

## “Diversity in the Workplace” The Challenges and Benefits for Today’s Organizations



The world’s increasing globalization requires more interaction among people from diverse cultures, beliefs, abilities, and backgrounds than ever before. Building a diverse supply chain and workplace population can present many challenges and opportunities for today’s management teams. Diversity issues are reviewed by top management on a regular basis and are projected to become even more important in the future due to increasing differences in the U.S. population. Managing diversity is more than simply acknowledging differences in people. It involves recognizing the value of differences, combating discrimination, and promoting inclusiveness and effectiveness within our work teams.

Come join us for a great evening of networking with your peers in APICS, NAPM, BNHRA, and InfoTech Niagara and our panel discussion of “Diversity in the Workplace” and how it might affect your organization now and in the future.  
- Jeffrey Ball

### Panel of experts will include:

- Melonya Johnson**, Buffalo Niagara Partnership, who will address developing a diverse supplier base from within the community.
- David Whalen**, Opportunities Unlimited of Niagara, who will address diversity and disabilities, increasing diversity in the workplace and developing a structured diversity plan.
- Heather Okoro**, NFTA, who will cover hiring perspectives for a diverse workplace.

Reserve a place for me/us on April 2 for “Diversity” program:

Name \_\_\_\_\_ Title \_\_\_\_\_

Company \_\_\_\_\_

#### My Entree Choice:

Stuffed Chicken  NY Strip Steak  Grouper Picatta

Name \_\_\_\_\_ Title \_\_\_\_\_

Company \_\_\_\_\_

#### My Entree Choice:

Stuffed Chicken  NY Strip Steak  Grouper Picatta



### Driving Directions:

NYS Thruway 90 E to I-290 N towards Niagara Falls. Merge onto 990 N via exit 4 toward UB North Campus/Lockport. Take Sweet Home Road Exit 2. Turn right onto Sweet Home Road. Turn left onto N. French Road. (Banquet facility is the next driveway from the Cafe/Plaza.)

**Next PDM:**  
A joint meeting with the Buffalo Niagara Professional Alliance associations:  
NAPM, BNHRA & InfoTech

**Wednesday,  
April 2, 2008**

**Banchetti’s Banquet  
Facility**  
550 N. French Road  
Amherst, NY 14228

**5:30-6:30 p.m.... Registration,  
Cash Bar & Networking**  
**6:30-7:30 p.m.....Dinner**  
**7:30-8:30 p.m.....Program**

**\$25.00 Members**  
**\$35.00 Non-Members**  
**\$15.00 Full-Time Students**

**Dinner Menu:**  
Please select entree with reservation.

- 1) Stuffed Chicken**  
(breaded/filled with broccoli & cheddar)
- 2) NY Strip Steak**  
(charbroiled served on garlic toast)
- 3) Grouper Picatta**  
(lightly battered in lemon butter sauce)

**Reserve Early...**  
For reservations, log on to [www.apics-buffalo.com](http://www.apics-buffalo.com) or call APICS at PPM OffiCenter, (716) 648-0972 or Fax (716) 646-1599  
Reservations requested\* by **Friday, March 28th.**

\* If you find that you can attend after this date, please give us a call. Please cancel if you find that you cannot attend after reserving.



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## President's Message

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**UB STUDENT REP:**

Elena Acosta

**CANISIUS STUDENT REP:**

Troy Graziani

APICS Members & Associates:

Wow! I can't believe how fast this year is going. After April, there are only two months left in the APICS fiscal year. For me, it has been a blast!

Last month Kimberly Smith (our Chapter Ambassador and 2007-2008 Member of the Year Award recipient) and I attended the first APICS Northeast District meeting in Albany, New York. In the past, the organization structure was a Region Model. We were part of Region 2, which consisted of all of New York State and some neighboring states to our east, for a total of about a dozen Chapters. In January we restructured into a District Model and we are now part of the "Northeast District". The new District is comprised of 31 Chapters from all over the Northeast from Maine to northern New Jersey and all states in between.

