



Lawrence, KS #486

THE RESOURCE

🌸 April 2016



Business Leadership Workshop *What Organizational Leaders & HR Professionals Should Know to Reduce Legal Risk*

Tuesday, April 12, 2016

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Addressing Workplace Misconduct Through Enhancement of Internal Investigation Skills

Protect the health of your organization, as well as your business reputation and bottom line, by recognizing complaints of inappropriate behavior and reacting appropriately. Timely and thorough investigations of workplace complaints protect your workforce from inappropriate conduct and your organization from potential legal risk. These same investigatory practices can provide a means of addressing all types of workplace conflict and misbehavior. This practical, interactive workshop will have two components: Presentation and Interviewing Workshop.

From Likes to Lawsuits—The Risks of Engaging Social Media in the Employment Process

In the last few years, social media has become integrated into several aspects of the business world. Social media has become a hiring tool used by HR professionals to broaden their reach, but there are inherent risks involved when using social media to screen applicants. The legal compliance of screening applicants through social media is full of gaps and grey areas. This presentation details the different areas of compliance that HR professionals and employers need to be aware of when engaging social media as part of the hiring process. It also highlights some of the gaps and grey areas, emphasizing the need to exercise caution when traveling in unknown territory.

SCHEDULE

8:15 – 8:45 am

Registration and Network with Sponsors

8:45 am

Announcements and Sponsors

9:00 am – Noon

Addressing Workplace Misconduct Through Enhancement of Internal Investigation Skills

Presented by:

Kathy Perkins, Kathy Perkins LLC Workplace Law & Mediation
Ann Molloy, Encompass Resolution, LLC

Noon – 12:45 pm

Lunch and Network with Sponsors

12:45 – 1:45 pm

From Likes to Lawsuits – The Risks of Engaging Social Media in the Employment Process

Presented by:

Darren Dupriest, Validity Screening

1:45 – 2:00 pm

Wrap-up

Approved for 4.25 HR General credit hours through HRCI and SHRM.

LOCATION

Maceli's
1031 New Hampshire
Lawrence, Kansas



REGISTER ONLINE: www.jayhawkshrm.org



President's Message



Have you thought about volunteering? Volunteering can be rewarding and allow us to challenge ourselves to grow personally and professionally. SHRM recently asked people why they enjoyed volunteering: [video](#). As a chapter we offer our members opportunities throughout the year to volunteer and grow professionally.

Last year, we rolled out a new chapter initiative called HR Aces! There are two primary goals for this ongoing 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.

Since we rolled out the initiative in June 2015, we have partnered with nine organizations and had 25 volunteer opportunities for our members.

We continue to need your help! If you are interested in acquiring some new skills, practicing existing skills and/or helping our local non-profits which in turn will allow Jayhawk SHRM to advance, please contact Cassie Gilmore at volunteerism@jayhawkshrm.org or any board member for more information.

Looking for an opportunity to make an impact and assist in the operation of the chapter? We also have openings for several board positions: Foundation Chair and Diversity Chair. If you are interested in a current or future board position please contact me at president@jayhawkshrm.org or any board member for more information.

Thank you for making a difference!

All the Best,
Debbie Snyder



Thanks to the sponsors of the Business Leadership Workshop:

Breakfast Sponsor



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www.jayhawkshrm.org

Financial Report

Current Assets: 3/31/2016

CD's:

91-Day	\$ n/a	Checking Account:	\$ 6,637.45
182-Day (9/3/15)	\$ n/a	Pay Pal Account	\$ 5,188.12
12-months (5/12/16)	\$ 8,509.33	Petty Cash:	\$ 100.00
		Total:	\$ 20,434.90

Prepared by: Heather Bunker SPHR, SHRM-SCP
VP of Finance

Membership

We would like to thank everyone who has already renewed their membership for 2016! We currently have 60 members registered for this year, yay! As a reminder, our standard membership runs from January 1st through December 31st. If you haven't done so, please take a moment now to renew, so you can continue to take advantage of the benefits of local membership through 2016. If you are not sure if you have renewed please feel free to reach out to me. If there is a barrier to your renewal please let me know. You may also reach out to me regarding payment plans. You can complete the online registration form at www.jayhawkshrm.org and pay for your membership via PayPal. If you have any questions please feel free to reach out to me at membership@jayhawkshrm.org.

