



JAYHAWK CHAPTER

Lawrence, KS #486

# THE RESOURCE

October 2015



## "A New Perspective on Disability Inclusion"

Presented by: Rob Hoffman and Brenda Perkins

October 13, 2015

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### Presentation:

Businesses have realized incorporating disability in all diversity and inclusion practices can drive business success. Higher retention rates, improved productivity and increased customer loyalty are just a few of the benefits that positively affect the bottom-line. Although implementing disability inclusion strategies may seem challenging, there are numerous resources and creative practices that are giving businesses a complete advantage.

### Objectives:

- Understand the term "disability" in a broader context
- Understand the benefits of including disability as part of an overall diversity and inclusion strategy
- Learn about creative strategies for disability inclusion including; outreach, recruitment and candidate pipelines
- Learn about local and national resources to support disability inclusion efforts

### Speakers:

Rob Hoffman, Executive Director, Greater Kansas City Business Leadership Network

Rob is the Executive Director of the Greater Kansas City Business Leadership Network where he oversees the organization's efforts to support businesses to drive success through effective disability inclusion practices. Rob is a nationally recognized trainer and consultant on disability employment strategies. His work focuses on building capacities within businesses and organizations to promote and benefit from a diverse workforce, including people who have disabilities.

Brenda Perkins, CEBS

Solutions Whisperer, Perk3 Consulting

Brenda is Past President of the Greater Kansas City Business Leadership Network. Her volunteer leadership role continues by initiating partnerships with businesses who are ready to step up their disability inclusion efforts. As Solutions Whisperer with Perk3 Consulting, Brenda guides HR/benefits professionals to improve the effectiveness of their company's benefits communication to employees – so there's increased understanding that ultimately impacts retention and recruiting. Previously, Brenda was co-founder of Joshua Communications where she focused on benefits communication consulting for the past two decades. Throughout her career, Brenda has given thousands of hours in volunteer leadership with a number of HR and benefits-related organizations. She has led the CEBS Chapter of Kansas City, SHRM of Greater Kansas City, Missouri SHRM, and served on the University of Missouri-Kansas City HR Advisory Council and SHRM Membership Advisory Council.

### Tuesday October 13, 2015

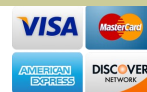
Registration begins at 11:15 a.m. \* 11:15 a.m. Buffet Lunch Available \* 11:45 Opening Business /Chapter Announcements \* 12:00 Speaker Presentation \* 1:00 Meeting Adjourned

**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](http://www.jayhawkshrm.org)**



## 2015 Board of Directors

### President

Kelly Calvert, SPHR, SHRM-SCP

### Past President

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### VP of Finance

Barry Kingery

### VP of Professional Development

Mary McKenzie, SPHR

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Debbie Snyder

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### Foundation Activities Chair

Holly Goodman

### Legislative Affairs Chair

Open

### Social Media & Recognition

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Cassie Gilmore

### College Relations Chair

Lori Carnahan, SPHR

### Sponsorship Chair

Peter Steimle

[www.jayhawkshrm.org](http://www.jayhawkshrm.org)



## President's Message



Wow! Did you know that you have an Ah-Mazing board of volunteer leaders who "make things look easy" every month? We just finished our annual strategic planning session yesterday and I'm so excited about the goals that we've outlined for 2016. They're still being finalized but the general areas we plan to focus on are:

- ⇒ Growing our financial foundation so that we can continue to bring excellent speakers to our monthly meetings and ensure smooth financial operations.
- ⇒ Focusing on our membership needs which includes optimizing our website, ensuring that we're meeting national SHRMs membership requirements, continuing to engage YOU! our members with volunteer opportunities (HR Aces), more frequent and easy opportunities to hear your feedback and looking at ways to make sure that we get good networking time with each other.

If you have questions about these goals then please don't hesitate to visit with any of our board members.

We have made great strides in filling our 2016 slate of officers but still have openings for several positions: Sponsorships and Volunteerism (HR Aces). We'll be presenting the slate of officers for voting at our meeting this month. Think about volunteering to continue to keep the operations running smoothly, make a difference and possibly gain some new or additional leadership skills.