The main focus of these meetings is as follows:

1. Team Building
2. Share Best Practices
3. Chapter Development
4. Updates from National

Because this was our first meeting as a group, we focused on getting to know each other and sharing information. I have to say, with 31 Chapters now exchanging information, there is a lot to learn. I see this as a benchmarking opportunity for the Buffalo Chapter BOD to evaluate how we are doing as a Chapter compared to the best in the District. We will look for opportunities to make improvements in how we run the chapter as we look to add more values to our membership. As we learn more about the other Chapters, we will "steal with pride" from them and implement anything that could have a positive impact on this Chapter. I am looking forward to the next time we meet in May.

In case you missed it, the attendance for the last two PDM's has been awesome! You missed a couple of good ones. In February, we had over 220 people in attendance at our Alliance meeting and in March we had about 100 at TMN. We probably would have had more in March but the weather was not ideal as the predictions of a potential ice storm loomed and kept some of you away. We are starting to see more of our membership come out each month and I would like to thank everyone for your attendance. We're looking forward to seeing you on April 2.

*Rick*

Rick Haniszewski, CPIM  
2007-2008 President, APICS-Buffalo Chapter

This newsletter is published monthly by the APICS Organization, Buffalo Chapter 21, whose membership totals over 300 professionals, educators and students in the Western New York area involved in the Production and Inventory Management Field (P&IM) and resource management. APICS is over 50 years old and provides its members opportunities to attain job skills and knowledge that will set them apart from others through seminars, workshops, conferences, exhibitions and meetings. APICS and the Board of Regents of the University of the State of New York have made it possible for you to earn college credit for passing APICS' CPIM and CIRM examinations.



APICS Buffalo

# EDUCATIONAL OPEN CLASSES



## Basics of Supply Chain Management

Starting April 15, 2008, Tuesday nights at 6:30 pm  
at UB-North Campus

• \$525 non-member, \$500 member • 11 weeks

***Minimum of 4 participants needed to hold class; register today!***

### APICS Education Registration Form

*I would like to register for the following class(es):*

Basics of Supply Chain Mgmt. \$ \_\_\_\_\_

**TOTAL AMOUNT ENCLOSED** \$ \_\_\_\_\_

Name \_\_\_\_\_

APICS Member ID# \_\_\_\_\_

Company \_\_\_\_\_

Address \_\_\_\_\_

City/State/Zip \_\_\_\_\_

Phone \_\_\_\_\_ Fax \_\_\_\_\_

E-Mail \_\_\_\_\_

*Mail or fax this registration form to:* APICS-Buffalo Chapter, PO Box 888, Hamburg, NY 14075, Fax (716) 646-1599

**For questions and confirmation of course details, contact Education Director Ed George at 876-3837 or email [egeorge43@yahoo.com](mailto:egeorge43@yahoo.com).**

Make checks payable to: APICS-Buffalo Chapter and either give to instructor the first night of class or mail to Ed at the above APICS address with a copy of your registration form.

# Student Chapter Report:



## Canisius:

For those who were able to attend, Top Management Night was a success. The event gave current student APICS members the opportunity to network with Buffalo business professionals. Top Management Night has been the highlight of the APICS calendar for many years now. The rest of the semester will entail a possible tour of a local business along with attending a Bandits game. Also, we will look to fill four vacant officer positions for next year: President, Vice President, Treasurer, and Secretary.

- Troy Graziani, Canisius Chapter

## UB:

Matt Bartels, Director of Sales and Operations Planning at RichProducts and also director in APICS, came to UB and talked about sales and operations planning at Rich Products, job opportunities in supply chain management industry, and APICS certification. The speech included helpful information for the supply chain students. The UB SCOM club is planning to arrange a factory trip to Perry's Ice Cream at the beginning of April.

