



Lawrence, KS #486

# THE RESOURCE

June 2015



## "Empowering Employees: The Changing Health Care and Aging Landscape" Presented by Hannah Rues

Tuesday, June 9, 2015

### Inside this issue:

"Changing Health Care"	1
2015 SHRM Annual Conference in Las Vegas	2
Calendar of Events	3
SHRM Spotlight	4
Volunteer Opportunities OSHA New Compliance Poster	5
2015 KS SHRM State conference Board of Directors Job Opportunity-Bert Nash	6
Financial Report DOL Heat Safety Tool	7
Diversity	8-9
2015 Trombold Award Nominations	9
Foundation News	10
SHRM Foundation Scholarships Susan Meisinger Fellowship	11 12

### Presentation:

**Hannah Rues**, founder of Concierge Care, will discuss the Aging environment and what that means to employers today. This presentation will expand our understanding of the challenges facing our employees and the various populations including Boomers, Sandwich Generation, and Elderly.

- What the typical care giving employee looks like
- What the impact of an Aging society means for employers and employees.
- The costs of care giving to employers and employees.
- Issues that working caregivers face.
- How are employers creating a supportive environment for employees who are also caregivers?
- How do we retain these employees
- Why childcare and eldercare are different.
- Preparing for retirement, both for employees and for employers,

Highlights from various case studies

### About Hannah:

Since the age of 16 when she began working as an event planner at a nursing facility, Hannah has dedicated her life to providing high-quality senior care. Earning a dual degree in Social Work and Gerontology, she interned for the Agency in Aging organization. From here she continued to work in the senior care field, until she realized her vision to open ConciergeCare, Inc. – a comprehensive health care facility comprised of nurses and social workers that caters to seniors and newly diagnosed patients.

### Tuesday, June 9, 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.

Cost: \$15 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](http://www.jayhawkshrm.org)**



Rates increase after May 29. **REGISTER NOW TO SAVE.**

## 2015 ANNUAL CONFERENCE & EXPOSITION

JUNE 28 - JULY 1  
LAS VEGAS CONVENTION CENTER



The SHRM Annual Conference program gives you the greatest possible  
**FREEDOM AND FLEXIBILITY** in your personal and professional  
development.

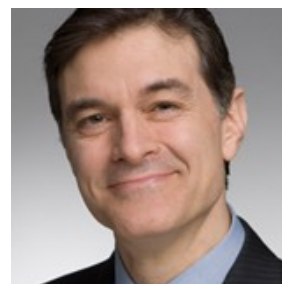
**REGISTER NOW**

The SHRM Annual Conference & Exposition is the largest and best HR event in the world, providing you with the tools and resources you need to ensure that your company will thrive.

This must-attend event will give you the education, knowledge and inspiration you need to return to your office energized. And there's still time to save! **Rates increase after May 29 so register NOW to save!**

### FEATURING

Mike "Coach K" Krzyzewski, Marcus Buckingham, Mika Brzezinski, and Dr. Mehmet Oz



### CONFERENCE BENEFITS

**Over 200 concurrent sessions** so you can customize your schedule to your needs.

**Innovative learning** at the Masters Series and Smart Stage.

**The SHRM Exposition**, the world's largest HR marketplace.

**Recertification credits for your SHRM-CP and SHRM-SCP designation.**

**Preconference programs** that allow you to maximize your investment and increase your learning.

**Networking opportunities** with your peers from across the industry, and around the world.

Our popular **Conference on Demand** so you can take the sessions home with you.

**REGISTER NOW** ▶▶▶



## 2015 JAYHAWK CHAPTER OF SHRM CALENDAR OF EVENTS

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

## SHRM Spotlight



**Jenny Hiatt**, PHR, SHRM-CP (left) is an HR Specialist for Lawrence Paper Company. Jenny is also the 2015 VP of Communications for our board. Her career with Lawrence Paper Company started 31 years ago in production as a machine operator; 6 years later she was promoted to administrative assistant; then was offered the position as HR Specialist. She enjoys supporting, encouraging, helping and providing resources for the employees and staff at LPC. She has met some amazing women & men along her career path that have encouraged, motivated and supported her; however the most influential person is her mom. She has always encouraged Jenny to see herself for the woman that she is and the woman that she can be. Jenny enjoys traveling, volunteering, reading, exercising and spending time with family and friends. This summer, Jenny & her husband are planning a 14 day RV trip traveling through Alaska with friends.



