



JAYHAWK CHAPTER

Lawrence, KS #486

THE RESOURCE

August 2015



"Legal Update"

Presented by Tim Davis

Tuesday, August 11, 2015

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Presentation:

Tim concentrates his practice on labor and employment law in the exclusive representation of management. In this capacity he is recognized by the U.S. Chamber of Commerce as a "Top Ranked Labor & Employment Lawyer", By Ingram's as a "Best Lawyer" and by LRI as one of the "Top Labor Lawyers in America". He advises and defends clients with regard to all aspects of the employer/employee relationship, including compliance with non-discrimination statutes, the NLRA, FMLA, ADA, FLSA and state and local statutes. Tim is active in the human resources community as a member of the Society of Human Resource Management and has served as the President of SHRM-KC. He has been invited to speak at the National SHRM convention the past eight years and also regularly speaks for state and local SHRM and other professional and business associations

Bio:

Timothy A. Davis

Managing Partner

Constangy, Brooks, Smith &Prophete, LLP

Constangy, Brooks & Smith &Prophete, LLP has counseled employers on labor and employment law matters, exclusively, since 1946. A "Go To" Law Firm in Corporate Counsel and Fortune Magazine, it represents Fortune 500 corporations and small companies across the country. Its attorneys are consistently rated as top lawyers in their practice areas by publications such as Chambers USA, Super Lawyers, and Top One Hundred Labor Attorneys in the United States. More than 150 lawyers partner with clients to provide cost-effective legal services and sound preventive advice to enhance the employer-employee relationship. Offices are located in Alabama, California, Colorado, Florida, Georgia, Illinois, Massachusetts, Missouri, North Carolina, South Carolina, Tennessee, Texas, Virginia and Wisconsin.

www.constangy.com



HRCI Recertification Credit to Be submitted for Approval

Tuesday, August 11, 2015

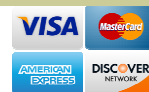
Registration begins at 11:15 a.m. * 11:15 a.m. Buffet Lunch Available * 11:45 Opening Business /Chapter Announcements * 12:00 Speaker Presentation * 1:00 Meeting Adjourned

NEW Location: Maceli's, 1031 New Hampshire, **Parking is available across the street and in the parking garage at the north end of the block.

Pricing: Member in advance \$15, Guest in advance \$20 if pre-registered by Thursday noon deadline prior to chapter meeting * \$20 after Thursday noon pre-registration deadline or walk in at the door.



REGISTER ONLINE: www.jayhawkshrm.org



President's Message

I am so pleased to update everyone regarding our professional development opportunities for our chapter members!



For those of you who were at the June chapter meeting I announced that we are rolling out a new initiative which we are now calling HR Aces! There are two primary goals for this new initiative:

- Provide our members with the opportunity to develop and practice new or existing human resources skills, e.g., strategic partnership/consulting with a local non-profit agency.
- Build HR capacity in the community's non-profit sector.

As we all know, effective HR management continues to be recognized as a key factor for any successful organization, but we also know that a typical non-profit can't afford to hire a HR professional.

We've already had two of our members take advantage of this type of volunteering opportunity and they will be highlighted in the HR Aces section of the chapter newsletter.

We need your help! We have two existing opportunities for you to flex some HR muscle:

- The new Career Center through the school district **needs six volunteers** to teach students how to setup their LinkedIn accounts. The opportunity will be on September 3 at the new Center and will include lunch made by the culinary students! Approximate number of **volunteer hours: 2 or 4 hours**.
- Penn House, a local non-profit that supports low-income clients with a variety of social services is interested in going through an **HR audit**. What a great experience opportunity! You may be involved in a **one hour or several hour projects**. We'll work with you around your time availability!

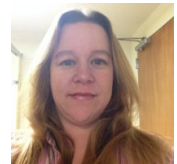
Contact Cassie Gilmore volunteerism@jayhawshrm.org or any board member if you're interested in acquiring some new skills, practicing existing skills and/or helping our local non-profits which in turn will allow Jayhawk SHRM to shine.



HR ACES in action!