Thank you all for your continued support! We are working hard to make this chapter better each year.

Submitted by: Holly Goodman
VP of Membership

You are a SHRM Foundation Champion!

Dear Jayhawk Chapter of SHRM,
Congratulations! You are a SHRM Foundation Chapter Champion.
Thank you for all that you do to support the SHRM Foundation. We couldn't do it without you!

As a Champion, your chapter name will be listed in our Annual Impact Report as well as featured on the SHRM Foundation recognition website.

Allison Samis | Associate Development Specialist
SHRM Foundation

Jayhawk Chapter of SHRM Receives Prestigious SHRM Award for Advancing the HR Profession

The Society for Human Resource Management (SHRM) recently awarded the Jayhawk Chapter of SHRM its prestigious Gold EXCEL Award for the Chapters accomplishments in 2015.

The award is part of the SHRM Affiliate Program for Excellence, which aligns individual chapters and councils' activities with SHRM's aspirations for the HR profession. The award recognizes accomplishments and strategic activities and initiatives that enhance the human resources profession.

"SHRM rewards chapters and councils that demonstrate a strong commitment to advancing the human resources profession through service to the community, local networking and professional development activities," said Henry G. (Hank) Jackson, president and CEO of SHRM. "Advancing the HR profession is at the heart of what SHRM does and the Jayhawk Chapter of SHRM's work this year helps us further showcase that mission."



The EXCEL award can be earned at four levels: bronze, silver, gold and platinum, and each level has a prescribed set of requirements and accomplishments that have to be met. The Jayhawk Chapter will receive recognition in SHRM publications and conferences, a certificate of recognition, and a special banner to display at its meetings and events.

The chapter is particularly proud of launching its *HR Aces* program which connects human resources professionals with local non-profits in need of HR consulting. Some non-profits helped this past year include Americorps, Lawrence College & Career Center and Baker University.

For more information on the award visit www.shrm.org/communities/volunteerresources/resourcesforchapters/pages/award_info.aspx.



Certification

Working together for success!

Are you tired of studying alone? Would you like to join our study group and take advantage of the SHRM Learning System at an affordable price? The SHRM learning system includes the 5 learning modules and the Online Learning Center. Then we want to hear from you, please email Jenny Hiatt @ certification@jayhawkshrm.org or see any board member.

A study group... • Creates a set time for studying • Allows you to benefit from the knowledge of other professionals • Helps you learn material better by discussing it • Provides you a support system • Is more fun than studying alone!

Video: [How Do I Prepare for the SHRM CP and SCP Tests?](#)

Free Online Demo: www.shrmcertification.org/learning/winter. When you access the free online demo, you can then register for a FREE one-hour webcast, *How to Prepare for the SHRM-CP / SHRM-SCP Exam with the SHRM Learning System*, on Tuesday, April 5, 2016 at 2:00 p.m., EDT.



Submitted by: Jenny Hiatt
PHR, SHRM-CP
Certification Chair



Career Center

CAREER FAIR

You are cordially invited to participate in the Department of Defense's **Hiring Heroes Career Fair** for wounded, ill, injured and transitioning service members, Veterans, their spouses, family members and primary caregivers on Wednesday, April 20, 2016, from 9 a.m. to 2 p.m. at the Riley Conference Center, Fort Riley, KS. The official registration website for this Hiring Heroes Career Fair is now open! Booth space is limited and free so it is important to register as soon as possible.

Please click on the link below to register and for additional event information. The online registration link also includes the agenda, travel directions and gate access information - if you sign up your team for this event, please forward the "Grab and Go" event information sheet to them so they will have directions, shipping information, etc. as well.

