



American Society of Women Accountants

The Spokane Ledger

Volume III Issue I I I I I I I I May 2010

NEXT GENERAL MEETING MAY 20, 2010

PUBLIC RELATIONS EVENT 2010

“FRAUD!” BY DETECTIVE STACEY CARR
SPOKANE POLICE DEPARTMENT

Public Relations Event Details

Red Lion Hotel at the Park
W. 303 North River Dr. Spokane

Networking 5:30 p.m. Cost: \$25
Dinner 6:00 p.m.
Program 6:45 p.m.

RSVP by May 17 at 10:00 a.m.
Contact Don Mackey at reservations@aswa4.org
or 509-869-9041

Sharpening Your Soft Skills

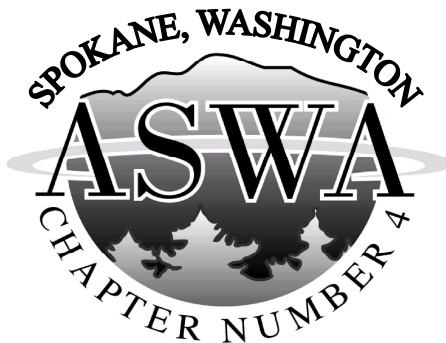
Part 4 of 5

Be in control. Not every day will be a good one, but you should strive to always maintain a positive attitude while on the job and calm in challenging situations. People who can keep it together when things are intense or when they must endure others' poor interpersonal skills will find that their composure earns respect from their coworkers.

Source: American Society of Women Accountants, www.aswa.org

Upcoming Event

June 24th Dinner Meeting
Etiquette Presentation
Cooking Demonstration
Officer Installation



President's Message

The warmer weather in May is a welcome change. Volunteers who give their time to help in our community are very welcome too! We would like to invite you to attend our May Public Relations Event on Thursday, May 20 with this in mind.

Several non-profit groups will be represented that evening and will share their opportunities for your involvement. Also, Detective Stacey Carr will be speaking on Fraud and has worked directly with some of the non-profits on the effects of this topic.

A dessert auction with items from Costco and goodies donated by some of our own members will be available. Just by enjoying dessert, you can support the ASWA Scholarship Fund for local accounting students. A Becker Review Scholarship will be given away as well. Invite extra students to sign up for this.

June's monthly meeting will have a presentation by our own Marie Sweet on etiquette. The evening also includes a special installation of the Spokane Chapter 2010-2011 Officers & Directors.

Please join us for these great events!

With Kind Regards,

Sandi

HIGHLIGHTS OF APRIL'S DINNER MEETING

Leslie Miller introduced our speaker, Dr. Molly Pepper of Gonzaga University. The presentation entitled "Hate in the Workplace" covered a broad range of issues. I learned that many types of behavior from a slight offense to physical violence can be categorized as "hate". Her findings concluded that in the majority of cases, reporting a bully may not result in any changes.

Spokane Chapter Officers

President

Sandi Pendleton
Douglas Eden Phillips & Deruyter PS
President@aswa4.org

President Elect

Position not filled

Vice President

Dianne LaValley
Accountemps
Vicepres@aswa4.org

Treasurer

Lindy Moeller
Spokesman Review
Treasurer@aswa4.org

Recording Secretary

Position not filled

Corresponding Secretary

Position not filled

Director 1 - Programs

Gayle Ekins
Spokane Community Colleges
Dir1@aswa4.org

Director 2

Marie Sweet
BehlerMick PS
Dir2@aswa4.org

Director 3

Don Mackey
Premera Blue Cross
Dir3@aswa4.org

Immediate Past President

Lisa Kroiss
Volunteers of America
ImPastPresident@aswa4.org

ASWA MISSION STATEMENT

The mission of the American Society of Women Accountants is to empower women in all fields of accounting and related fields to achieve personal, professional and economic success and to contribute to the future development of their profession.



Board Member Spotlight

The board member spotlight shines on Joyce Towne this month. Joyce has been a very involved member of the ASWA Spokane chapter and continues to be a great resource for all.

Joyce has served as treasurer, recording secretary, vice president, president elect, and president. She has also served on various committees, including the National Nominating Committee and the Regional Conference Committee.

Joyce graduated from Whitworth College and has her CPA license. She has worked for McFarland & Alton and Holy Cross Cemetery before retiring and working during tax season at Goodman CPA. Goodman CPA, owned by Connie Goodman, another ASWA member, had its first tax season this year.

When not working during tax season, Joyce can be found with her family. Joyce and her husband have 4 children, 13 grandchildren, and 2 great-grandchildren.