**Ann Hartley** (right) is the Associate Director of Career Networks at the University Career Center at KU. She develops relationships with employers, manages career fairs, and links employers to students. Ann enjoys how her job is constantly evolving which allows her to learn new things and meet new people. She also supervises a creative group of career network team members, which is rewarding. After graduate school, Ann began working in the career center at a small liberal arts college. From there she moved to the University of Kansas and has held multiple positions in their career center. She credits outstanding directors and great co-workers with providing her direction, support, and collaborative opportunities during her career. When not at work, Ann likes to read, meditate, exercise, and plan fun activities with friends. She is a huge fan of opera and volunteers her time as a Friend of the Lawrence Public Library. She is looking forward to traveling to Nebraska and California this summer as well as Final Fridays, Farmer's Market, and Art in the Park.



## **Community Career Clinic - Volunteer Opportunity**

Your board has started exploring a project for which we're asking for your feedback and/or help. The project's working goal is to fill community needs particularly for non-profits who don't typically have HR resources or have access to HR resources. In addition we see this as having great professional development opportunities for our membership and possibly the student chapter at KU.

A recent request for HR expertise in the community has come about and we're asking if you'd like to help a little OR a lot!

Here are the details. Please let Kelly Calvert, Debbie Snyder, Lori Carnahan, Heather Bunker or Cassie Gilmore know if you're interested in helping!

The Lawrence Public Library has just begun a community Career Clinic. It will be running every Friday afternoon from now on, with an AmeriCorps member or two staffing it. Volunteer Opportunity: Help coach community members who need career coaching.

In addition the library will be partnering with the Friday Career Clinic to provide a Massive Open Online Class (MOOC). The first library MOOC was Health and Wellness 101 last winter, and at the end of the session, they had various people from the community, such as the nutritionist from Hy-Vee, come and chat with the group about the topic that week. Volunteer Opportunity: provide add'l training material to coincide with a class topic and/or be available for discussion on the topic after the class.

The first MOOC class is Friday, June 5<sup>th</sup> from 9:30 to 11:30am, and it runs through July 10<sup>th</sup>. [Click here](#) for more information and the schedule.

---

## **VOLUNTEERS NEEDED**

The meal delivery program has an urgent need for meal delivery drivers. As you recall, during the summer months our volunteer base declines due to summer vacations, and students graduating. Senior Meals is in a critical need for drivers to avoid service disruption.

Must have a current and valid driver's license. This position requires delivering meals to home bound participants one hour per day. Click [Volunteer application.pdf](#)

### **Interested in volunteering?**

Call Chip McConnell at Douglas County Senior Services, inc. at 785-842-0543.

---

## **OSHA Releases New Compliance Poster**

5/6/2015

The Occupational Safety and Health Administration (OSHA) released a new version of its compliance poster, last updated in 2007.

OSHA's compliance poster is free and can be downloaded and printed out. Employers must display the poster in a conspicuous place where workers can see it. Previous versions of the poster do not need to be replaced.

The newly designed poster informs workers of their rights to request an OSHA inspection of their workplace, receive information and training on job hazards, report a work-related injury or illness, and raise safety and health concerns with their employer or OSHA without being retaliated against.

The poster informs employers of their legal obligation to provide a safe workplace. In addition, it has been updated to include the new reporting obligations for employers, who must now report every fatality and hospitalization, amputation, and loss of an eye. It also informs employers of their responsibilities to train all workers in a language and vocabulary they can understand, comply with OSHA standards, and post citations at or near the place of an alleged violation.



**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

**VP of Finance**

Barry Kingery

**VP of Professional Development**

Mary McKenzie, SPHR

**VP of Communications**

Jenny Hiatt, PHR, SHRM-CP

**Website Administrator / IT**

Debbie Snyder

**Certification Chair**

Dennis Meier, SPHR, SHRM-SCP

**Diversity Chair**

Catherine Espinosa-Ostrander

**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](http://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](http://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
- 

For more information and to register, visit [www.ksshrm.com](http://www.ksshrm.com) today!

