
41ST ENTRY

American Society of Women Accountants Milwaukee Chapter #41

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President's Message

As I sat down to write this message, I was at a loss for words (literally). My first thought was that a President's Message should be thoughtful, insightful, and I should be able to impart some words of wisdom to all of you, but I had none to impart this month!

Then I realized that that was okay. The last several weeks I have been engaged in preparation for my annual audit, which has certainly left little time for anything else to engage my thoughts. Every one of us can probably relate in some way, when it seemed that some work project consumed most of our waking moments to the exclusion of all else. We felt overworked, frustrated, perhaps a little short-tempered, and certainly tired. We questioned whether or not we wanted to continue with our jobs, and felt guilty because we felt we were neglecting our families and friends. After all, we are continually being told we should have balance in our lives.

But be encouraged, there is a light at the end of the tunnel. The project will end, the audit will be complete, the vacant staff positions will be filled (hopefully), and our lives will return to some semblance of normalcy. So I leave you with this piece of advice, it's okay at times to feel uninspired, unenergized, and unencouraged. After all, we are only human, and being human sounds awfully good to me!

Susan Hallberg

Recruiting Internal Employees for Open Positions

Although the economy seems to be improving, many employers are still reluctant to hire. Yet, managers need the right staff to ensure that projects are completed successfully and on time. In this catch-22 situation, a cost-effective and proven strategy is recruiting internal employees to fill openings.

Recruiting current staff saves both time and resources. You may already have firsthand knowledge of the applicant's qualifications, problem-solving skills and ability to perform under pressure. In addition, internal employees typically adjust to their new roles more quickly since they understand the corporate culture.

Following are a few tips for successfully recruiting internal candidates:

- **Keep people in the loop.** Ensure that everyone in your organization has access to all jobs listings and that announcements are up-to-date. Also provide employees a consistent resource for researching openings. If not all personnel are made aware of new jobs listings, you risk alienating and ultimately, losing valuable top candidates.

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Networking Event Reminder

RSVP Due Date Friday, 10/24/03

The ASWA Networking Event is scheduled for Thursday, October 30 at the Wisconsin Club, with Senator Alberta Darling as our keynote speaker.

If you have not mailed in your RSVP, to Vivian Moller to reserve your spot, please call her by end of day , Friday, so she can place your dinner order. Her number is (414) 225-9578.

Golden Wisdom

Eyesight may diminish with age, but all other forms of vision-----Hindsight, Foresight

Second sight and Insight

improve as we get older.

- **Create clear job descriptions.**
By including the responsibilities and skills required for each position, you'll help avoid confusion and potential misunderstanding about job expectations. You'll also increase the likelihood that only qualified employees will apply.
- **Establish standard procedures.**
Define uniform, practices for both posting and applying for internal openings. Determine whether employees should apply for jobs through department heads or with the human resources department.
- **Be fair.**
If you offer the position to one internal employee rather than the another, explain to the individual who did not get the new job the reasons for the decision – and let him or her know what can be done to prepare for future opportunities.

Accountemps is the world's first and largest temporary staffing service specializing in the placement of accounting, finance and bookkeeping professionals. The company has more than 320 offices throughout North America, Europe, Australia and New Zealand, and offers online job-search services at www.accountemps.com. For more information, call the Milwaukee office at (414) 271-8367.

Employment Opportunity

The Wisconsin Department of Revenue currently has an opportunity available for of a Revenue Field Auditor 6 – Staff Specialist in Madison, WI. The announcement and application instructions can be found at our Internet site at: <http://www.dor.state.wi.us/hrs/oppportun.html>. The application deadline for this position is October 21, 2003.

SOURCES AND RESOURCES

ASWA's Mission: *To enable women in all accounting and related fields to achieve their full personal, professional and economic potential and to contribute to the future development of their profession.*

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Time to Network!

By now everyone should have received an invitation to the 2003 Networking Event at the Wisconsin Club on Thursday, October 30th.

Senator Alberta Darling is the keynote speaker for the evening and she'll be discussing the state budget crunch as well as how women can be heard politically without running for office.

In addition to the door prizes we will be giving out, we're also planning a silent auction of some of the top items, with proceeds to help fund Chapter 41's scholarship program. Any donations, large or small, would be appreciated for this event.

Also, I am looking for volunteers to help the evening of the Networking Event, someone to greet people at the registration table, someone to say the Invocation, etc. Please get in touch with me if you would be willing to help out.

The Networking Event is going to be a fun and informative evening. Don't hesitate to invite colleagues and friends. This is our chance to talk up ASWA and I hope we can have a good showing of Chapter members on hand to demonstrate the value of this great organization.



State Senator
Alberta Darling

“I came to the Legislature to pursue my passion of making the lives of every child better and brighter.”

Fighting for children and ensuring quality education brought Alberta Darling to the State Legislature. Her passion for unlocking the doors of opportunity for every child in Wisconsin has not only kept her there, but also made her a leader among her peers.