In spite of busy schedules and long to-do lists in their roles at work, our Jayhawk SHRM committee members have been working to volunteer their time and efforts in the community. This month we would like to highlight the efforts of Peter Steimle and Keri Rodriguez. Peter and Keri have been volunteering for the Lawrence Public Library's Career Clinic Massive Open Online Class (MOOC) Series. The six week series helps job seekers to develop

skills to enable them to find success in the job market including career readiness, personal branding, making a good impression, and building relationships.



Peter Steimle has dedicated his time to teaching Career Clinic participants how to develop self-confidence and resiliency in the work place, create effective resumes, and network in-person and online. Keri Rodriguez did a presentation on interviewing skills and performed mock-interviews. The participants really appreciated the opportunity to practice their interviewing skills and receive tips. We would like to thank Peter and Keri for all of their hard work on this project, and also would like to thank Jayhawk SHRM members Annette Delaney and Shubhra Sharma who helped conduct mock interviews. If you are interested in volunteering opportunities with SHRM, email volunteerism@jayhawshrm.org.



2015 JAYHAWK CHAPTER OF SHRM CALENDAR OF EVENTS

<p style="text-align: center;">January 13</p> <p style="text-align: center;">“2015 Chapter Strategic Initiatives, Meet the Board, and Hot Topics”</p> <p style="text-align: center;">Facilitated by Jayhawk Chapter of SHRM Board Members</p>	<p style="text-align: center;">February 10</p> <p style="text-align: center;">“Reducing Turnover and Increasing Placement Success with Pre-Employment Tools”</p> <p style="text-align: center;">Gretchen Adamson, SPHR John Wright, SPHR Beyond HR Solutions</p>	<p style="text-align: center;">March 10</p> <p style="text-align: center;">“Why Don’t They Understand Me? Live Communication in Business Today”</p> <p style="text-align: center;">Mike Bayly Bayly Presentations</p>
<p style="text-align: center;">April 14 8:00 am – 12:30 pm</p> <p style="text-align: center;">“Creating a Thriving Workplace Culture” WorkWell SHRMinar</p> <p style="text-align: center;">Rosie Ward, Ph.D.</p>	<p style="text-align: center;">May 12</p> <p style="text-align: center;">“See The Forest for the Trees: Integrating HR Metrics, Analytics and Financials for Strategic Advantage”</p> <p style="text-align: center;">Dina Cox, SPHR</p>	<p style="text-align: center;">June 9</p> <p style="text-align: center;">“Leadership & Solutions for The Sandwich Generation at Work”</p> <p style="text-align: center;">Hannah Rues Concierge Care</p>
<p style="text-align: center;">July 21(3rd Tuesday)</p> <p style="text-align: center;">“The future of HR” Scott Ferrin, SPHR SHRM</p>	<p style="text-align: center;">August 11</p> <p style="text-align: center;">“2015 Legal Update”</p> <p style="text-align: center;">Tim Davis, Attorney Constangy, Brooks, Smith & Prophete</p>	<p style="text-align: center;">September 8</p> <p style="text-align: center;">“The Motivational Interview”</p> <p style="text-align: center;">Jim Mellon</p>
<p style="text-align: center;">October 14</p> <p style="text-align: center;">Disability Inclusion</p> <p style="text-align: center;">Brenda Perkins, CEBS</p>	<p style="text-align: center;">November 11</p> <p style="text-align: center;">“To Be Announced Soon”</p>	<p style="text-align: center;">December 9</p> <p style="text-align: center;">Social Event</p>

Jayhawk Chapter SHRM meetings are held on the second Tuesday of each month with registration and buffet beginning at **11:15 a.m.** and the presentation from **Noon to 1:00 p.m.** at Maceli's, 1031 New Hampshire, Lawrence, Kansas.



Mary McKenzie, SPHR
VP of Professional Development
professionaldevelopment@jayhawkshrm.org

SHRM MEMBER SPOTLIGHT



Barry Kingery, EUCP (Express University Certified Professional) is the co-owner of Express Employment Professionals of Lawrence and our chapter's VP of Finance. He began his association with human resources when he visited Express to find some extra work while employed at a sales job. They offered him an internal position and the rest is history! Barry enjoys working with different companies as well as helping people find a new career path that they love. He credits every supervisor and employee he has ever had (good and bad) with influencing his professional outlook. When he is not working, Barry stays busy with his kids' activities, coaching football, or working on a home improvement project. He enjoys working in the yard during the summer months and spending time outdoors in general.