**Job Announcement: Human Resource Specialist - Bert Nash**

May 27, 2015

Bert Nash is hiring a Human Resource Specialist. [Click here](#)  for more information and to apply visit the website at [www.bertnash.org](http://www.bertnash.org).

## Financial Report

Current Assets: 5/31/15

CD's:  
91-Day (2/4/14) \$ n/a  
182-Day (9/3/15) \$ 5,140.29  
12-months (5/12/16) \$ 8,509.33



Prepared by: Barry Kingery  
VP Of Finance  
finance@jayhawkshrm.org

Checking Account: \$ 1,547.73  
Pay Pal Account \$ 538.51  
Petty Cash: \$ 100.00

**Total: \$ 15,835.86**

## Heat Safety Tool

By U.S. Department of Labor (DOL), Occupational Safety and Health Administration (OSHA)

Android  
Market

iPhone

When you're working in the heat, safety comes first. With the OSHA Heat Safety Tool, you have vital safety information available whenever and wherever you need it - right on your mobile phone.

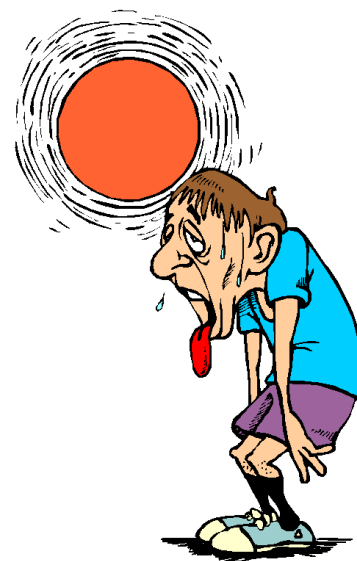
The App allows workers and supervisors to calculate the **heat index** for their worksite, and, based on the heat index, displays a **risk level** to outdoor workers. Then, with a simple "click," you can get reminders about the **protective measures** that should be taken at that risk level to protect workers from heat-related illness-reminders about drinking enough fluids, scheduling rest breaks, planning for and knowing what to do in an emergency, adjusting work operations, gradually building up the workload for new workers, training on heat illness signs and symptoms, and monitoring each other for signs and symptoms of heat-related illness.

Working in full sunlight can increase heat index values by 15 degrees Fahrenheit. Keep this in mind and plan additional precautions for working in these conditions.

The OSHA Heat Tool is available in Spanish for Android and iPhone devices. To access the Spanish version on the iPhone, set the phone language setting to Spanish before downloading the app.

Stay informed and safe in the heat, check your risk level.

For more information about safety while working in the heat, see OSHA's [heat illness webpage](#), including [new online guidance](#) about using the heat index to protect workers.



## DIVERSITY

### Older Workers Are Most Engaged, Boost Revenues by Dana Wilkie

Workers who are age 50 or older are more engaged in their jobs than younger employees, while their employment causes “only minimal increases in labor costs,” according to a [new AARP study](#).

The AARP report, released in April 2015, comes as older workers are playing an increasing role in the workplace, but also as companies are under scrutiny for advertising jobs with language that suggests only younger people need apply.

Companies like Apple, Yahoo and Dropbox have advertised for “digital natives”—a term that some lawyers say is code for “young worker,” according to a May 2015 [Fortune](#) magazine article. In May 2015, a 64-year-old engineer filed an age-discrimination lawsuit against Google in federal court, seeking to form a class action of workers age 40 and over who allege they were denied a chance to work at the tech company because of their age.

“Older workers and younger workers both have a lot to offer employers, so we don’t see this survey as validating one group over another,” said Nancy LeaMond, executive vice president at AARP. “That said, when businesses talk about the value of hiring and retaining older workers, they often emphasize that this is a very loyal and committed cohort. It may be that, having spent years in the workforce, older workers are in jobs that are well-suited to their talents and have developed a sense of identity with their work and their employer.”

