



## **NEXT REGULAR MEMBERSHIP MEETING**

**Date: Tuesday, April 3, 2007**

**Location: Ramada Inn(Crystal Ballroom II) Time: 11:30 am – 1:00 pm**

**Program Topic: "Wellness in the Workplace"**

**Presented by: Val Farmer**

### **"Dr. Val Farmer"**

Dr. Val Farmer is a well-known clinical psychologist and syndicated columnist, specializing in rural mental health and family relationships. His professional portfolio includes a PhD in Clinical Psychology from the University of Arizona in 1976 and thirty years of counseling experience in North and South Dakota. Besides his work with marital relationships and rural mental health issues, Dr. Farmer has developed mediation and conflict resolution consultation services to family businesses, particularly farm and ranch families in business together. Val and his wife Darlene have celebrated 40 years of marriage. They have seven children, five daughters and two sons. Currently they have 16 grandchildren. Through his relationships with his wife and children, Dr. Farmer has had rich personal experiences and offers a practical approach to dealing with human relationship problems in both business and personal life.

### **"Laughing Your Way to Organizational Health - A Lighter Approach to Workplace Wellness"**

By David Granirer M.A., North America's Psychotherapist/Stand-up Comic

Workplace wellness is a serious issue. With terms like "stress-related-illness" and "burnout" becoming household words, organizations are increasingly looking for ways to keep their workforce happy, healthy and productive.

Up to now, most organizations tended to devalue the idea of laughter at work, seeing it as a distraction from getting the "real" job done. This attitude is also reinforced by the work ethic many of us were raised with: "No pain, no gain," "Work isn't supposed to be fun," and "It's only worthwhile if you have to suffer for it."

However, we're starting to realize that all of this suffering is killing us. Not only that, but we're finding that it's actually counter-productive to the bottom-line results so sought after in this time of change and

**April FMHRA Newsletter**

## Upcoming FMHRA Calendar

**May - Presenter: Frank Pastizzo**

**Topic: Warm Up the Workplace (Half Day Session – 9:30am to 1pm)**

**June - Presenter: Tony Stoner**

**Topic: Workplace Safety: Why Would a Company Pursue the Voluntary Protection Program?**

**July: - meeting moved to 07/10/07**

**Presenter: Vogel Law Firm Representative**

**Topic: I-9 and Immigration Law updates**

**August - Presenter: Patty Corwin**

**Topic: Emotional Intelligence**

“Laughing Your Way to Organizational Health - A Lighter Approach to Workplace Wellness”  
(continued from pg. 1)

**the highest level of employee performance used humor the most often.**

**The scientific data is also proving that laughter is an integral part of physical wellness. Dr. William Fry of Stanford University found that laughing 200 times burns off the same amount of calories as 10 minutes on a rowing machine. Another study found that after a bout of laughter, blood pressure drops to a lower, healthier level than before the laughter began. Laughter also oxygenates your blood, thereby increasing energy level, relaxes your muscles and works out all your major internal systems like the cardiovascular and respiratory systems.**

**Furthermore, researchers are discovering that laughter also affects the immune system. According to Dr. Lee Berk of the Loma Linda School of Public Health in California, laughing makes it grow stronger, with the body's T-cells, natural killer cells and antibodies all showing signs of increased activity.**

### **When You Need Humor ...**

**So what are the specific indicators that tell us we need to incorporate humor into our workplace? According to Thomas Kuhlman, a psychologist at the University of St. Thomas, there are two major factors.**

**The first is being placed in no-win situations. These include being expected to do a job but not having the necessary resources in terms of time, money, policies or people power. This can also include having to serve a difficult or overly demanding client base or boss, or having to enforce unpopular rules or regulations.**

**The second is the presence of unpredictable or uncontrollable stressors. These can take the form of regularly arising, but unpredictable, situations which adversely affect stress, workloads or scheduling. They can also include decisions made at other levels of the organization or government that affect your job but into which you have little or no input.**

**Sound familiar? In order to illustrate this scenario, Kuhlman uses the example of the TV series M\*A\*S\*H. Here we have medical personnel caught in a classic no-win situation. Their job is to heal wounded soldiers, who when healed, go back to the front lines to be wounded again. The stressors are also uncontrollable and unpredictable, in that the protagonists never know when or how many casualties will arrive. Furthermore, higher-ups are making decisions about the war, that affect their jobs and lives, in which they have no say.**

**In situations where we have little or no control over our external circumstances, our only control lies in how we react to them. We can either choose to laugh or despair, and in M\*A\*S\*H, Alan Alda's character made people laugh. In some ways, laughter is the only rational response to all of this since, in order to survive, we need to find a life-affirming way to cope. Being able to laugh about ourselves and our situation helps us release tension, regain our perspective, and accept that which we cannot change. Not only that, it also gives us the physical energy and resilience needed to survive.**

**As more and more groups realize the benefits of laughter, they are incorporating it into their wellness programs. What I have found from working with hundreds of organizations is that they are often full of very funny and resourceful people who just need to be given permission and encouragement to use their sense of humor on the job. Our "inner clown" is now our lifeline in these times of change and uncertainty. Giving him or her free rein not only results in healthier workplaces, but also increases bonding with the rest of the team. Remember, the group that plays together, stays together!**



## FMHRA receives the 2006 Superior Chapter award

### Mark your calendars!

2007 State HR Conference!  
September 26-28, 2007  
Ramada Plaza Suites and Conference  
Center - Fargo, ND

Keynote Speakers Include:  
**Joseph Mancusi**  
**Margaret Morford**  
**Mac Fulfer**

Check out our website!  
[www.fmhra.org](http://www.fmhra.org)

### 2007 Officers Directory

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**Public Relations: Autumn Hareland**

On behalf of the Society for Human Resource Management, I am pleased to confirm that your chapter has been awarded the 2006 Superior Merit Award. This award recognizes excellence in chapter operations and a commitment to providing meaningful programs and services to your members.