SIGN UP AT:

<http://godefense.cpms.osd.mil/hiringheroes/riley/index.aspx>

If you have any questions about the event or require additional information about the Hiring Heroes Program, please contact Sylvia.o.parker.civ@mail.mil or 571-372-2124.

HUMAN RESOURCES ADVISOR

Creative Business Solutions, a regional human resources consulting firm providing Human Resources outsourcing services throughout the Midwest, is hiring two (2) HR Advisors to join our growing team!

This full-time position provides advanced, specialized human resources support to multiple employers in a fast-paced environment. Successful candidates must be able to meet with clients, identify and proactively resolve HR issues in areas such as: compliance, benefits administration, compensation, employee relations, recruitment and training.

Required qualifications include a Bachelor's degree in a related field, one (1) to five (5) years of professional HR experience, and superb communications and writing skills; a PHR is preferred. Pay and benefits commensurate with experience. For more information, or to apply, please visit www.cbsks.com and click on "Apply Now!" under "Jobs".

ACCOUNTING SPECIALIST

The World Company, a fast-paced, multi-media organization in Lawrence, Kansas, has an opening for an Accounting Specialist in our Business Office. Specialist performs the accounts payable activity for multiple companies; directs invoice processing and verification, expense coding, and drafts payment checks or vouchers; oversees maintenance of supporting records to ensure compliance with policies and procedures; generates required reports; and interacts with internal and external auditors as assigned. Will accurately process payroll for several locations and ensure payroll is processed in compliance with federal and state laws, including reporting requirements.

Ideal candidates must have knowledge of accounts payable and payroll principles and procedures; knowledge of federal and state tax laws pertaining to non-payroll and payroll disbursements to individuals, partnerships, corporations and/or other entities preferred; proficient in Microsoft Office required including Word and Excel; experience with Great Plains helpful; college degree in accounting is preferred with accounting coursework and five years accounting experience required; good interpersonal and communication skills; strong attention to detail and deadline-oriented; and ability to learn and use industry-specific billing and accounting software.

We offer a competitive salary with an excellent benefits package including health, dental and vision insurance, 401k, paid time off, tuition reimbursement and more! Background check and pre-employment drug screen required. Apply online at <http://jobs.the-worldco.com> and include a cover letter and resume. EOE



SHRM Member Spotlight



Sarah Kueffer (left) is the owner and Chief Operating Officer of Integrity Midwest Insurance, LLC. The wearer of many hats, she is also responsible for bookkeeping, managing the office, and being an account manager. Sarah's favorite part of her job is getting to work side by side with her husband (who is also an owner) as well as some amazing employees. She began her work in HR out of necessity. Someone needed to handle the human resources aspects of their business and it fell to Sarah. One piece of advice that she has received and appreciates is "never stop learning". When not working, Sarah enjoys reading, gardening, and playing golf. When asked what she enjoys most about spring, she states it is EVERYTHING!

Susan Kang (right) is the Director of Development Recruitment at KU Endowment Association. She originally started there as the Development Director for the Dole Institute of Politics before being sought out as a recruiter. Susan is also a former practicing attorney which gave her experience with HR related legal issues. Her favorite thing about working for KU Endowment is being able to fulfill their mission of partnering with donors in providing philanthropic support to build a greater University of Kansas. She also enjoys the people who work with her. A couple of tidbits of advice she has received regarding her career are "do what you love" and "don't say no to a job that hasn't been offered to you". In her spare time, Susan likes to run, read, and bake quick breads. She is looking forward to all of the beautiful spring flowers and flowering trees.



Submitted by: Keri Rodriguez, CESP
Social Media & Recognition Chair

Legislative Update

2016 Legislative Update – Excerpts from Natalie Bright’s Statehouse Report **March 25, 2016 Legislative Update**

The Legislature adjourned for the 2016 Legislative Session March 24th following a long week of debate and negotiations on the floor as well in conference committees. Several bills were approved on final action and are awaiting the Governor’s signature, including an overhaul of the juvenile justice system and K-12 funding plan for the upcoming school year. Legislators will return to Topeka on April 27th for the Veto Session. Below are highlights of legislative action taken this week.