Financial Report

Current Assets: 7/31/15

CD's:				
91-Day	\$	n/a	Checking Account:	\$ 1,329.21
182-Day (9/3/15)	\$	5,140.29	Pay Pal Account	\$ 301.14
12-months (5/12/16)	\$	8,509.33	Petty Cash:	\$ 100.00
			Total:	\$15,379.97

Membership Drive – Help Us Grow Our Chapter!!

Networking is defined as interacting with other people to exchange information and develop contacts, especially to further one's career. We are delighted that each of you has chosen to participate and network with the Jayhawk Chapter of SHRM in an effort to continue the development of your Human Resources skill sets.

I am not sure about each of you, but I know that in my own recruiting experience, some of our best hires have come in the form of referrals from existing employees. Employees are familiar with our organization, know what we have to offer, and know if the "fit" is going to be right for the candidate they are considering referring. I think that our Chapter is no different!! Help us continue to build your HR network by referring potential chapter members. If someone is interested in attending a meeting to see what we are all about – let a current Board Member know – so we can coordinate their attendance.

From now until the end of September, the Chapter will be running a special that allows individuals to join the Chapter for 50% off of our normal due fees.

Do you know someone who would benefit from membership with the Jayhawk Chapter of SHRM? If so, now may be a good time to suggest that they consider giving our group a try.



VP of Membership
Angela Fleming, PHR , SHRM-CP
membership@jayhawshrm.org

We appreciate your commitment to help grow our Chapter!

2015 Board of Directors**President**

Kelly Calvert, SPHR, SHRM-SCP

Past President

Heather Bunker SPHR, SHRM-SCP

President-Elect

Debbie Snyder

VP of Membership

Angela Fleming, PHR, SHRM-CP

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Foundation Activities Chair

Holly Goodman

Legislative Affairs Chair

Open

Social Media & Recognition

Keri Rodriguez

Volunteerism Chair

Cassie Gilmore

College Relations Chair

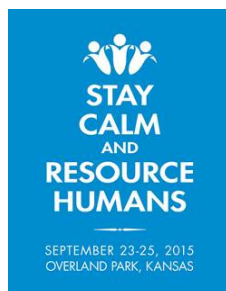
Lori Carnahan, SPHR

Sponsorship Chair

Peter Steimle

www.jayhawkshrm.org**2015 KS SHRM STATE CONFERENCE****SEPTEMBER 23—25, 2015****OVERLAND PARK, KANSAS**

Join us for the 2015 SHRM Kansas State Conference being held September 23-25 at the Overland Park Convention Center in Overland Park, Kansas! The SHRM Kansas State Conference is attended by 500+ human resource professionals and 100 business partners. The conference, being held in Overland Park, in the greater Kansas City metro area, provides professional development and networking opportunities for HR practitioners at any level! The conference will also include the opportunity to earn up to 15 recertification credits for PHR/SPHR and SHRM-SCP/SHRM-CP! The full conference will begin on Wednesday afternoon, September 23rd and conclude at 2:00 p.m. on Friday, September 25th. The conference includes keynote speakers and concurrent session topics featuring leading experts. 2015 featured keynote speakers include:

Dan Thurmon (<http://www.danthurmon.com>)**Aaron Davis** (<http://www.aarondavisspeaks.com>)*Watch for final schedule and program details coming soon!***Exhibitor and Sponsorship Opportunities**

Exhibitor and sponsorship opportunities are available with the opportunity to meet and network with over 600 human resource professionals! The conference provides an excellent opportunity to promote your organization, reinforce your brand, introduce new products and services, and interact with decision makers representing companies throughout Kansas, Missouri and surrounding states! To register, visit www.ksshrm.com. For **Kansas SHRM**

Business Partners information, and a full brochure, click **HERE!****EARLY BIRD DISCOUNTS FOR HR PROFESSIONALS!****Early Bird - through July 1st**

- SHRM Members (must hold national SHRM membership) - \$375
- Non-SHRM Members or Local Chapter Members Only - \$425
- SHRM Student Members - \$175

Regular - June 2nd - Conference

- SHRM Members (must hold national SHRM membership) - \$425
- Non-SHRM Members or Local Chapter Members Only - \$475
- SHRM Student Members - \$175
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Job Announcement: Human Resource Manager - ICL

HR Manager Position available at ICL. For more details, please click on the link below.