Hope you have at least one pumpkin spice latte this month!

Kelly Calvert, SPHR, SHRM-SCP  
President, Jayhawk Chapter SHRM  
[presidentelect@jayhawkshrm.org](mailto:presidentelect@jayhawkshrm.org)

## Membership Drive – Help Us Grow Our Chapter!!

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. **From now until the end of the year, our Chapter will be running a special that allows individuals to join the Chapter for the remainder of 2015 and all of 2016 at our current dues price (\$50 for dual National members/\$60 for non-National members).**

We appreciate your commitment to help grow our Chapter!



VP of Membership  
Angela Fleming, PHR, SHRM-CP  
[membership@jayhawkshrm.org](mailto:membership@jayhawkshrm.org)



## 2015 JAYHAWK CHAPTER OF SHRM CALENDAR OF EVENTS

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



**Jana Tuttle, SPHR, SHRM-SCP**, is an HR coordinator in the College and Professional Schools-Shared Service Center at the University of Kansas. She opted for the field of human resources because it combines aspects of social work with creating a better business and workplace. Jana enjoys being an ambassador for KU as she is one of the first people new staff and faculty meet once they are hired. She's found influence in her career with both her parents and Heather Bunker, with whom she worked at Manpower. Currently, Jana is preparing for the Kansas Half Marathon. She also volunteers at her church as well being a member of the board for Hilltop Child Development Center and recently, she joined a Fantasy Football League. For Jana, the best part of autumn is the chill in the air, decorations, and the new clothing options!

Kelly Calvert, president Jayhawk Chapter SHRM hosted this years annual board Strategic Planning Meeting . The board members enjoyed a beautiful day outside for lunch and great BBQ. The BBQ was a fundraiser for the United Way. Pictured from left to right first row, Holly Goodman, Angela Fleming, Dennis Meier, second row from right to left, Lori Carnahan, Debbie Snyder, Keri Rodriguez, Barry Kingery, third row left to right, Kelly Calvert, Cathy Espinosa, Heather Bunker & Jenny Hiatt.





## My visit to the Lawrence College & Career Center



Posted by **Rochelle Valverde**

September 3, 2015 at 11:43 p.m.

More than 100 Lawrence high school students wrote their first cover letter this week. Yes, some of them made up the positions they sought and the credentials that qualified them, but nonetheless it was a realistic exercise of a question adults often pose to children: What do you want to be when you grow up?

On a visit to the Lawrence College and Career Center on Thursday, I accompanied members of the Jayhawk chapter of the Society for Human Resource Management, who were giving presentations on writing cover letters to LCCC students. The students included juniors and seniors at Lawrence High School, Free State High School and the Lawrence Virtual School.

Photos from Lawrence College & Career... - Lawrence College & Career Center | Facebook by [Lawrence College & Career Center](#)

Some of the students, taking classes at the center in subjects such as robotics, certified nurse aide or forensic science, were able to line up skills with a potential career to write cover letters they could use in the near future. Others wrote as more distant versions of themselves, naming degrees they earned from colleges they'd like to attend.

But regardless of how much or little realism was at play in their letters, they were at least thinking. Thinking about how their education links up with something they could do for a living. Thinking beyond the canned advice we sometimes give to kids to just follow their passions or dreams.

When we took a break after the first sessions with students, we had a lunch of Reuben sandwiches — with homemade sauerkraut, sides and dessert — made by the LCCC culinary students, who gave a small introduction to the meal they'd made before boarding buses back to their high schools.

This is the first school year for the center, which was completed over the summer with funds from the construction bond issue approved by Lawrence voters in 2013. Students enrolled in LCCC classes attend four days per week for two hours. Transportation to the center, located at 2920 Haskell Ave., is provided or students may drive themselves.

New courses at the LCCC are available to high school juniors and seniors in seven areas: Health & Emergency Care, Innovation & Engineering, Law & Government, Bio & Forensic Science, Manufacturing & Robotics, Computer & Network Technology, and HVAC & Construction. Course offerings are available at the [USD497 website](#). There will be a ribbon-cutting and dedication of the center at 10 a.m. Sept. 26.