School Equity Fix Ready for Courts

The Senate and House passed legislation aimed at narrowing the gap between the wealthiest and poorest districts through their local option budget. The bill also includes a hold harmless provision that ensures no district loses funding for school year 2016- 2017, giving the Kansas Department of Education and the Legislature time to craft a new school finance formula moving forward. The bill is still subject to review by the Kansas Supreme Court and should the bill not pass muster, lawmakers will be back at the drawing board during the Veto session.

Legislature Passes Comprehensive Juvenile Justice Reform Package

The Legislature passed the most extensive reform to the Kansas juvenile justice system in decades.

SB 367 aims to decrease detention, incarceration and out-of-home placements of young offenders and rather invests in community-based educational, vocational and therapeutic programs. The plan is estimated to save the state \$72 million over five years, with a lockbox provision that ensures those savings are reinvested back into the local programs. Other key components of the bill include:

- New time limits on sentences, probations and case length for juvenile offenders.
- Graduated responses for youth offenders who violate technical conditions of probation.
- Written plans for offenders’ re-entry to the community after incarceration.
- Creation of a 19-member juvenile justice oversight committee.

Rainy Day Fund

Both the Senate and the House passed bills with the intent of establishing a Budget Stabilization Fund within the State Treasury as of July 1, 2017. Supporters of the bill state a risk-based reserve fund policy will protect the Kansas state budget from unexpected shortfalls. 46 other states have some form of a reserve fund and creating such a fund was recommended in the efficiency study. We anticipate the issue being further discussed during the Veto Session.

STAR Bonds for American Royal Still at Play

The House voted to sustain Governor Brownback’s line item veto of the Sales Tax as Revenue (STAR) bonds provision in this year’s budget bill that prohibited any new STAR bond projects in Wyandotte County. Because the Legislature failed to override the veto, the Governor may continue to pursue moving the American Royal livestock show to Kansas from Missouri. Also this week, the House Tax Committee held a hearing on House Bill 2738, which reforms the STAR bond program in Kansas and adds new requirements and procedures on issuance of bonds, including 50% requirement from private investment.

Both the Senate and House passed bills intended to reform the STAR bond program. Both bills are in front of the House Tax Committee and will be vetted during the Veto session.

House to Consider Workers Compensation Bill During Veto Session

There was a good amount of confusion related to a couple of amendments that had been introduced. Chairman Hutton has communicated the confusion will be sorted out and the bill will be run during Veto Session.

Looking Ahead

The Senate Ways and Means and House Appropriations Committees will be meeting the week of April 20 after revised revenue estimates are announced for next fiscal year. Lawmakers are speculating that March revenues could be \$30 million below estimates and April revenues as much as \$150 million below expected. Then the real work begins on April 27 when the Legislature returns for the Veto session to compromise on bills left in conference, struggle to balance the budget, and potentially consider another solution to equalize school funding and keep doors open this fall.

Submitted by: Dennis Meier, SPHR, SHRM-SCP
Legislative Affairs Chair



HR Aces



We are thrilled to have received such a positive reception with our HR Aces program. If you are interested in learning more about HR Aces or if you have a potential volunteer opportunity to share with us, please contact Cassie at volunteerism@jayhawkshrm.org.

Submitted by: Cassie Gilmore
Foundation Chair



April  
 SHOWERS
 BRING  May
FLOWERS 



Register at www.livewelllawrence.org



6th Annual WorkWell Lawrence Symposium May 4, 2016

7:30 a.m. - 12:00 p.m.
Lied Center of Kansas– Pavilion
1600 Stewart Drive
Lawrence, KS 66045

Objective: Creating A Culture of Health at Work

Keynote Speaker:

Roy Jensen, M.D.