AARP’s original report on this topic was published in 2005. Following the multiyear recession, AARP wanted to examine what changes, if any, have affected the business case for older workers. It discovered, with the help of global services firm Aon Hewitt, that the business case for hiring and retaining workers age 50 and older has actually strengthened during the past decade.

The study analyzed the costs and value of older workers based largely on Aon Hewitt’s data on large organizations of 500 or more employees, which include thousands of employers and millions of U.S. workers. The report also relied on an extensive literature review and interviews with 18 large employers who provided anecdotal information about how they approach older workers.

#### More Older Workers

The U.S. Bureau of Labor Statistics forecasts that by 2016, one-third of the U.S. labor force will be in the 50-plus age category, compared with 27 percent in 2007, according to [January 2015 research](#) by the Society for Human Resource Management (SHRM) and the SHRM Foundation. The AARP study asserted that by 2022, this group is projected to represent 35.4 percent of the workforce. LeaMond said the reasons for this include improved longevity among older Americans and an increase in their retirement age. The latter, she said, could be attributed to financial setbacks from the recession and changes in employer benefits, such as the shift toward contribution retirement savings plans that place more of the burden for retirement financial security on the employee.

LeaMond said the study addresses what she called the misconception that older workers cost companies significantly more than younger workers. A 2006 Boston College Center for Retirement Research survey found that approximately 40 percent of employers viewed older workers as more costly than younger ones, she noted.

But the AARP study concluded that recruiting more workers age 50 or older only increase a company’s total annual labor costs by 1 percent or less, and that retaining them can increase those labor costs by 1 percent to 2 percent. The report pointed out that 90 percent of large employers now base pay in part on performance, rather than exclusively on tenure. In addition, in terms of retirement costs, only 22 percent of large companies now offer a defined benefit pension plan, down dramatically from 68 percent in 2004.

“This shows that the incremental costs of hiring and retaining more older workers are minimal and that most employers will find that the value of older workers far exceeds these incremental costs,” AARP said in a press release.

The report did find that employers’ health care costs for older workers are, on average, higher than for younger workers. However, these costs are growing more slowly for older workers; from 2003 to 2011, employer claims costs rose by 8 percent for workers ages 35-39, but by only 5.7 percent for workers ages 55-59.

#### Older Worker Engagement

The study found that 65 percent of workers age 55 and older are considered “engaged,” while 58 percent to 60 percent of younger workers are.

Continued on page 9



“Although the generational differences in engagement might not seem large, it takes only a 5 percent increase in engagement to achieve 3 percent incremental revenue growth,” the press release stated. “That translates into a large company with \$5 billion in revenue achieving a \$150 million revenue increase as a result of even a 5 percent engagement improvement.”

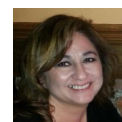
The study also examined the notion that older workers aren’t interested in—nor are adept at—learning new things, such as technology. Nearly 80 percent of older workers indicated that they would be interested in taking training related to computers and information or communication technology, the report found.

“The majority of [these] workers are interested in training opportunities to stay abreast of technological advances and do *not* feel that they have trouble keeping up with the new technology needed for their job,” the press release said.

“Other advantages of workers ages 50 [and older] include their experience, professionalism, work ethic, lower turnover and knowledge. Although current and future financial needs are a top reason that employees stay in the workforce past age 50, psychological and social fulfillment also play a role.”

Dana Wilkie is an online editor/manager for SHRM.

Submitted by: Catherine S. Espinosa  
Diversity Chair



## 2015 Trombold Award Nominations Open through 7/1/15

***It is time to nominate deserving Kansas HR Professionals for the 2015 Trombold Achievement & Kansas HR Professional of the Year Award.***

All nominations must be submitted via the Kansas SHRM website [www.ksshrm.com/?page=Trombold](http://www.ksshrm.com/?page=Trombold) by July 1, 2015. Simply complete and submit the form with the nominee's name, email and phone number. Once received, the selection committee will engage with your nominee to gather their information regarding their background, volunteer activities, and general qualifications.

