



Lawrence, KS #486

THE RESOURCE

May 2015



"See the Forest For the Trees: Integrating HR Metrics, Analytics and Financials for Strategic Advantage"

Presented by Dina Cox

Tuesday, May 12, 2015

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Presentation:

HR professionals are in a great position to help senior leaders overcome obstacles and strategically plan for new ventures. This interactive presentation will convince you of that once and for all. As attendees work through a case study, they will review and discuss traditional metrics and identify new workforce analytics to solve the fictional company's problem. In addition to this analysis, they will also review the income statement and integrate all three sets of data.

The fictional company's problem is one that every HR professional has had to face at one time or another. Attendees will discuss the usefulness of traditional metrics and how to incorporate them with other data for maximum effectiveness. They will also discuss workforce analytics and how to identify the best measurements for engaged and productive employees. The participants will become familiar with the fictional company's income statement and use the data in their analysis of the problem. We will discuss trends, increases/decreases on the statement, and how the work that HR does affects revenue and expenses.

The attendees will conclude the training by resolving the company's problem, basing their solution on the data and also on their expertise as HR professionals. At the end of the presentation, they will have experienced and worked through a viable example that they will be able to reflect back on to help them solve every day problems as well as more complex company-wide problems. Participants will also see how to become an expert to the senior leaders using whatever "language" is necessary to resolve problems.

Bio

Dina Cox, SPHR, has over 30 years of executive level human resources management experience in multiple organizations. She owned her own consulting firm for about eight years until she was coaxed back into the workplace as an HR Director. Her current position of Employment Resources Manager at CAS Constructors, LLC, challenges her in a multitude of disciplines beyond HR. She is well versed in all HR specialties and has expertise in executive compensation and benefits, executive training and development, compensation planning and administration, benefit planning and administration, budgeting, and finance. Her article "At the Table: Transitioning to Strategic Business Partner" was published in WorldatWork's monthly publication *WorkSpan*, October 2003. Ms. Cox has been a trainer and speaker for the Kansas State SHRM conference, Kansas City chapter of International Society for Performance Improvement, numerous colleges and universities, the American Payroll Association, and other regional associations. Ms. Cox received her MA degree in Human Resources Management from the University of Nebraska-Lincoln and her BS degree in Business Administration from the University of Nebraska-Kearney.

Dina's presentations are fun, lively, and, most importantly, applicable to participants' careers.

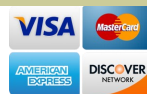
Tuesday, May 12 2015

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



2015 Board of Directors**President**

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www.jayhawkshrm.org**President's Message**

Just when you thought that the season of awards was over, we get to continue it here in Lawrence, KS!

We have three award opportunities coming up this year: George Trombold Award and Jayhawk SHRM Diversity Award. Be thinking about who we could nominate for the first award. A Diversity Award survey will be sent out soon..look for this to nominate your organization for this important diversity recognition!

George Trombold Award: The Trombold Achievement and Kansas HR Professional of the Year Award was established in 1992 to recognize our state's Human Resources Professionals who excel within their field and as volunteer leaders within SHRM and their community. The Trombold Award originated to honor George Trombold of Wichita, Kansas. George was a valued executive of Boeing for 37 years. As Vice-President of Human Resources, George exemplified the highest level of professionalism and integrity and was greatly respected by both management and labor. George was also a strong volunteer leader for his professional organization. He was one of the early founders of the American Society for Personnel Administrators (now SHRM). George was dedicated to fostering his profession through actively participating in his local chapter in Wichita as well as at the national level. He rose to the top as a volunteer leader in 1964 when he became the National Chairperson for ASPA. In addition, George had a deep sense of civic responsibility and commitment. He understood to make a community strong, its citizens needed to be a dedicated part of it. He served on numerous committee boards throughout his life. He did all of these things, not for self-advancement, but because he knew it was the right thing to do. Sadly, George passed away in 2007, but the legacy he left behind is legendary. Thank you, George, for everything you did for the HR profession! Criteria:

- An active Human Resources professional
- Have a minimum of five years of HR experience
- National or Chapter member of SHRM
- Preference will be given to certified professionals

See you on the red carpet!