University of Kansas Cancer Center

Environmental & Behavioral Factors Related to Cancer: the
economic case for why employers should want
healthy employees



KU Healing Foods Kitchen, Leigh Wagner, R.D.

Creating a Healthy Foods & Beverage Environment:

Worksite Celebrations, Catering, and Vending

REGISTRATION

Register online at <http://tinyurl.com/hnvz4>

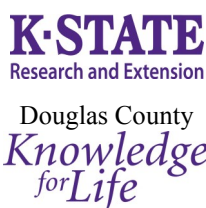
\$40 Advance Registration

\$50 after Monday, May 2, 2016

No refunds for cancellations after Friday, April 29, 2016

Thank you for registering for the WorkWell Lawrence Symposium!

SPONSORS to Date



SCHEDULE

8:15 – 8:45 am

Registration and Network with Sponsors

8:45 am

Announcements and Sponsors

9:00 am – Noon

Addressing Workplace Misconduct Through
Enhancement of Internal Investigation Skills

Presented by:

Kathy Perkins, Kathy Perkins LLC Workplace
Law & Mediation

Ann Molloy, Encompass Resolution, LLC

Noon – 12:45 pm

Lunch and Network with Sponsors

12:45 – 1:45 pm

From Likes to Lawsuits – The Risks of
Engaging Social Media in the Employment
Process

Presented by:

Darren Dupriest, Validity Screening

1:45 – 2:00 pm

Wrap-up

**Interested in being an
event sponsor?**

Email psteimle@ljworld.com

For more information.



JAYHAWK CHAPTER of SHRM

2016 Board of Directors

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Social Media & Recognition Keri Rodriguez, CESP

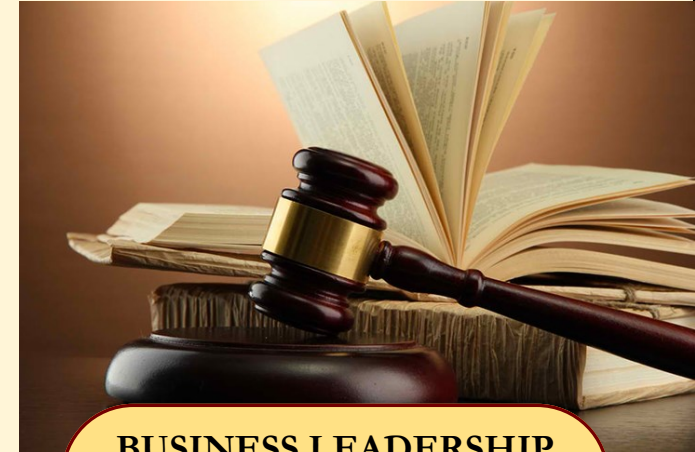
Volunteerism Chair Cassie Gilmore

College Relations Chair Annette Delaney

Sponsorship Chair Peter Steimle

Who are we? We are an organization comprised of Human Resource professionals that meet once a month in Lawrence, Kansas. We are affiliated with the National SHRM organization.

Our chapter membership is a great value and you do not have to be a national member to join us. Our goal is to network with human resource professionals in the community and through our collective voice, be able to positively impact our community and our profession. Visit www.jayhawkshrm.org for more information and to join our chapter.



BUSINESS LEADERSHIP WORKSHOP

What Organizational Leaders & HR Professionals Should Know to Reduce Legal Risk

TUESDAY, April 12, 2016

Registration begins at 8:15 am



This program is sponsored by
The Jayhawk Chapter of SHRM
and is open to the public.

Maceli's
1031 New Hampshire,
Lawrence, KS

Addressing Workplace Misconduct Through Enhancement of Internal Investigation Skills

Protect the health of your organization, as well as your business reputation and bottom line, by recognizing complaints of inappropriate behavior and reacting appropriately. Timely and thorough investigations of workplace complaints protect your workforce from inappropriate conduct and your organization from potential legal risk. These same investigatory practices can provide a means of addressing all types of workplace conflict and misbehavior. This practical, interactive workshop will have two components: Presentation and Interviewing Workshop.