All nominees will be recognized and the 2015 Trombold Award recipient will be announced at the upcoming KS SHRM Annual State Conference ([www.ksshrm.com/events/event\\_details.asp?id=618801](http://www.ksshrm.com/events/event_details.asp?id=618801)) being hosted in Overland Park in late September.

Questions/Concerns - Please contact Phil Hayes at 316.619.7864 or [phayes@the-arnold-group.com](mailto:phayes@the-arnold-group.com)

### PAST AWARD RECIPIENTS

2014	Dr. Robert Schwindt, PHR	2001	Ila Russell, SPHR
2013	Kara Hunt, SPHR	2000	Jamesina Evans
2012	Jena Lysen, SPHR	1999	Joyce Shaw
2011	Dan Hamel, PHR	1998	Jan Mathieu
2010	Kelly Calvert, SPHR	1997	Jerry Henson
2009	Linda Miller, SPHR	1996	Steve Jacobson, SPHR
2008	Trinidad Galdean, PHR	1995	Jeanine Wyatt
2007	Phillip Hayes, SPHR	1994	Jim Spangler
2006	Lisa Carlton, SPHR	1993	Roger Morris
2005	Amy Shoemaker, PHR	1992	C. Roger Bolton, SPHR
2004	Namoi Strong, SPHR		
2003	Frankie Brown		
2002	Cynthia Stotlar, SPHR		

## Foundation News

### MACRO TREND

The population is aging in much of the developed world. Over the next 15-25 years, the large Baby Boom generation will be leaving the workforce in countries such as the U.S., Japan, the U.K. and many others. In emerging markets, however, the population is overwhelmingly young, and those countries face challenges in providing education and jobs. For example, half the population in the Middle East and North Africa region is under age 25.1. This creates incentives for global migration. Workforces are becoming more geographically diverse as young workers in developing regions move to more prosperous countries to find work or become global telecommuters. In addition, in the next decade nearly one billion women— primarily from the developing world—are expected to enter the labor force.

### EXPECTED CHANGES

Your employees and contractors will be more global.

Older workers will be working longer and will make up a larger percentage of the U.S. workforce, creating a multigenerational workplace.

The U.S. workforce will include more highly educated women, military veterans and people with disabilities.

Expectations will increase for customized benefits, mobility of benefits and flexible work options.

The Millennial generation will have different work motivations and will expect greater work/life balance.

Governments will be pressured to revise migration laws to facilitate the movement of talent around the globe.

### HOW HR CAN PREPARE

- Offer more options for flexible work programs (e.g., job-sharing, flexible hours, telecommuting). These programs will make your organization more attractive to women, Millennials, older workers and employees in distant locations.
- Engage in proactive workforce planning. Analyze the demographics of your workforce and try to anticipate attrition among older workers. Then develop a plan to retain key mature workers and/ or capture their institutional knowledge before retirement.
- Educate new employees and provide a realistic job preview during the hiring process to ensure candidates understand what to expect and what is expected of them. Expectations should link to the company vision, mission and values, and be stated clearly on the company's career website for candidates to see.
- Ensure your employer branding as a 'great place to work' does not provide an unrealistic picture of the workplace. Clearly articulate to candidates and new hires the specifics such as the duties of the job, use of social media and personal devices at work, and workplace layout, such as working in cubicles vs. hoteling.
- Offer accommodations for people with disabilities and older workers.
- Find out where your workforce is vis-à-vis technology. Develop valid methods for evaluating a candidate or employee's technology skills.
- When recruiting in a new country or region, take time to learn about the unique needs of your workforce.
- Reassess your organization's globalization and expatriation policies. Ensuring that these programs and policies are as relevant as possible will result in cultural alignment and higher levels of employee engagement



Submitted by: Holly Goodman  
Foundation Chair

# SHRM Foundation Scholarships

## Certification Scholarships

Individual SHRM members may apply for this \$750 award to support their pursuit of professional certification. Funds may be used for any combination of test preparation-such as [SHRM Certification Preparation tools](#) and exam fees. In addition, SHRM chapters and state councils may apply for an award to support their certification preparation programs. Each scholarship is a one-time award; however previous applicants and past scholarship recipients are eligible to re-apply. Certification scholarships are awarded annually.