Sincerely,
Kelly Calvert, SPHR, SHRM-SCP
President, Jayhawk Chapter SHRM
presidentelect@jayhawkshrm.org

Federal Employment Law Update – April 2015**FMLA New Final Rule on Spouses Temporarily On Hold**

On March 26, 2015, a federal district judge in Texas granted a preliminary injunction temporarily delaying enforcement of the Department of Labor's (DOL's) new final rule regarding the definition of spouse. The new rule, which was scheduled to go into effect on March 27th, provides that same-sex spouses who are married in jurisdictions that recognize same-sex marriage are entitled to federal Family and Medical Leave Act (FMLA) benefits ("place of celebration" rule) regardless as to the jurisdiction in which they currently reside.

Foundation News

In 2014, the SHRM Foundation released a new report in partnership with the Economist Intelligence Unit (EIU) on the Evolution of Work and the Worker. The report details how trends such as the globalization of business, changing demographics and changing patterns of mobility will continue to transform the workplace. But what does this mean for you and your organization? To find out, we asked the SHRM expert panels to analyze the report and select the top trends with the greatest implications for HR. They identified the following five trends:

- Demographic shifts.
- Loss of middle-skilled jobs.
- Skills gap: Disconnect between educational standards and organizational demand.
- Eroding physical barriers and increased globalization.
- New models of work: Crowdsourcing.

Next, panel members developed specific recommendations to help organizations prepare for these changes. Their suggestions are compiled in this report. We encourage you to review this information, share it with your leadership team and begin preparing now for the changing nature of work and the worker. To learn more about this project and read the full EIU report, please visit the SHRM Foundation digital hub at FutureHRTrends.eiu.com.



Submitted by: Holly Goodman
Foundation 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 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) being hosted in Overland Park in late September.

Questions/Concerns - Please contact Phil Hayes at 316.619.7864 or 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		

SHRM Member Spotlight



Angela Fleming, PHR; SHRM-CP (left) is an HR Generalist for First State Bank & Trust in Tonganoxie (there are also locations in KCK/Legends area, Basehor, Lawrence, & Perry). Angela is also this year's VP of Membership for our board. She graduated from college with a BSW, but soon discovered a love for recruiting after accepting a position at a consulting firm when she entered the workforce. She has been in her current position for 13 years and feels that the people she works for are what make her job so enjoyable. When she is not working, Angela likes to spend time with her 2 year old daughter at the park or attending a faux tea party. She appreciates how her daughter has helped to balance her life.



Holly Goodman (right) is a recruiter for General Dynamics and the 2015 SHRM Foundation chair for our chapter. She enjoys offering employment to people who are excited to work for her company and likes the positive effects that jobs have on individuals as well as the community as a whole. Holly discovered her niche in HR after taking some classes and participating in an internship in Kansas City. Having a father who owns his company inspired her to start a career in business. She also found several wonderful women in her professional life who have influenced her and assisted with developing her talents and knowledge of the field. Holly is a cat enthusiast who intends to open a Cat Café (www.purrfectcup.com) as well as an amateur photographer (www.hollyslens.com). She loves the vibrancy and diversity of living in Lawrence and feels truly at home here.



Chapter Membership

Please Take A Moment to Update Your Membership Profile

In an effort to make our membership directory as much of a benefit as possible, we ask that all members view and update their entry in our directory no later than May 31st. Keep in mind that our new directory allows for members to designate areas of HR in which they practice. It is our hope that publishing of this information will assist with your local networking.

You can view your current membership profile and/or update your information (address, phone number, email address etc.) by clicking here. You will need to login by entering your username and password. Once you have logged in, please click on the Your Account link (located in the upper-right hand corner) to display your current details. If you wish to make changes, please click on the "Edit" and then the "Personal Information" button.



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

Lawrence KU Alumni Association Networking Lunch - April 30th

“Healthcare Industry”

Presented by: Gene Meyer, CEO of Lawrence Memorial Hospital

Chapter members are invited to attend the next KU Alumni Association. Local volunteers will also share news about KU and the Lawrence network.