Salina Human Resources  
Management Association Presents...

## 2015 SHRMANAR

### This year's presenters include...

Larry Michel, Attorney with Kennedy, Berkley, Yarnevich, & Williamson, Chartered, who will be giving a presentation titled *HR on the Witness Stand*. This presentation is a mock cross examination of Kelly Williams, an H.R. professional for a company that has been sued by a former employee. The cross examination demonstrates how a plaintiff's attorney will try to discredit or impeach an H.R. professional in connection with performance evaluations, discipline, and termination. Larry will provide the mock examination and will have a discussion regarding the lessons to be learned from the examination.

Brad Schlozman, Attorney with Hinkle Law Firm out of Wichita, KS, will be presenting *Health Care Reform for Employers: Navigating the New Reporting Requirements*. This workshop will describe in detail how applicable large employers (and any employer with a self-funded medical plan) must complete the new IRS forms that must be filed relating to their company's health care coverage in 2015.

Thursday, October 15, 2015

at the Salina Area Chamber of Commerce Annex



Leading People.  
Leading Organizations.



## Agenda

**When:** Thursday, October 15, 2015

**Where:** Salina Area Chamber of Commerce Annex  
120 W. Ash  
Salina, KS 67401

<b>Agenda:</b> 9:30 a.m.—10:00 a.m.	Registration
10:00 a.m.—12:00 p.m.	Larry Michel/HR on the Witness Stand
12:00 p.m.—1:30 p.m.	Open Lunch
1:30 p.m.—4:30 p.m.	Brad Schlozman/ACA Update

**Cost:** \$75 for full day  
\$50 for ACA update only

### Registration Information

Online at: <http://shrmanar2015.eventbrite.com>

Or Mail payments to:

SHRMA  
P.O. Box 3514  
Salina, KS 67401-3514

**Please join us for a social  
following the SHRMANar at  
That One Bar, 111 South Santa Fe!**

**Registration Deadline - Monday, October 12, 2015**

For questions please contact Haley Emig at [haley@sunflowerbank.com](mailto:haley@sunflowerbank.com) or by calling  
(785) 623-6006.

## SEMINAR REGISTRATION FORM

Name: \_\_\_\_\_ Company: \_\_\_\_\_

Full Day @ \$75.00 \_\_\_\_\_ ACA Update Only @ \$50.00 \_\_\_\_\_ (This is from 1:30 p.m. to 4:30 p.m.)

Email: \_\_\_\_\_ SHRMA Member: Yes/No

\*If you are not a member of SHRMA but would like to become a member please check the box below.

☐ Yes, I would like to become a member of the Salina Human Resource Management Association. Please send me an application.

Any questions can be directed to Jenny Mitchell at [jennym@sunflowerbank.com](mailto:jennym@sunflowerbank.com) or by calling (785)826-2239.

## Foundation News

As the year winds down we prepare for our annual December Meeting and raffle to raise funds for the SHRM Foundation. Before we get started on that I wanted to remind everyone of the significance of the SHRM Foundation and why it is important to support it.

If you would like to donate items to the annual raffle please contact Holly Goodman at [foundation@jayhawkshrm.org](mailto:foundation@jayhawkshrm.org) or please come and speak with me during the monthly lunch. Any donations would be greatly appreciated!

### SHRM Foundation Vision

The SHRM Foundation is the globally recognized catalyst for shaping human resource thought leadership and research.

### SHRM Foundation Mission

The SHRM Foundation advances global human capital knowledge and practice by providing thought leadership and educational support, and sponsoring, funding and driving the adoption of cutting-edge, actionable, evidence-based research.

### What we do

Education products that focus on evidence-based, effective HR practices: DVD's, effective practice guidelines reports, executive briefings, webinars. Leading founder of HR research and studying *what's next* through Thought Leadership Initiative. Offering scholarships and awards for academic HR studies and professional certification

### Areas of Work

Strategic thought leadership initiative

- The SHRM Foundation is conducting a multi-phase program to identify and analyze critical trends likely to impact the workplace in 5-10 years.

Innovative academic research grants

- The SHRM Foundation is a leading funder of HR research.  
Since 2005, the SHRM Foundation has funded 60 research projects.