### Who is Eligible

To be considered for this scholarship:

#### *Individuals*

- You must have a current SHRM membership as of July 15, 2015. SHRM student members are not eligible for this program. (View scholarships for SHRM student members.)
- You must be preparing to sit for professional HR certification. Members who have already taken a certification exam in the 2015 calendar year are also eligible to apply.
- Employees or board members of SHRM or the SHRM Foundation or other SHRM affiliate (not including chapters), and members of their immediate family are not eligible to apply for SHRM Foundation grants, awards or scholarships.

#### *Chapters/State Councils*

- You must be applying on behalf of a SHRM chapter or state council in good standing. A SHRM member with a valid ID should complete the online application form.
- Your chapter/state must be conducting or planning to conduct a certification preparation program or some other type of broad effort to promote professional HR certification.
- Foundation scholarship funds may not be used to directly fund a state or chapter scholarship program.

### How to Apply

To apply for this scholarship, just complete and submit the online application using the link at the end of this section.

#### *Individuals*

The application includes contact information and a series of short answer questions about your volunteer experience and your career aspirations. You will also be asked to upload a current resume that includes your SHRM/SHRM Foundation volunteer experience, and one letter of reference. Reference letters should be addressed to the "SHRM Foundation Scholarship Review Committee" and should provide insight into your character, career and volunteer accomplishments, work ethic, values and need for the scholarship.

#### *Chapter/State Council Applicants*

The application will ask you provide contact information, and then describe the certification program for which you are seeking funding, current results for established programs, or anticipated results for new programs, the program budget and funding, as well as any awards and honors received by the chapter or state council.

## Selection Criteria

#### *Individuals*

Scholarship recipients will be selected on the strength of their work experience and their commitment to a career in human resources. Scholarship applications are reviewed and scored by groups of SHRM volunteers based on the following criteria. All decisions are final.

Continued on page 9

# SHRM Foundation Scholarships

continued from page 7

## Certification Scholarships

- 40% Work experience/progression (HR involvement & future career plans)
- 40% Volunteer activity (SHRM experience preferred, but not required)
- 20% Financial need

### *Chapters/State Councils*

- 50% Plan for use of funds: program depth, reach and impact.
- 30% Financial need.
- 20% Matching funds available.

Volunteer judging committees are formed in each of the five SHRM domestic regions to review the scholarship applications. Each region will award sixteen certification scholarships and four academic scholarships to members in their states, so applicants are competing only with other applicants in their own region.

Applicants selected for an award will be required to provide a Social Security number or tax ID prior to receiving their scholarship.

## Timeline

Applications must be completed and submitted online by July 15, 2015. All applicants will be notified of the scholarship results by October 20. Scholarship checks will be distributed by the end of the year, after receipt of tax ID.

Apply for a Certification Scholarship



The **Susan R. Meisinger Fellowship for Graduate Study in HR** is a premier source of funding for first-time master's degree students in Human Resources. The award honors former SHRM President & CEO, Susan R. Meisinger, SPHR.

The fellowship is designed to support master's degree students who are either members of SHRM or certified HR professionals. Sponsored jointly by SHRM, the SHRM Foundation and the HR Certification Institute, the fellowship supports those who want to leverage significant past contributions to the HR management field and who plan to continue contributing to the profession by earning a master's degree in HR.

One winner is selected annually to receive a fellowship of up to \$10,000. Additional fellowships may be awarded, depending on funding available, quantity and quality of applicants, and the discretion of SHRM. Each fellowship is renewable for one additional year for a total of two years of graduate study and up to \$20,000 total for the fellowship. Doctoral students, including DBAs and Ph.D.s, are not eligible for this award.

## How to Apply

Download and complete the [application form](#), compile all required materials, then mail your completed application package to:

Meisinger Fellowship | SHRM Foundation Administrator | 1800 Duke Street, Alexandria, VA 22314 | (703) 535-6020

All required materials must be submitted together in one package. Applications will not be returned. **Completed applications must be received by Monday, August 17, 2015.** All applicants will be notified of results via mail by the first week of October 2015.