The luncheon is Thursday, April 30 at 12:00 pm at the Adams Alumni Center, 1266 Oread Ave., Lawrence, KS. The cost is \$5 for KU Alumni Association members and \$15 for nonmembers; Presidents Club members may attend at no cost. A choice of boxed lunches will be available. We hope you can join us! [Register here!](#)

HR Research Survey for PhD student at Purdue University

Chris Hartwell, PhD student studying Human Resources at Purdue University is in need of a large number of HR professionals to complete a 20-minute survey regarding the perceived usefulness of applicant LinkedIn and Facebook information in assessing the applicants. To help with his study, [complete his survey here.](#)

Each participant will have the opportunity to input both a local/regional HR association and his/her email address at the end of the survey. **One in ten participants who complete the survey will win a \$20 gift card to Amazon.com.**

The HR association with the highest number of participants completing the survey will receive a check for \$300, the second-place association will receive \$200, and the third-place association will receive \$100.



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The SHRMStore offers a select number of HR books that have been approved for recertification credit. Plus, when you purchase a credit-approved book from the SHRMStore, we pick up the cost of the quiz! Complete your order and receive a coupon code that covers the cost of the quiz on SHRM's e-learning platform.

How it Works

- 1 | Purchase credit-approved book
- 2 | Take and pass a brief quiz on SHRM's Website.
- 3 | Receive credits for each book read.*



Financial Report

Current Assets: 4/30/15

CD's:	
91-Day (2/4/14)	\$ n/a
182-Day (3/6/15)	\$ 5,140.29
12-months (5/13/15)	\$ 8,483.88

Checking Account:	\$ 3,287.21
Pay Pal Account	\$ 215.68
Petty Cash:	\$ 100.00

Total: \$ 17,227.06



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



DON'T DELAY: The SHRM-CP/SHRM-SCP EXAM APPLICATION DEADLINE IS APRIL 17TH

Take the next step! Accelerate your career by earning the next-generation credential in the field of human resources—the SHRM-CP or SHRM-SCP!

Apply for the Spring SHRM-CP and SHRM-SCP exam window before the **application deadline, April 17th!**

2015 SHRM-CP and SHRM-SCP APPLICATION FEE:

SHRM Member: \$300 (USD)

SHRM Nonmember: \$400 (USD)

shrmcertification.org/apply | shrmcertification@shrm.org
Phone US: 800.283-SHRM (7476) | Phone International: +1.703.548-3440

APPLY NOW

Unsure if a membership with National SHRM is right for you and your organization? Just take a quick peek at some of the Resources and Tools that are made available to you at no cost with your National SHRM membership.

HR RESOURCES & TOOLS

HR Topics

SHRM provides news, analysis, tools, networking opportunities and other resources for HR professionals in the following areas:

- Benefits
- Business Leadership & Strategy
- California Resources
- Compensation
- Consulting
- Diversity
- Employee Relations
- Ethics & Corporate Social Responsibility
- Global HR
- Labor Relations
- Organizational & Employee Development
- Safety & Security
- Staffing Management
- Technology

Opt-in e-newsletters on many of these topics are also available.

shrm.org/hrdisciplines

HR Knowledge Center— Ask an HR Advisor Service

SHRM's experienced, certified HR Knowledge Advisors provide personalized assistance with your specific HR questions. Whether you need clarification on new regulations or have general questions on topics ranging from FMLA or FLSA updates to COBRA and I-9 compliance, many members attest that this service alone is worth the annual cost of membership.

shrm.org/hranswers

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Advisors answer more
than 77,000 questions
from SHRM members
each year.

HR Tools, Templates and Effective Practices

To help members save time, SHRM offers turnkey solutions, including:

- Sample interview questions, job descriptions, policies and forms
- Ready-to-use PowerPoint training presentations
- HR metrics calculators
- How-to guides and toolkits
- HR Q&As
- HR Vendor Directory
- HR glossaries and acronyms

shrm.org/templatestools

If you have questions about the benefits of being a National SHRM member, please visit with a Chapter Board member. If you would like to add this resource to your tool box, click [here](#) to start the registration process.

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.

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SHRM Foundation Scholarships

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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.

DIVERSITY**Millennials Closing Pay Gap, But Not Cutting Apron Strings By Dana Wilkie**

The good news is that U.S. Millennials appear to be closing what has been a frustratingly persistent gender pay gap.

The not-so-good news is that the higher the corporate ladder Millennial women climb, the more that pay gap widens.

