



JAYHAWK CHAPTER

Lawrence, KS #486

THE RESOURCE

August 2016



Inside this issue:

Unorganized. Interrupted. Stressed. Now what?	1
President's Message	2
Financial Report	3
Membership	3
Certification	4
HR Aces	5
Diversity	5-6
SHRM Member Spotlight	7
Kansas SHRM Annual Conference	8



PRESENTER: Cynthia Kyriazis, Productivity Strategist & Coach

Cynthia is founder and President of Productivity Partners, Inc. a leading provider of training in the topic areas of managing paper, time, space and information. She is a trainer, speaker, consultant, author and coach.

Productivity Partners focuses on the principles, strategies and tasks which help decision-makers and their teams improve focus, execution, profitability and overall job performance.

Cynthia speaks nationally on organizing and time management strategies and has shared the stage with Barbara Bush, Jack Canfield and John Walsh.

August Meeting Sponsor:



This event has been approved for one Professional Development Credit for SHRM and submitted for general credit through the HR Certification Institute.

Tuesday, August 9, 2016

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

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 \$20. \$25 after Thursday noon pre-registration deadline or walk in at the door. Guest in advance \$30 if pre-registered by Thursday noon deadline prior to chapter meeting.



REGISTER ONLINE: www.jayhawkshrm.org



President's Message



As we move into the last half of the year we are starting to plan for 2017 and will be looking at the Jayhawk SHRM Board. Who is coming back? Who will move to a new role? Where are we going to find the next group of successful board members? Being on the Jayhawk SHRM board is more than just carrying a title (hopefully a prestigious title!). The individuals on the board are charged with keeping our chapter going in the right direction and ensuring the needs of our members are met.

As an HR professional why should you volunteer to be on the chapter's board or be a committee member? I asked our current board members why they would recommend being a board member:

- Opportunity to serve with a group of committed team players who have a passion for the community and its needs.
- Supporting an organization that has given so much over the years: leadership opportunities, training and knowledge that has supported my career.
- Time spent as a volunteer leader can be counted toward re-certification hours for HRCI and SHRM.
- Board collaboration.
- Learning how to work "behind the scenes" on the website.
- Help grow the chapter.
- Gain experience and become more comfortable speaking in front of a group.
- Go Places! Of course, not every volunteer role will travel, but as a result of volunteering you may attend SHRM events in other cities.
- Networking. Being on a board or committee helps you to get connected and grow your network.
- Gain New Experience. Depending on where you are at in your career, you may not have had the opportunity to lead a project or work with a budget.
- Raise Your Profile. Volunteering for the chapter gives you a prominent place to be seen by other professionals.
- Shape the Chapter.

If you would like to make a difference and gain some new or additional skills I encourage you to consider becoming a board or committee member. If you are interested please let me or another board member know and we will be glad to visit with you about opportunities. Watch for more information soon on the 2017 open positions!

Debbie Snyder
President, Jayhawk Chapter SHRM
president@jayhawkshrm.org



2016 Board of Directors**President**

Debbie Snyder

Past President

Kelly Calvert, SPHR, SHRM-SCP

President-Elect

Lori Carnahan, SPHR, SHRM-SCP

VP of Membership

Holly Goodman

VP of Finance

Heather Bunker SPHR, SHRM-SCP

VP of Professional Development

Mary McKenzie, SPHR, SHRM-SCP

VP of Communications

Cynthia Colbert

Certification Chair

Jenny Hiatt, PHR, SHRM-CP

Diversity Chair

Michelle Stegman

Foundation Activities Chair

Christa Jacelone

Legislative Affairs Chair

Dennis Meier, SPHR, SHRM-SCP

Social Media & Recognition

Keri Rodriguez, CESP

Volunteerism Chair

Cassie Gilmore

College Relations Chair

Annette Delaney

Sponsorship Chair

Peter Steimle

www.jayhawkshrm.org

Financial Report

Current Assets: 7/26/2016

CD's:

91-Day	\$ n/a	Checking Account:	\$ 11,649.05
182-Day (9/3/15)	\$ n/a	Pay Pal Account	\$ 2,479.10
12-months (5/12/16)	\$ 8,534.93	Petty Cash:	\$ 100.00
		Total:	\$ 22,763.08

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



Membership

Membership Drive – Help Us Grow Our Chapter!!

Networking is defined as interacting with other people to exchange information and develop contacts, especially to further one's career. We are delighted that each of you has chosen to participate and network with the Jayhawk Chapter of SHRM in an effort to continue the development of your Human Resources skill sets. We ask that you help us continue to build your HR network by referring potential chapter members. Benefits of becoming a member also include great programming, community connections and legal and legislative updates.