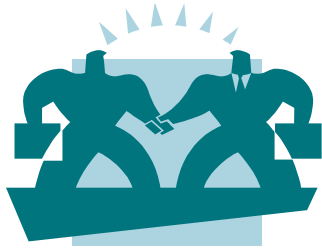
- Asli Yimenicioglu, UB Chapter

**FYI**, there will no longer be a Donald W. Fogarty International Paper Competition at the foundation level due to a variety of reasons (decreased quantity and quality of submissions nationally, an increase of multiple author papers making the prize money not worth it for individuals, etc.) So, we thank those who volunteered to judge in the past and we look forward to a potential leadership forum to take its place at the national conference in Chicago.

Melissa Ruggiero, APICS Student Chapter Director  
Associate Director

Frank L. Ciminelli Family Career Resource Center  
University at Buffalo School of Management





## APICS Partners with AST&L

As an APICS CPIM or APICS CSCP designee, you know how much professional certification programs can help you meet your career advancement objectives.

To enable you to pursue your professional goals, APICS is pleased to announce a partnership with the American Society of Transportation and Logistics (AST&L). Now APICS designees can obtain the AST&L Certification in Transportation and Logistics (CTL) on a fast track using their APICS certifications to waive some of the CTL requirements.

APICS CSCP designees can waive the elective Supply Chain Management module and APICS CPIM/CFPIM designees can waive the required Logistics Management module. This represents tremendous savings in time and up to \$490 for APICS members.

The benefits of the AST&L CTL program include:

- Understanding of key strategies for improving customer relationships.
- Knowledge of how to increase the efficiency of supply chain operations.
- Development of analytical skills necessary to identify ways to improve transportation, supply chain, and logistical processes.

Statistics show that individuals with certifications experience greater recognition from employers and receive higher salaries and better job security. Take advantage of this valuable opportunity to build upon your APICS credentials and keep your career on the fast track.

To enroll in the AST&L CTL program, APICS members should visit the AST&L Web site and complete an exam registration form at <http://ga1.org/ct/ep33URn1hX1d/>. This form includes instructions on how to use APICS certifications to waive CTL exams.

AST&L membership is required to participate in the AST&L CTL program, but the membership fee is waived with the purchase of the AST&L CTL exam.

For more information about the AST&L CTL program, APICS members are encouraged to visit the AST&L Web site at <http://ga1.org/ct/d133URn1hX1c/> or contact AST&L Customer Support at (202) 580-7270.

## Scholarship Money Available for APICS Members and Family



This year APICS-Buffalo will be awarding \$500 in scholarships for eligible members and their families. Two scholarships valued at \$250 each will be awarded to qualified applicants enrolled in a Fall 2008 degree program.

◆ One scholarship worth \$250 is open to registered members enrolled in a full-time or part-time Undergraduate or Graduate degree program.

◆ One scholarship worth \$250 is open to a registered member's immediate family (spouse, daughter, son, step-son, step-daughter), enrolled in a full-time Undergraduate or Graduate degree program.

The APICS Buffalo Scholarship committee will select successful recipients solely on the basis of information provided with the application such as scholastic ability, community activities, career plans and essay. The committee will not have access to the names of the applicants.

Applications must be sent to arrive by mail or courier post-marked no later than April 30, 2008. Winners will be notified in writing on or before June 30, 2008.

**Applications and additional important details regarding the program and eligibility can be found on the Chapter web-site at**

**[www.apics-buffalo.com](http://www.apics-buffalo.com)**

If you are experiencing any difficulty accessing the website, please call (716) 648-0972.

Rick Haniszewski,  
Scholarship Committee



## JOB OPPORTUNITIES

The APICS Placement Director reports that the following job opportunities are available locally. Please visit our web site for more information.

- ◆ Senior Analyst
- ◆ Buyer/Planner
- ◆ Production Control Manager
- ◆ Senior Buyer
- ◆ Director of Procurement
- ◆ Strategic Buyer
- ◆ Materials Coordinator
- ◆ Supply Planner

If your company would like to advertise an opening, please contact Tom Ryan at (716) 876-9855 x3193 or [tom.ryan@caplugs.com](mailto:tom.ryan@caplugs.com) for more information.