And the sobering news is that Millennials are having a much harder time achieving financial independence than previous generations. Those are among the findings in a November 2014 survey by PayScale and Millennial Branding, which canvassed 1.2 million working Millennials, Generation Xers and Baby Boomers from October 2012 to October 2014. The survey is the third that the two companies have conducted on career trends among various age groups.

PayScale Inc. provides market salaries to employees and employers through online tools and software. Millennial Branding is a Generation Y research and management consulting firm based in Boston. "In an economy that is still struggling to recover from financial crisis, Millennials are slower to achieve financial independence, even those that have high-level degrees," said Dan Schawbel, founder of Millennial Branding. The study "also shows that it's going to take even longer for Millennials to bounce back."

Shrinking Gap

The difference in overall median pay between male and female Millennial workers—defined as those born between 1982 and 2002—is 2.2 percent, the study found. This age group is more likely to hold entry-level positions, where the pay gap is smaller. When corrected for job choice, experience and hours worked, the gender wage gap is smaller for members of Generation Y at all job levels than for Baby Boomer or Generation X employees. Among Baby Boomer workers, the overall gap is 2.7 percent, and it's the widest among Generation X employees at 3.6 percent. Part of this may be because employers are increasingly tuned into the gender pay gap and are working to narrow it, the report authors wrote. Another reason may be that younger women have been better trained at negotiating their starting salaries, said Millennial workplace expert Lindsey Pollak, a spokeswoman for The Hartford's "My Tomorrow" campaign. "I have definitely seen an increase in confidence level among 20-somethings, which could partially account for the decreasing pay gap," Pollak said. "Women are more educated than ever before, which could also be contributing. Finally, thanks to the Internet, Millennial women have access to more salary information than ever before ... to arm themselves with information about what salaries and benefits are possible." Millennial women may also be better negotiators than their older counterparts because more of them have spouses and children relying on their paychecks than older working women. But even if Millennial women are more adept at negotiating pay and benefits, that doesn't explain why the PayScale/Millennial Branding study found that the gender pay gap widens as Millennials take on increasingly responsible jobs. The gender pay gap widens for Millennials, as it does for all other generations, as responsibility levels increase. The gap among Millennials increases from 2.2 percent at entry-level positions to 4.9 percent at executive positions. For Boomers, the gap grows from 2.7 percent to 6.2 percent. Among Generation X employees, it goes from 3.6 percent to 7.4 percent. "Unfortunately, I think this is an indication that bias still exists," Pollak said. "Even with increased attention to gender wage parity, we still see discrepancies." That's in large part because women continue to get mixed messages about how to approach salary and raise negotiations, said Lydia Frank, PayScale's editorial director.

For instance, Harvard University researchers reported in a 2007 paper that when women and men with nearly identical skills and years of experience asked for a raise using precisely the same language, men more often won the pay increase. Moreover, supervisors who gave a woman a pay increase tended to describe the woman as "aggressive." And it wasn't long ago, in October 2014, when Microsoft CEO Satya Nadella told those attending a tech conference that women who don't ask for raises will receive "good karma." Nadella implied that instead of asking for a raise, women should have faith that they will be rewarded over the long arc of a career. "You would think that we've come a long way ... but you still have leaders in industries giving that type of advice, so women get mixed messages," Frank said. "That's discouraging. I think the message here is to be aware that [inherent bias] exists. Employers must try to acknowledge that these biases exist within themselves and ensure they're making decisions based on compensation data, not on likeability."

Financially Dependent and Underemployed

Millennials are having a much harder time achieving financial independence than previous generations. Nearly 1 in 4 Millennials who took the PayScale survey said they had to move back home at some point after entering the workforce because of financial hardship. That's compared to only 10 percent of Generation X and 5 percent of Boomers

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DIVERSITY

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While that percentage tends to decrease as education increases, highly educated Millennials are still facing high rates of underemployment. Millennials with a Ph.D. reported being underemployed at a rate of 34 percent, compared to 27 percent for Generation Xers and 25 percent for Boomers. Millennial medical doctors are underemployed at a rate of 30 percent, compared to 22 percent of Generation Xers and 21 percent of Boomers.