By achieving this award, your chapter distinguishes itself as an outstanding organization dedicated to serving the needs of your members and to the advancement of the human resource management profession. Throughout the year, we will continue to recognize your chapter's achievement as a Superior Merit Award chapter. Congratulations on your achievement.

Sincerely,

Keith J. Greene, SPHR  
Vice President, Member Relations

### SHRM® Sons and Daughters Scholarship Program

**March 1 to May 15, 2007**

#### The Program

The Society for Human Resource Management (SHRM) has established a scholarship program to help finance higher education for children of its members. The program is independently managed by Scholarship America, a national nonprofit educational support and student aid service organization. Awards are given without regard to race, color, creed, religion, sex, disability, or national origin.

#### Eligibility

Applicants must be children of national members of SHRM. Applicants may be either high school seniors, high school graduates or first-year college undergraduates enrolled or planning to enroll in a full-time course of study at an accredited four-year college or university.

**For more information on this opportunity, go to the web site at**  
<http://www.shrm.org/sons&daughters/>

**Tuesday, April 24, 2007**

**Complimentary Law Seminar offered by Felhaber Larson Fenlon & Vogt**  
Ramada Plaza Suites & Conference Center - Fargo, 8:15 A.M. – 3:30 P.M.  
*Complimentary Breakfast & Luncheon Served*  
**CHALLENGES FACED BY EMPLOYERS TODAY**

- A Discussion of the Hottest Issues

- Fargo/Moorhead Area Labor & Employment Law Seminar

# FMHRA meeting minutes

March 6, Ramada Plaza Suites

Meeting called to order by President Nicol Winkelman - Present: Autumn Hareland, Erin Jaspers, Katie Olson, Sherry Olson, Patty Roers, Julie Rostberg, Chris Volmer, Melissa Zietlow, Penny Barnett, Nicol Winkelman, Absent: Barb Elstrom, Amy L.

## Katie Olson – College Relations

• Scholarship information sent out to membership Internship opportunity to be posted; E.Jasper's term ends in May  
Minot Chapter looking to establish student group, utilizing FMHRA as mentor/advisor

- SHRA – Tri College Student Group
- March 6<sup>th</sup> Teresa Lewis – Performance Management presentation to student group
- SHRO – MSCTC Student Group

Two teams participated in HR Games; one team placed 3<sup>rd</sup> MOTION: K.Olson, 2<sup>nd</sup> S.Olson: To purchase \$10 gift cards for all team members and instructor as achievement recognition. Ayes: Unanimous

## Erin Jaspers – Student Rep. & Board Intern

- SHRA –Tri-College Student Group NDSU requesting to break out of tri-college group and form own entity
  - NDSU carries the group financially; in membership; and student participation
  - NDSU represents approx 90% of membership
  - NDSU's available funding from student gov't is reduced by 50% due to tri-college venture rather than NDSU venture; MSUM, Concordia do not financially support group and have small participation numbers, even when meetings are held on their campuses
  - Discussion held regarding FMHRA's role in sponsoring the Student Group; Consensus:
    - Limit sponsorship to one 4-yr college student group (SHRA)
    - K.Olson to investigate w/advisors on needs and goals of student membership
    - Table further discussion/decisions to future meeting

## Autumn Hareland – Public Relations

- Business After Hours – set to participate April 5, 2007 event
- Prepare presentation for LCD screen to run to promote FMHRA (Hareland)
  - Program features/feedback
  - FMHRA brand
  - State conference
  - Research Bendeex pen with FMHRA logo and website as a giveaway (Roers)

## Julie Rostberg – Treasurer

- Review & Approve Feb. financials

MOTION: Rostberg, 2<sup>nd</sup> K.Olson: to Accept and approve February 2007 financials as presented. Ayes: Unanimous

## Melissa Zietlow – Legislative & Diversity

- Various tools on SHRM website to promote diversity
- Future conference opportunities to be posted through list-serv
- Diversity calendar on FMRHA website to be update

## Chris Volmer – President Elect

- Discussion held regarding internship opportunity and student liaisons from other universities other then the Tri-College on Board
  - One internship opportunity (undergraduate) is available
  - Other Board opportunities are available each year as announced in the Fall; encourage anyone who wishes to participate to volunteer/be nominated
- Programming Update
  - Program feedback fell from 3.7 to 3.0; members asking for round table discussion to be held in January only; requesting more CE credits –½ day programs scheduled for May and November
  - Announced opportunity to Board to attend meeting w/ former Gov Sinner and company CEO's to discussion frame work to build general HR policies for ND businesses. More information will follow.

## Sherry Olson – Past President

- Website Update - Continue to discuss options for website hosting and updating

## Penny Barnett – VP Membership

- Joint Billing Phase Out Group Discussion
    - Subcommittee to meet in April for further discussion
    - Membership applications presented: Mike Crary, Linda Engen
- MOTION: Barnett, 2<sup>nd</sup> Roers: To approve member application as presented. - Ayes: Unanimous

## Nicol Winkelman – President

- Luncheon meeting announcements reviewed
- Membership process subcommittee to meet in April
- State Council meeting Thursday

No further business presented; Meeting adjourned - MOTION: N.Winkelman, 2<sup>nd</sup> S.Olson Ayes: Unanimous