[Membership brochure.](#)

We will be running a membership special that allows individuals to join the chapter at a discount off our normal due fees. If you join the Jayhawk SHRM on or after July 1st the rate will be \$60 for national SHRM members and \$75 for non-national SHRM members.

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. We appreciate your commitment to help grow our Chapter!

If you have any questions please feel free to reach out to me at member-ship@jayhawkshrm.org. I hope everyone has a wonderful summer!

Submitted by: Holly Goodman
VP of Membership



JUNE 2016 LABOR MARKET REPORT

Please find the links below to the June 2016 Labor Market report and the map of county unemployment rates/over-the-year change of unemployment rates.

Highlights and Quotes: <https://klic.dol.ks.gov/gsipub/index.asp?docid=472>

Kansas Map w/county unemployment rates (not seasonally adjusted unemployment rates):

<https://klic.dol.ks.gov/admin/gsipub/htmlarea/uploads/LR%20June2016%20Maps.pdf>

Certification

Introducing a new feature in the recertification portal

SHRM believes that recertification should be about learning and growing in your profession, not about paperwork, so we're making the process easier. To eliminate the hassle of memorizing or writing down the Activity ID's for many learning programs that SHRM offers, we've added a new feature to the Recertification Portal: auto-refill.

From now on, all SHRM conferences, seminars and e-Learning programs that you attend, that can be matched to your SHRM membership account*, will auto-populate in your recertification portal, so you don't have to enter anything yourself. Get started earning your PDCs today!

*If your SHRM certification e-mail address matches your member e-mail address, you're all set. If you are different – or if you're not sure - simply log in to www.shrm.org to update your information.

Want to learn more about how to maintain your SHRM Certification?
Join our free Recertification webcast on July 29 at 2:00pm, EST.

[Register now.](#)

New SHRM Certification App Launches Soon

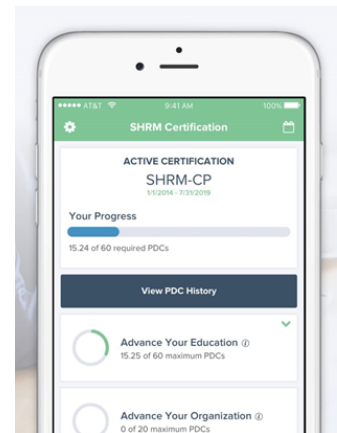
A new app is coming to help SHRM-certified HR professionals keep track of their recertification efforts. The new SHRM Certification app is being developed exclusively for use by SHRM credential holders with specially designed features to make it easier to maintain and recertify one's SHRM-CP or SHRM-SCP designation.

Certificants who install the SHRM Certification app on their mobile devices will be able to:

- View certification status and progress toward recertification.
- Find detailed information on recertification provider activities.
- Search and filter listings of pre-approved activities by competencies, date or location.
- Add professional development credits to the dashboard under the "Advance Your Education" section.
- Track recertification activities that have already been added.
- Receive notification of when it is time to apply for recertification.

SHRM-certified professionals got an advance look at the SHRM Certification app at the SHRM 2016 Annual Conference & Exposition, where demos were presented in the Certification Lounge.

The app for iOS devices will be released in July. A version for Android is under development and is expected to be available in early 2017. SHRM credential-holders will receive more information about the app when it is formally released.



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



HR Aces

We are seeking an HR Ace to assist with a project for Community Village Lawrence. Community Village Lawrence is a non-profit that seeks to support seniors who wish to remain in their own homes for as long as possible as they age. They are in need of an HR Ace who would be willing to help them with their policy manual, and would love some guidance as they formalize and document their policies and procedures. If you are interested in volunteering your efforts, please contact Cassie at volunteerism@jayhawkshrm.org



Submitted by: Cassie Gilmore
Volunteerism Chair



Diversity

Uncover Obstacles to Diversity with Honest Conversations

By Kathy Gurchiek

Are you color-blind or color-brave?

That was the question Marlin D. Smith, director of HR for Woodridge, Ill.-based Hendrickson Truck Commercial Vehicle Systems, raised during a packed concurrent session at the Society for Human Resource Management's 2016 Annual Conference & Exposition in June in Washington, D.C.

"We have to be color-brave and tackle the issue [of workplace diversity] head-on, and have some really honest conversations with ourselves and with our organizations," Smith said during his concurrent session, "The Black Guy in the C-Suite: Diversity Hiring Practices."

What is really meant, for example, when a job candidate is deemed not a good fit for the organization?