Alberta Darling was first elected to the State Legislature in 1990. She served the remainder of a term and a complete a full two-year term in the State Assembly before being elected in 1992 to the Wisconsin State Senate. Darling has been reelected to the State Senate two times, in 1996 and in 2000. Her experience and expertise vaulted her onto the powerful Joint Finance Committee in 2000, where she currently serves as co-chair.

Darling is best known for her work on behalf of quality education and children. Darling, a member of the Senate's Education Committee, was instrumental in the creation of the Milwaukee Parental School Choice Program and the college tuition savings program known as, EdVest. Recognized as a determined advocate for children, she has worked to improve Head Start, day care, and the Milwaukee County Child Welfare Initiative. In addition, Darling has led the charge for safer schools in Wisconsin. As Chair of the Special Legislative Council Committee on School Discipline and Safety, Darling led the effort to pass comprehensive safe schools legislation.

Darling's passion is also evident in her many years of community service. Prior to coming to the Legislature, Darling was a classroom teacher and an avid community volunteer. Darling founded *Today's Girls/Tomorrow's Women* and has served on numerous charitable boards, including; United Way, Junior League, Future Milwaukee, Greater Milwaukee Committee, Milwaukee County Child Welfare Initiative and the American Red Cross.

Darling understands that building strong communities requires ensuring our streets are safe. That is why Darling authored and led the fight for passage of Wisconsin's Sexual Predator and Community Notification Laws. These landmark laws, along with her work on behalf of victims' rights, have made Darling an award winning crime-fighting legislator.

Darling is also a leader in economic development issues in Wisconsin. Leading Wisconsin forward requires reducing the tax burden on families and businesses and keeping government spending within the means of taxpayers. That is why Darling has been an avid proponent of tax cuts and the author of a spending cap on state government. Darling is a strong advocate for Wisconsin's robust economy and the creation and retention of good, family-supporting jobs. Keeping jobs and families in Wisconsin is one of her top priorities.

A wife of 34 years, Senator Darling and husband Dr. Bill Darling have two children; Liza (31) and Will (29). Darling graduated from UW-Madison with a degree in Secondary Education and has done graduate work in English at UW-Milwaukee and Learning Disabilities at Cardinal Stritch.

ENTERTAINMENT & GOLD C FUNDRAISING SALE

So far our sale has gotten off to a good start. Through October 14th, we sold 29 Entertainment Books and 15 Gold C Books. We still have 51 Entertainment Books and 45 Gold C books yet to sell. The books will be available at the October 30th meeting. If you took out books that you think you won't be able to sell, please bring them to Ann at the October 30th meeting so we can get them to people who think they can sell them. Once again the prices are: Entertainment 2004 = \$35 and Gold C = \$10.

If you have any questions, just call Ann Neshek at (414) 443-1911. Good Luck!

AMERICAN SOCIETY OF WOMEN ACCOUNTANTS * MILWAUKEE CHAPTER 41**

Meeting Schedule for the 2003-2004 Year

Location: Klemmer's Banquet Center, 10401 W. Oklahoma Avenue
Time: Social 5:30, Dinner 6:00, Program 7:00
Fees: Members \$19, Retired Members \$16, Students \$16, Guests \$21

Date	Day	Entrée	Program Topic/ Speaker
Oct. 30, 2003	Thursday	TBD-Wisconsin Club	Networking Event <i>Speaker-Senator Alberta Darling</i>

Please call Joan Cook at 414-297-6438 or send e-mail to her by the previous Thursday to make a reservation or to add/delete your name from the permanent reservation list. Please advise if you wish the alternate Vegetarian Steamed Vegetable Entrée instead. Guests are always welcome at our meetings!

PERMANENT RESERVATION LIST: (Call in ONLY if you wish to cancel!)

Lois Arsand	Sue Heaton	Mary Pulizos
Trudy Daline	Sherri Lederer	Sheila Robak
Eve Bischoff	Bev Loofboro	Janet Sargent
Carol Butula	Darlene Mielke	Ellenmay Seaman
Sue Christensen	Vivian Moller	Valerie Sheldon
Deb Fineour	Ann Neshek	Linda Steinberg
Wendi Hall	Cheryl Pfundtner	Catherine Yekenevicz
Susan Hallberg	Sue Press	

PER EXECUTIVE BOARD RESOLUTION, any member who makes a reservation by the deadline, or any member on the permanent reservation list that fails to cancel their reservation by the deadline, will be billed for their meal.

**American Society of Women Accountants
Chapter 41**

Meeting Dates 2003-2004

Thursday, October 30, 2003 – Networking Event
Tuesday, November 18, 2003
December-No Regular Meeting/Volunteer Gift Wrapping
(Date to be Announced)
Tuesday, January 27, 2004
Tuesday, February 24, 2004
Tuesday, March 23, 2004
Tuesday, April 27, 2004
Tuesday, May 25, 2004
Tuesday, June 22, 2004 Installation of Officers

The happiness of your life depends on the quality of your thoughts

Marcus Aurelius Antoninus (A.D. 121-180)

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Place
US
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Here

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