



JAYHAWK CHAPTER

Lawrence, KS #486

# THE RESOURCE

December 2015



## 2015 December Holiday Social Tuesday, December 8, 2015

Join us at our annual Holiday Social on Tuesday, December 8<sup>th</sup> at 11:30 a.m. at Maceli's. All who wish to attend should RSVP for this event no later than Friday, December 4<sup>th</sup> at noon.

If you are a current member of the Jayhawk Chapter of SHRM (i.e. your dues are paid for 2015), you can join us for the holiday social for FREE!

If you are not currently a member of the Jayhawk Chapter of SHRM and you join and remit your dues prior to or on December 8th, you will get your meal for free too!

Non-members who submit their completed membership application and dues payment prior to December 31, 2015 will also qualify for our end of year membership promotion, which provides you with membership to the Jayhawk Chapter of SHRM through December 31, 2016 at our current dues price (\$50 for dual National members/\$60 for non-National members).

Any new member who wishes to take advantage of either of these special promotions should contact Angela Fleming, VP of Membership at [membership@jayhawkshrm.org](mailto:membership@jayhawkshrm.org).

If you don't want to join our Chapter yet, just join us for lunch. Guests can attend for a cost of \$20.00. We love meeting new people!

Be sure to bring a gift for our gift exchange. This year, we have a theme – "In the Kitchen". This could include kitchen gadgets, cookbooks, food, etc. We are asking that gifts be in the vicinity of \$10.

We will also be selling chances to win some great prizes and all money collected will go to the SHRM Foundation. Bring some \$1s (or more if you'd like). We will also accept cash, check or credit cards. You could be a winner!

We would love drawing donations. If you are able to make a donation for the drawings, please contact Holly Goodman at [foundation@jayhawkshrm.org](mailto:foundation@jayhawkshrm.org) or (785) 856-3850 x 107.

We look forward to seeing you on Tuesday, December 8th at 11:30 a.m. at Maceli's!

Have a wonderful holiday season!



### Tuesday December 8, 2015

Registration begins at 11:15 a.m.

- \* 11:15 a.m. Buffet Lunch
- \* 11:45 Opening Business / Chapter Announcements
- \* 12:00 Holiday Social
- \* 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 \$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.

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**REGISTER ONLINE:** [www.jayhawkshrm.org](http://www.jayhawkshrm.org)



## President's Message



I'm humbled and amazed to have received the opportunity to attend the annual SHRM Leader's Summit in Washington D.C. this year. SHRM national changed the format and it was more like a conference with different "tracks" that could be chosen. It was a great success. Debbie Snyder, 2016 president elect and I brought back many great ideas for our chapter.

We are announcing this month that our dues structure will be changing in 2016. The Jayhawk SHRM Chapter has proudly maintained our dues and luncheon rates for many years, all the while continuing to take on additional expenses and price increases in order to offer exceptional programming opportunities to our members. As your elected Board of Directors prepared for 2016, careful and thoughtful consideration was given to the issue of increasing membership dues and luncheon rates. After a thorough analysis, we found that increases were necessary in order to foster the sustainability and future growth of the Jayhawk SHRM Chapter. Be assured that our Chapter's elected leaders are committed to continuing to operate in a manner that is fiscally responsible, while continuing to provide the membership benefits you expect.

For 2016, our membership dues will be changing to \$75 per year for National SHRM members, and \$95 per year for non-members of National SHRM.

In addition, we will be restructuring the registration prices for our weekly meetings. Beginning in 2016 you can now get a discount on your lunch meeting registrations, as well as the added convenience by prepaying for the full year! This will now be only \$175 plus the cost of your membership, and cover all regular meeting registration expenses for all of 2016. The new month-to-month meeting registration cost will be \$20 for members registering before the "early-registration" deadline, and \$25 for late registrations. Guests are welcome at a rate of \$30 each week.

We hope that increases aside, you continue to see the value in your local SHRM membership and remain a part of our growing Chapter. We are also proud to say that even with these adjustments, we still continue to be one of the most affordable local chapters in our area – from both a dues and luncheon fee perspective.

As a reminder, all memberships are up for renewal effective January 1, 2016 (unless you are a new member who joined during our 4th Quarter 2015 membership drive). The Jayhawk SHRM chapter website is ready and you can renew your membership online at [www.jayhawkshrm.org](http://www.jayhawkshrm.org) and click on *Members Only > Membership Renewal Form* or click on *Join Now* from the home page.

Thank you for your understanding and your commitment to our Chapter!

Should you have any related questions, please reach out to any Board member or email Membership at [membership@jayhawkshrm.org](mailto:membership@jayhawkshrm.org).