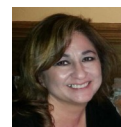
The survey defined “underemployment” as being underpaid for one’s level of education or training, not using one’s education or training in a current job, or working part-time while seeking full-time work.

A lot of Millennials also stayed in school longer than their older colleagues—earning graduate degrees, for instance, before entering the workforce. Today, “they’re not necessarily finding jobs that match that level of education because there aren’t necessarily more jobs that require that level of education,” Frank said.

Moreover, until 2009, young adults with student loan debt were more likely to have good credit scores, to own homes and to have outstanding car loans than people of the same age without student loans, according to a February 2014 New York Times article. The loans had allowed them to earn college degrees that led to salaries that qualified them for mortgages. But today, the opposite is true. Young people with student loans are less likely than those without loans to buy a house or to have taken out car loans, the article asserted. They also have worse credit scores and appear more likely to be living with their parents.

Dana Wilkie is an online editor/manager for SHRM.

Submitted by: Catherine S. Espinosa
Diversity Chair



Updated Website on New Hire Reporting

TOPEKA, Kan. – Federal and State law requires employers to report newly hired and re-hired employees in Kansas to the New Hire Directory within 20 days of the hire. The Kansas Department of Labor (KDOL) has launched a new website to provide employers with detailed information about reporting new hires, including how to report online and other reporting options.

The new website at http://www.dol.ks.gov/UI/newhires_BUS.aspx, includes information about the law and when and how to report every business’ new employee in Kansas. The website provides the required information about who must report, how it should be reported and how to get additional assistance when reporting.

Under the law, new hire reporting speeds up the child support income withholding order process, expedites collection of child support from parents who change jobs frequently and helps locate non-custodial parents to help in establishing paternity and child support orders. New hire reporting helps children receive the support they deserve. Employers serve as key partners in ensuring financial stability for many children and families. Information collected through the new hire directory is provided to the Kansas Department of Children and Families Child Support Services.

New hire reporting also allows states to reduce unemployment benefit and worker’s compensation overpayments and fraud.

Information reported to KDOL is shared with other states through the federal New Hire Directory.



2015 JAYHAWK CHAPTER OF SHRM CALENDAR OF EVENTS

<p style="text-align: center;">January 13</p> <p>"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>"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>"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>"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>"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>"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 14</p> <p>HR Strategic Education Topic</p> <p style="text-align: center;">Scott Ferrin, SPHR SHRM</p>	<p style="text-align: center;">August 11</p> <p>"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>"Employees in Crisis: Education on Signs & Symptoms"</p> <p style="text-align: center;">Jim Mellon</p>
<p style="text-align: center;">October 14</p> <p>"To Be Announced Soon"</p>	<p style="text-align: center;">November 11</p> <p>"To Be Announced Soon"</p>	<p style="text-align: center;">December 9</p> <p>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

Join us in Vegas at the

SHRM 2015 ANNUAL CONFERENCE & EXPOSITION



REGISTER NOW >>>

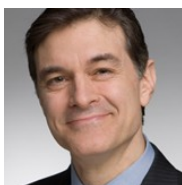
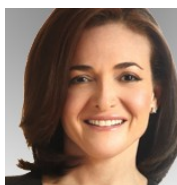
Commit to getting the education
you need to **THRIVE**

June 28 – July 1
Las Vegas Convention Center
Las Vegas

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

You'll get the targeted strategies and practical take-aways that you need to achieve your personal and professional goals – from talent management to federal compliance to cutting-edge business strategies.

FEATURING



Marcus Buckingham
Founder, TMBC
MONDAY, JUNE 29 | 8:30 a.m.

Sheryl Sandberg
COO, Facebook
TUESDAY, JUNE 30 | 8:30 a.m.

Dr. Mehmet Oz
Surgeon, TV Host
WEDNESDAY, JULY 1 | 8:30 a.m.

CONFERENCE BENEFITS

Over 200 concurrent sessions so you can choose from a broad range of topics to customize your learning to your needs.

Innovative learning opportunities, such as our Masters Series and Smart Stage sessions.

- **Recertification credits** for your SHRM-CP or SHRM-SCP or other HR or general 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.

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

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

Corporate and international delegation rates which allow you to enjoy group learning and get discounted prices for groups of 5 or more.

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