Be aware of unconscious, as well as conscious, bias, Smith said. Unconscious bias often surfaces in the workplace when we are drawn to others who enjoy the same hobbies or pursuits that we do.

"That creates this affinity bias" that affects resume-screening and career advancement, Smith said. An employee's social success, he said, should not equal his or her professional success.

He shared the following tips for HR to increase diversity in their organizations:

- ✦ Have a diversity plan and communicate it.
- ✦ Take an honest inventory.
- ✦ Include questions about organizational diversity in attitude and engagement surveys, consider global diversity, and hold managers and business units accountable for diversity goals and outcomes.

- ✦ Review your sourcing strategies so you are using a variety of avenues—not just social media, or not just employee referrals, for example.
- ✦ Review your selection criteria.
- ✦ Benchmark and partner with companies that have had success with their diversity efforts.
- ✦ Partner with educational institutions and professional and governmental organizations.

Diversity Inc. magazine singled out 25 organizations, including AIG, Boeing, Caterpillar, Humana, Lockheed Martin and Wal-Mart, as noteworthy for their diversity initiatives, Smith said.

Those organizations have made a business case for diversity within their talent pipelines, their CEOs and senior leadership are committed to diversity, their efforts at equitable talent development are exemplified in their mentoring opportunities and employee resource groups, and they seek out business with minority-owned vendors.

However, Smith thinks diversity initiatives are losing ground among organizations overall. He cited a [2014 SHRM Diversity & Inclusion Survey](#) that found over the previous eight years, fewer organizations had reported having staff exclusively dedicated to diversity. That same survey, though, reflected a slight uptick—from 13 percent in 2010 to 15 percent in 2013—of organizations that have staff dedicated exclusively to diversity efforts.

However, only 12 percent of organizations had a diversity training budget in 2012.

"What gets measured gets done ... and in most cases, we're not getting measured in diversity," Smith said of organizations.

He suggested HR professionals and their organizations take the following steps to increase diversity and avoid biased behavior:

- ✦ Increase purposeful mentoring and coaching. Be proactive about recognizing different capabilities and help prepare employees to take on challenging assignments.
- ✦ Consider who might consistently feel like an outsider and take steps to actively address the situation. Have staff attend professional affinity group meetings and inclusiveness events to enrich their understanding of diversity. Smith noted that [Microsoft's Unconscious Bias training is available online to the public](#).
- ✦ Evaluate your actions daily and seek out regular feedback on your own behaviors and actions from trusted, yet objective, colleagues.

Smith pointed to the ["privilege walk" activity](#) that organizations can use to promote discussion and break down assumptions about others. In the activity, [a diverse group of employees stand shoulder-to-shoulder but take a step forward or backward as each responds to a question](#), such as "If you went to school speaking a language other than English, take one step back." It can be eye-opening, he said, to see who ends up at the head of the line.

It's important that diversity initiatives are led by senior leadership, Smith noted. Leaders should reflect on whether plum assignments are routinely assigned to the same person or type of person. Who are leaders taking to important client or cross-team meetings? How are employees identified for promotion and succession? Are leaders speaking up if the slate of job candidates is not sufficiently diverse?

"How many times do we have an HR-led initiative and it becomes exactly that," an initiative that only HR cares about. "We have to push and push to make it happen." If [senior leaders] are not accountable for the results ... you're going to have trouble pushing this forward because it'll just become another HR initiative," he said.

Submitted by: Michelle Stegman
Diversity Chair

SHRM Member Spotlight



Michelle Stegman(left), PHR, SHRM-CP is the Human Resources Director for the City of Ottawa and our board's Chair of Diversity. She enjoys working for the city because of her relationships with the City Commission, City Manager, staff and employees. It is also similar to her last role with a couple of added responsibilities. Michelle took her first HR position because it was under a seasoned HR professional and there were opportunities for future growth. Some advice she has received concerning her career is "continue to be tenacious and flexible, never pass up opportunities that would enhance my background and assist with leadership development, and stay active in a local SHRM chapter and volunteer in the my community". When she is not at work, Michelle enjoys travelling abroad and cooking. She has already been to Scotland and Ireland this year and plans a train trip to Tybee Island, Georgia in August.

Ashley Esquibel(right), PHR, SHRM-CP is the Vice President of Human Resources at Envista Credit Union. She appreciates that HR allows her to practice employee development and help others grow in their career. At Envista in particular, she enjoys the opportunities for advancement and the people that work there. Some guiding rules Ashley lives by is to never stop learning and to strive to be better every day. In May, Ashley graduated with a Masters in HR Development from Pittsburg State University. She has traveled to Florida already this summer and will head to Hawaii in the near future. Ashley also likes running, shopping, and spending time with her family when she is not at work.