Wishing you each a Happy Holiday and Merry Christmas season!  
Kelly



## 2015 Board of Directors

### President

Kelly Calvert, SPHR, SHRM-SCP

### Past President

Heather Bunker SPHR, SHRM-SCP

### President-Elect

Debbie Snyder

### VP of Membership

Angela Fleming, PHR, SHRM-CP

### VP of Finance

Barry Kingery

### VP of Professional Development

Mary McKenzie, SPHR

### VP of Communications

Jenny Hiatt, PHR, SHRM-CP

### Website Administrator / IT

Debbie Snyder

### Certification Chair

Dennis Meier, SPHR, SHRM-SCP

### Diversity Chair

Catherine Espinosa-Ostrander

### Foundation Activities Chair

Holly Goodman

### Legislative Affairs Chair

Open

### Social Media & Recognition

Keri Rodriguez

### Volunteerism Chair

Cassie Gilmore

### College Relations Chair

Lori Carnahan, SPHR

### Sponsorship Chair

Peter Steimle

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



## Foundation News

### "New Year, New You"

Are you in need of a new professional photo for LinkedIn and other social media? You're in luck! I will be bringing my mobile portrait studio with a blue backdrop to our January meeting. You may get a photo taken anytime throughout the meeting. The cost will be free but a \$10 donation to the SHRM Foundation is suggested. Please be sure to write down your contact info before getting your photo taken so I can get it to you. Thank you and I look forward to photographing you!

Submitted by: Holly Goodman  
Foundation Chair



## Membership

The Jayhawk SHRM Chapter has proudly maintained our dues and luncheon rates for many years, all the while continuing to take on additional expenses and price increases in order to offer exceptional programming opportunities to our members. As your elected Board of Directors prepared for 2016, careful and thoughtful consideration was given to the issue of increasing membership dues and luncheon rates. After a thorough analysis, we found that increases were necessary in order to foster the sustainability and future growth of the Jayhawk SHRM Chapter. Be assured that our Chapter's elected leaders are committed to continuing to operate in a manner that is fiscally responsible, while continuing to provide the membership benefits you expect.

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Thank you for your understanding and commitment to our Chapter! Should you have any related questions, please reach out to any Board member or email Membership at [membership@jayhawkshrm.org](mailto:membership@jayhawkshrm.org).

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





## 2015 JAYHAWK CHAPTER OF SHRM CALENDAR OF EVENTS

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



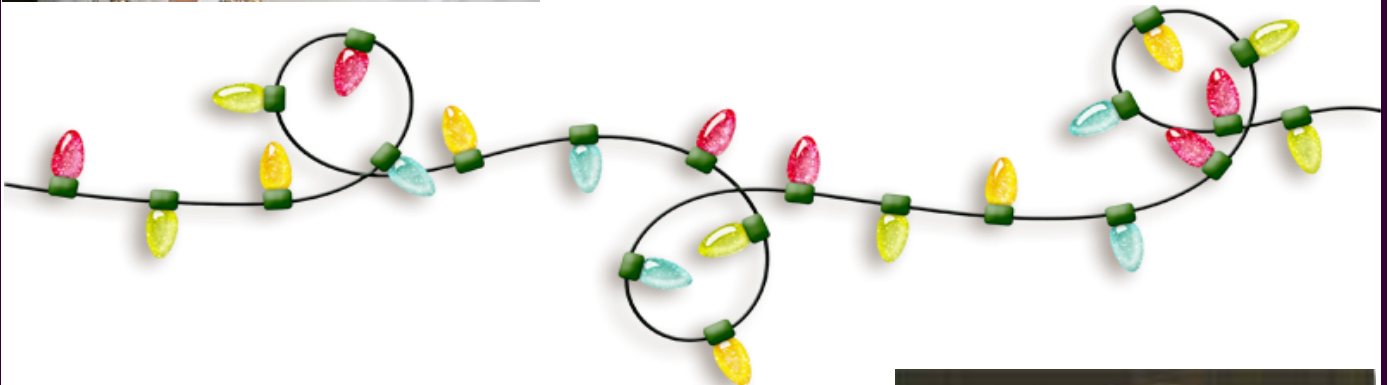
Jayhawk Chapter SHRM meetings are held on the second Tuesday of each month with registration and buffet beginning at **11:15 a.m.** and the presentation from **Noon to 1:00 p.m.** at Maceli's, 1031 New Hampshire, Lawrence, Kansas.

Mary McKenzie, SPHR  
VP of Professional Development  
[professionaldevelopment@jayhawkshrm.org](mailto:professionaldevelopment@jayhawkshrm.org)

## SHRM Member Spotlight



**Gwen Denton**(left) is the Human Resources Director at Grandstand Glassware & Apparel. She began the position in September and is excited with the challenge of learning a new job as well as an entirely new industry. Gwen started in HR while she was an Executive Assistant for the CEO/COO at Golf Course Superintendents Association of America. She began helping with payroll, then benefits, and after several years of acquiring duties, she was running the department. She credits Diana Green and Joyce Shaw at GCSAA with influencing her as a professional as well as Mary McKenzie, who was a friend and mentor at a previous position and continues in those roles today. When Gwen is not working, she supports her sons in their sports endeavors as well as spends time with her granddaughters. She is hoping that 2016 will find her and her husband remodeling, building, or buying a new home.