Learning Objectives

- * Recognizing a complaint
- * Conducting an effective internal investigation
- * Developing an investigation plan
- * Interviewing witnesses
- * Addressing confidentiality concerns
- * Documenting and reporting the findings of the investigation
- * Applying investigation skills to address conflict, attitudinal issues and misconduct

Workshop – Interviewing Skills

Participants will have the opportunity to act as an interviewer and witness involving a realistic workplace scenario, followed by a debrief and discussion.

Kathy Perkins founded her firm in Lawrence, Kansas in 2008 after 25 years of litigating employment and commercial disputes, most recently with Constangy, Brooks & Smith in Kansas City. Kathy is a graduate of Harvard Law School and Kansas State University. Her focus is on resolving workplace conflict - in addition to mediating, she provides proactive employer counseling and training, and directs internal workplace investigations. Kathy is the President of the Kansas Bar Association Alternative Dispute Resolution Section and has served on the Boards of the Heartland Mediators Association, Jayhawk Chapter of SHRM and Willow Domestic Violence Center.

Ann Molloy founded Encompass Resolution, LLC in 2007 after 15 years in the field of employment law with the dual purpose of focusing her employment practice on preventative measures and providing cost-effective solutions to her clients. Encompass Resolution's core business centers on Workplace Training, Investigation of Workplace Complaints, and Dispute Resolution. Ann's background includes service

at the Equal Employment Opportunity Commission and in both plaintiff and defense firms in Kansas City. She graduated *cum laude* from the University of Iowa College of Law and attended the Strauss Institute for Dispute Resolution at Pepperdine University.

From Likes to Lawsuits - The Risks of Engaging Social Media in the Employment Process

In the last few years, social media has become integrated into several aspects of the business world. Social media has become a hiring tool used by HR professionals to broaden their reach, but there are inherent risks involved when using social media to screen applicants. The legal compliance of screening applicants through social media is full of gaps and grey areas. This presentation details the different areas of compliance that HR professionals and employers need to be aware of when engaging social media as part of the hiring process. It also highlights some of the gaps and grey areas, emphasizing the need to exercise caution when traveling in unknown territory.

Learning Objectives

- * Current trends in social hiring
- * Relevant court cases
- * The role of the Fair Credit Reporting Act (FCRA) when screening applicants through social media
- * EEOC guidelines for employment screening and how they apply to social media
- * The National Labor Relations Act (NLRA)
- * Ethical Dilemmas of hiring through social media
- * Social media policy considerations

Darren Dupriest is the president and owner of Validity Screening Solutions. His industry career began in 1992 with Clarence M. Kelley & Associates (CMKA). In 2004, he acquired the Backgrounds Division of CMKA, now known as Validity Screening Solutions. As president and owner, he directs all company functions, including:

- * Employment-related screenings,
- * Due diligence investigations,
- * Substance abuse testing, and
- * Digital fingerprint capture

During his career, this former licensed investigator has led investigations ranging from workers' compensation fraud, embezzlement, merger and acquisition due diligence to sexual harassment and employee theft. In addition, he has been an affiant in numerous civil actions involving employment-related screening and has served as an expert witness in the field.

GENERAL INFORMATION

Date: Tuesday, April 12, 2016

Time: 8:15 a.m.—2:00 p.m.

Location: Maceli's, 1031 New Hampshire St., Lawrence, Kansas 66044

A light breakfast and lunch will be served.

To register go to www.jayhawkshrm.org.

REGISTRATION

Register before April 1: Member \$50 – Nonmember \$60

Register after April 1: Member \$60 – Nonmember \$70

REGISTER & PAY ONLINE

◇ www.jayhawkshrm.org—upcoming events and registration.

◇ If paying by check, register online and pay at event or mail check to: Jayhawk Chapter of SHRM, PO Box 442033, Lawrence, Kansas 66044.

Approved for 4.25 HR General credit hours through HRCI and SHRM.