Scholarships and awards

- In 2014, more than 100 scholarships were awarded for academic studies and professional certification to professional and student SHRM members, and doctoral students.

Educational resources

- Research-based and complimentary products, including: DVDs, effective practice guidelines, executive briefings and webinars

### Scholarship Programs

SHRM Foundation Scholarships for HR Professionals

- Academic and professional certification scholarships

SHRM Foundation Student Scholarships

- Undergraduate and graduate academic scholarships and Assurance of Learning exam scholarships

### How is the SHRM Foundation Funded?

Annual Campaign:

- The SHRM Foundation's fundraising efforts, called the Annual Campaign, includes donations, sponsorship, and revenue from fundraising events.

Support from SHRM:

- The SHRM Foundation is a 501(c)(3) public charity. As the charity affiliate of SHRM, the SHRM Foundation is grateful for the significant support received from SHRM, including:
  - In-kind services
  - Matching gift for donations received during the Annual Campaign

The support received from SHRM allows the SHRM Foundation to use every dollar raised to advance our mission through scholarships, educational resources, HR research and thought leadership.

**You may donate directly to the SHRM Foundation here:** [http://www.shrm.org/about/foundation/sup\\_port-thefoundation/contributions/pages/default.aspx](http://www.shrm.org/about/foundation/sup_port-thefoundation/contributions/pages/default.aspx)

Submitted by: Holly Goodman  
Foundation Chair







## December Social Meeting

When: December 8<sup>th</sup>

Where: Maceli's

Time: 11:30am

It is almost that time of year again! The December meeting will consist of a raffle to raise donations for the SHRM Foundation. The support received from SHRM allows the SHRM Foundation to use every dollar raised to advance our mission through scholarships, educational resources, HR research and thought leadership.

If you are interested in donating items for the raffle please contact Holly Goodman during any meeting or at [foundation@jayhawkshrm.org](mailto:foundation@jayhawkshrm.org) or by phone at 913-731-6936. Any donations would be greatly appreciated, no donation too small. Examples from the past include: wine, novels, cookbooks, kitchen utensils, water bottles, candles, lotions and many more! You may also sign up on the sheet on your table, which Holly will collect at the end of this meeting.

We will also have a White Elephant exchange to end the year with a bang! If you wish to participate please bring an item that is worth at least \$10 in value. We received feedback last year that items from other people's workplace were not always highly received so please be mindful of what you put in the exchange.

Thank you all for participating!

Holly Goodman  
Foundation Chair

### Donation Sign ups for December Social (SHRM Foundation)

[illegible]

## Financial Report

Current Assets: 9/30/15

## CD's:

91-Day	\$ n/a
182-Day (9/3/15)	\$ 5,145.42
12-months (5/12/16)	\$ 8,509.33

Checking Account:	\$ 704.89
Pay Pal Account	\$ 6.81
Petty Cash:	\$ 100.00
<b>Total:</b>	<b>\$14,466.45</b>



Prepared by:  
Barry Kingery  
VP Of Finance  
[finance@jayhawkshrm.org](mailto:finance@jayhawkshrm.org)



A **big thank you** goes out to our HR ACES who volunteered at the Lawrence College and Career Center last month: Annette Delaney, Kate Blocker, Kathy Youngquist, Meggan Griggs, Keri Rodriguez, Rochelle Valverde and Debbie Snyder. Our HR ACES developed a curriculum for teaching students best practices for applying for jobs. Each student had an opportunity to learn how to interact with HR professionals, how to draft a cover letter, and how to make a great first impression. Over 120 students participated in the event. Patrick Kelly, the Director of Career and Technical Education at USD 497, plans to hold similar events next semester. If you did not get the chance to participate and would like to, there will be additional opportunities in the spring. If you are interested in volunteering for HR ACES, please send an email to [volunteerism@jayhawkshrm.org](mailto:volunteerism@jayhawkshrm.org).



We would also like to give a special thank you to Annette Delaney. Annette has participated in every volunteer opportunity we have had this year. We appreciate your time and commitment to volunteering on behalf of Jayhawk SHRM, Annette!

