISEMENT OPTIONS: (PLEASE CHECK YOUR CHOICE BELOW & RETURN
WITH CHECK MADE OUT TO GVFHRA AUCTION BOOKLET TO:**

Lori Stokes-Powers
GVFHRA
2119 County Line Road
Villanova, PA 19085-1733
(610) 551-4736 phone

___ SINGLE BACK COVER PAGE \$200 (SOLD)

___ FULL PAGE \$100

___ HALF PAGE \$50

___ BUSINESS CARD Ad \$25

**ARTWORK CAN BE FORWARDED TO BRUCE ZANAR (610) 792-2105 AT
MOTIV8MKTG@AOL.COM FOR OPTIMUM RESULTS, HIGH RESOLUTION
JPEG (300 DPI OR BETTER). PDF FILES ARE PREFERRED.**



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ADVANCE YOUR HUMAN RESOURCE CAREER

PREPARE FOR PHR/SPHR CERTIFICATION
PURSUE PROFESSIONAL DEVELOPMENT
EARN 39 HR CERTIFICATION INSTITUTE RECERTIFICATION CREDIT HOURS

MALVERN CLASS STARTS TUESDAY, JANUARY 27, 2009

GVFHRA is once again partnering with Villanova University in offering the 13-week Villanova/SHRM Learning System Course for the Spring 2009 semester. If you've been planning to earn your Professional Human Resources (PHR®) or Senior Professional in Human Resources (SPHR®) designation, now is the time to enroll in Villanova's updated and expanded HR Certification Institute exam preparation course based on the SHRM Learning System®. This program is also ideal for certified HR professionals seeking PHR/SPHR recertification credit hours or individuals wanting professional development.

Villanova University is a National leader in providing the SHRM Learning System course within an instructor-led and on-line environment. The Certificate in Professional Human Resource Management program is offered in full partnership with the Society for Human Resource Management (SHRM), and the curriculum covers the 2009 HR Certification Institute Body of Knowledge. Designed by subject-matter experts, the program includes application exercises that develop specific competencies and decision-making skills. Besides being a powerful tool for PHR or SPHR certification preparation, this strategic course fosters professional advancement and builds confidence for managing HR challenges.

CLASS LOCATION AND INFORMATION:

SunGard Higher Education – 3 Country View Road, Malvern, PA
Tuesday evenings, January 27, 2009 – April 21, 2009, 6:00 p.m. - 9:00 p.m.
Instructor: Angela Francesco, JD, SPHR, Consultant and Instructor,
 The Wharton School and Villanova University

With Villanova's blended approach, you will learn from printed workbooks, software, on-line tools and a dynamic classroom experience. Each student will receive the 2009 SHRM Learning System and CD ROM, the SPHR *Preparation Book* for specialized SPHR training, and have access to the online Learning Resource Center for one year. For information regarding the HR Certification Institute certification exam, please go to www.HRCI.org to learn more about testing windows, deadlines, exam fees and how to apply for the exam. Upon successful completion of the course, participants will receive the Certificate in Professional Human Resource Management from Villanova University as well as 3.9 Continuing Education Units (CEU's). For those taking the course for recertification purposes, successful completion will result in the awarding of 39 HR Certification Institute credit hours. **Register now. Classes fill quickly and space is limited.** Spring 2009 classes will also be offered in Center City, Philadelphia; Northeast Philadelphia; West Chester; Langhorne; Dresher; York; Chambersburg; Newark, DE, and at the Villanova Conference Center in Radnor. ***The Wednesday night class at the Villanova Conference Center is designed for the experienced HR professional preparing for the SPHR examination.*** Register today by contacting the Office of Continuing Studies at (610) 519-4310. You can also visit www.continuingstudies.villanova.edu for more information, and to complete your registration.