What message does Joyce have for members? "I love ASWA." More specifically, she loves the conferences, camaraderie, contacts, and the CPE credits.

Practical Tips & Tricks for the Workplace

Brush up on your Excel skills by going to www.aswa4.org and clicking the "Excel" tab. ASWA member Leslie Miller of L. Miller Consulting Company has provided resources available for download, including tutorials on beginner to advanced functions of Excel.

Upcoming Conferences

ASWA Northwest Regional Conference "Stop and Count the Roses"

*June 18-19, 2010
Portland, Oregon
Crowne Plaza Hotel*

IMA 91st Annual Conference and Exposition

*Baltimore, MD
June 5-9, 2010*

*Earn over 24 NASBA-
approved CPE credits*

ASWA Joint National Conference

*Nashville, TN
Sept. 27-29, 2010*

Unhappily Ever After

Dissatisfaction With Management is the Top Reason Good Employees Quit

When top performers decide to jump ship, managers may want to consider a little self-reflection, a recent survey suggests. More than one-third (35 percent) of executives interviewed said good employees are most likely to quit their jobs because of unhappiness with management. This is up from 23 percent when the question was asked five years ago. Limited opportunities for advancement was the second most common answer, cited by 33 percent of respondents.

The survey was developed by Robert Half International, the world's first and largest staffing services firm specializing in accounting and finance. It was conducted by an independent research firm and is based on interviews with 150 senior executives from the nation's 1,000 largest companies.

Executives were asked, "Which of the following is most likely to cause good employees to quit their jobs?" Their responses:

	2009	2004
Unhappiness with management	35%	23%
Limited opportunities for advancement	33%	39%
Lack of recognition	13%	17%
Inadequate salary and benefits	13%	11%
Bored with their job	1%	6%
Other/don't know	5%	4%
Total	100%	100%

Robert Half also recently issued survey findings that show employers' greatest staffing concern is employee retention.

"Professionals seek strong leadership, particularly during times of uncertainty, and they also want managers they can learn from and who take an interest in their careers," said Max Messmer, chairman and CEO of Robert Half International and author of *Human Resources Kit For Dummies, 2nd Edition* (John Wiley & Sons, Inc.). In today's business environment, where many companies have reduced staff levels, managers need to be extra attentive to the needs of their teams, or they risk losing their most valuable employees.

Messmer added, "Employees want to see their efforts rewarded and acknowledged. If offering a promotion isn't an option right now, managers should consider providing employees with professional development opportunities and the flexibility to pursue projects that will help them expand their skill sets."

Most employees who are looking for a new job will send out warning signals. Robert Half identifies the following five red flags for supervisors to be aware of:

- I. A noticeable change in attitude.** A formerly enthusiastic staff member may seem withdrawn and indifferent. In addition to examining the individual's performance, look for changes in behavior in team settings. *Continued on Page 5*

Unhappily Ever After, cont.

2. Longer lunch breaks and frequent absences. This may be a sign that someone is using the time for job interviews. It also could indicate the person is bored with the work.

3. Missed deadlines and increased errors. Everyone misses a deadline from time to time, but apathetic workers make it a habit - one that can throw off the efficiency of an entire department or company. Numerous errors from a previously conscientious employee are a sign of disengagement and may signal lost interest and an impending departure.

4. More professional attire. An employee who shows up for work wearing suits even though your company has a business casual dress policy may be going on job interviews with other firms.

5. A drop in productivity. A decline in performance or work quality and increased forgetfulness about deadlines, meetings and appointments could indicate a worker who is gradually disconnecting from the job.

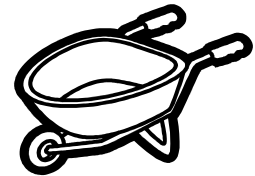
Robert Half International has more than 360 staffing locations worldwide and offers online job search services at <http://www.rhi.com/>.

Source: www.aswa.org



KAPLAN CPA REVIEW

Kaplan CPA Review offers ASWA candidates a 30% discount on our realtime, interactive Online Review Courses or our Self-Study Online Review Courses. Each course includes our full set of interconnected study materials. The 30% ASWA discount provides candidates with up to \$419 in savings for a total cost of **less than \$1,000** for all four sections. Discount may also be applied to single section purchases. Go to http://www.schweser.com/downloads/brochures/kaplancpareview_2009_2010_brochure.pdf for an informative brochure.



It's time to dust off your green thumb and come join other ASWA members to weed and plant flowers at the Corbin Senior Center! We will meet Saturday, May 22nd at 9:00AM at the Corbin Senior Center, located at 827 W Cleveland.