Ready for an adventure?



The 2016 Kansas SHRM State Conference is less than 4 months away! The exhibit hall is filling up with some amazing sponsors and exhibitors, the presenters are compiling their wisdom, and the conference committee is busy preparing an event that will "Soar Further" than ever with great keynote speakers, a variety of informative breakouts and exceptional networking opportunities. **Don't let this event fly under your radar—register today!**

Early-bird registration is available through July 31st, which will be here before you know it, so don't delay. Through that date, registration is \$380 for SHRM members and \$430 for non-members. **Only available for part of the 3-day event?** We've got you covered with single-day options for all 3 days of the conference. **Know any students that want to attend?** They have their own registration discounted at a college-friendly budget price of \$175 for the whole experience. **Looking to earn recertification credits while having fun at the same time?** This conference promises to deliver, especially if you're looking for business/strategic credits for your SPHR!

Are you a chapter president hoping to encourage your members to attend? We can help! Each chapter receives ONE complimentary registration. **Are you setting the example as a volunteer leader through serving on the Kansas SHRM State Council?** We have a \$50 discount as a thank you for all State Council members! Just enter "State Council" in the coupon code at the bottom of the attendee registration. Searching for an opportunity to showcase your business and gain the attention of so many in the HR profession? **There are multiple sponsorship levels to meet your needs**—and we're ready to help you launch your organization's exposure to more than 500 of our closest friends!



Pre-flight checklist

No need to stow your electronics on this excursion. That's because all conference materials will be in electronic form. **We'll provide the wi-fi, you bring the device!** The conference app will be available for download in September, providing all conference information at your fingertips, in real-time. That being said, you're always welcome to share hard-copy materials with your colleagues from around the state. **Just bring your informational materials that would normally belong in attendee bags and we'll have them on display for the taking at check-in.** And we would be remiss if we failed to mention the SHRM Foundation's raffle! **Bring your cash or checks to purchase tickets for your chance to win some great prizes.**



September 21-23, 2016

**Century II Convention Center
Hyatt Regency Wichita
Wichita, Kansas**

KSSHRM.ORG

Job/Career Fairs, Aug. – Nov. 2016

(Please confirm dates before registering)

Fall 2016 University Events:

Fort Hays State University Fall Career-Internship Fair – Hays, KS – Sept. 14, 2016

<http://www.fhsu.edu/career/fairs/cfairs/>

Washburn University 2016 Career & Graduate School Fair – Topeka, KS – Sept. 14, 2016

<http://washburn.edu/current-students/career-services/career-events/career-graduate.html>

Emporia State University Fall Career & Graduate School Fair – Emporia, KS – Sept. 15, 2016

<https://www.emporia.edu/careerservices/events/>

Kansas State All-University Career Fair – Manhattan, KS – Sept. 20-22, 2016

<http://www.k-state.edu/ces/students/kstatefairs.html>

Pittsburg State University Fall Career Expo – Pittsburg, KS – Oct. 20, 2016

<http://www.pittstate.edu/office/careers/events/fall-career-expo.dot>

Kansas University Career Services events – Lawrence, KS – <http://career.ku.edu/employers>

Wichita State University Industry specific events – Wichita, KS –

http://webs.wichita.edu/?u=careerdevelopment&p=/employers/recruitment_events/

Military/Veteran Events:

- Fort Leavenworth Job & Education Fair – Nov. 1, 2016 - POC – brett.i.rosene.civ@mail.mil,
Phone: 913-684-2590
- Ft Riley, KS – Hiring & Education Fair – Nov. 17, 2016 – POC - kristina.l.springer.civ@mail.mil
Phone: (785) 239-9435
- McConnell AFB Job Fair – Spring of 2017 – POC - Dong Kim - dong.kim.7@us.af.mil,
Phone: 316-759-3280

Other:

- www.kansasworks.com – click on “**Job Fairs**” on the scrolling banner; (You can set up an employer account on the site & post your job opportunities and/or search resumes at no cost.)
- Get Hired! Job Fair- Sept. 1, 2016 – Wichita, KS <http://bit.ly/29KmL6o>
- **Statewide Job Fairs** – Sept 27, 2016 – **Concordia, Emporia, Great Bend, Junction City, Mulvane, Overland Park, Park City, Pittsburg & Topeka** – will be posted on www.kansasworks.com



(877) 509-6757

SAVE THE DATE!



09.27.16

2:30 p.m. - 6:30 p.m.

Concordia • Emporia • Great Bend • Junction City • Mulvane • Overland Park • Park City • Pittsburg • Topeka

Online registration:  **KANSASWORKS.com**