<https://icl-openhire.silkroad.com/epostings/index.cfm?fuseaction=app.jobInfo&version=1&jobid=464>

Foundation News

SKILLS GAP: DISCONNECT BETWEEN EDUCATIONAL STANDARDS AND ORGANIZATIONAL DEMAND

MACRO TREND

Educational authorities are struggling to remold their systems to meet the needs of the modern economy. Though the number of college graduates is growing, companies still report challenges in finding candidates with the right combination of technical and soft skills. In addition, there is a shortage of highly skilled manufacturing workers and skilled trades workers.

EXPECTED CHANGES

- Many high school and college graduates will not be prepared for the workplace.
- Filling STEM (science, technology, engineering and math) positions will continue to be challenging.
- As technology and business continue to change

HOW HR CAN PREPARE

- Partner with learning institutions, such as community colleges and chambers of commerce, to encourage more focus on educating and training for the skills needed in today's marketplace.
- Promote the importance of middle-skill and technical jobs in supporting the mission and success of the organization; market these jobs internally to the workforce and externally to the labor market and—importantly!—to K-12 students and their parents.
- Broaden your recruiting pool and begin recruiting needed talent from other states or countries. Offer internship and/or apprenticeship programs to develop a pipeline of future workers.
- From an ethical perspective, ensure that interns are compensated fairly for the work they do and be careful about asking job applicants to complete substantive unpaid work projects as part of the application process.
- Participate in workforce development initiatives, perhaps sitting on a local workforce development board, to ensure that entrants to the workforce have the right skill sets.
- Consider forming coalitions of employers that can bring groups of students into the workplace for tours and job previews to help students understand the workplace and what it is like to work in that environment.
- Get involved in school board elections. School board members have great influence over the direction of K-12 education.
- Review hiring policies and practices to ensure they are legal, ethical and effective. For example, just because you have a large pool of candidates does not mean you should make candidates jump through too many hoops to get the job.

For more ideas, see *Current Issues in HR: Closing the Manufacturing Skills Gap* online at shrmfoundation.org.



Submitted by: Holly Goodman
Foundation Chair



2015 Southeast Kansas Business Conference

August 18, 2015 www.sekbc2015.eventbrite.com Parsons Middle School

Collaborate - Communicate - Cultivate

Schedule of Events—	BUSINESS TRACK	HR TRACK
7:00–8:00	Vendor setup– Must be setup by 8:00 am– No Exceptions	
8:15– 8:45	Registration opens– Vendor Time–Networking Room #: 212 Gym	
8:45-9:00	Auditorium– Open: Larry Geist, Parsons Middle School Principal & Stacey Stuart, Conference Chair	
9:00-9:30	Candy Whirley– Opening Session, Part One: “It takes 4 to Tango” Auditorium– All Attendees	
9:30-9:45	Break–Vendor Time–Networking	
9:45-10:45	David Calovich: Work Comp 101 Room #: 204	Jim Maher: Leadership from the Heart Room #: 211
10:45 - 11:00	Break–Vendor Time–Networking	
11:00-12:00	Natalie Bright: Legislative Update Room #: 204	Trinidad Galdean: Employee Handbook Update Room #: 211
12:00-12:45	Lunch	
12:45-1:15	Break–Vendor Time–Networking	
1:15-2:15	Jordan Ford: I-9 & Immigration Update Room #: 204	Dave Wing: Business Law Update Room #: 211
2:15-3:15	Jennifer Rapp: Human Trafficking Auditorium–All Attendees	
3:15-3:30	Break–Vendor Time–Networking	
3:30-4:30	Key note, Part Two: Candy Whirley: “It takes 4 to Tango” Auditorium– All Attendees www.candywhirley.com	
4:30-4:45	Closing: Jim Zaleski, President Parsons Chamber of Commerce Auditorium– All Attendees	



"The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit."

For more info, contact Stacey Stuart at sdstuart@live.com