**Annette Delaney**(right) is the Assistant Director for Human Resources at the Kansas Geological Survey, University of Kansas. She opted for a degree in HR because she has always enjoyed working with people. Annette likes to help the staff fulfill their work needs so they can focus on doing great things for our state and globally in the research world. Her father guided her to be the professional that she is by demonstrating an exceptional work ethic, genuineness, and trustworthiness. In her spare time, Annette volunteers and reads as well as spends time with her husband and their five rescued pets. She resolves to do more for others in the coming year and to try and spend more time at the gym.





## Diversity

### SHRM and SHRM Foundation Launch Aging Workforce Project

*Initiative will deliver research and resources to educate HR professionals and business leaders and improve workplace programs for older workers*

**ALEXANDRIA, Va.** — The Society for Human Resource Management (SHRM) and the [SHRM Foundation](#) today announced the launch of a national initiative highlighting the value of older workers and identifying through original research best practices for employing an aging workforce.

At a time when many HR professionals already report difficulty hiring skilled workers, the retirement of the Baby Boom generation and the loss of its knowledge and skills will have an unprecedented effect on employers. More than two-thirds of HR professionals said in a SHRM survey that the exit of Baby Boomers will have a major impact on the workplace in the next five years.

“Older workers represent a never-before-seen opportunity for employers,” said Mark Schmit, executive director of the SHRM Foundation. “In this knowledge economy, the retention of older workers gives employers a competitive edge by allowing them to continue to tap a generation of knowledge and skill.”

The mission of the three-year project is to understand and solve the issues of an aging workforce through research and analysis of HR policies and practices and to educate business leaders and HR professionals about older workers and implications for workplaces. The initiative is funded by a grant from the Alfred P. Sloan Foundation.

Workers ages 55 and older have distinctive interests, including flexible work arrangements and retirement transitions. “New thinking by HR professionals and employers will be required to recruit and retain them,” Schmit said. “Otherwise, organizations’ greatest asset will walk out the door in the next 10 years.”

Older workers also bring distinctive needs to the workplace such as caregiving responsibilities and health concerns, and they can complicate career advancement for younger workers and contribute to intergenerational conflict. As a result, the initiative will identify effective practices for employing and engaging older workers.

Initiative efforts will include first-of-its-kind research and education. Among them:

#### Research

- An overview of existing research that identifies the employment issues associated with an aging workforce.
- A research report on HR’s perspective of the issues and current practices for recruiting and retaining older workers.
- A study to identify the gaps between research recommendations and practices currently being used by HR professionals.

#### Education

- An update to SHRM’s “Aging and Employment: Workforce planning and talent management” learning module, which is used in HR curriculum by colleges and universities.
- Two case studies to supplement the teaching.

#### Resources

- A DVD and discussion guide featuring a company with highly effective HR practices.
- A guidebook of resources, templates and policies.
- An “Aging Workforce Solutions” resource page on SHRM.org.

#### Events

- An executive roundtable discussion by business leaders.
- A June 25 presentation at SHRM’s Annual Conference in Orlando.

In the second half of the project, SHRM state councils and local chapters will provide research and resources in communities with the greatest aging workforce issues.

The project will have far-reaching effects, giving employers knowledge and tools to manage future generations of workers. “With the help of evidence-based research from SHRM and the SHRM Foundation, HR professionals and business leaders



will get this right," said Alex Alonso, SHRM's vice president of research. "Beyond the Baby Boom generation, the even larger Millennial generation will benefit because employers will be prepared to address their interests and needs 30 years before they surface."

**Media:** For more information, contact Kate Kennedy of SHRM Media Relations at 703-535-6260 and [Kate.kennedy@shrm.org](mailto:Kate.kennedy@shrm.org) or Vanessa Gray at 703-535-6072 and [Vanessa.gray@shrm.org](mailto:Vanessa.gray@shrm.org).

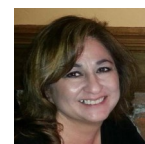
#### About the Society for Human Resource Management

Founded in 1948, the Society for Human Resource Management (SHRM) is the world's largest HR membership organization devoted to human resource management. Representing more than 275,000 members in over 160 countries, the Society is the leading provider of resources to serve the needs of HR professionals and advance the professional practice of human resource management. SHRM has more than 575 affiliated chapters within the United States and subsidiary offices in China, India and United Arab Emirates. Visit SHRM Online at [www.shrm.org](http://www.shrm.org) and follow us on Twitter @SHRMPress.

#### About the SHRM Foundation

The SHRM Foundation was founded in 1966 as a 501(c)(3) not-for-profit affiliate of the Society for Human Resource Management (SHRM). The SHRM Foundation advances global HR knowledge and practice by providing thought leadership and educational support, and by sponsoring, funding and driving the adoption of cutting-edge, actionable and evidence-based research. Visit [www.shrm.org/Foundation](http://www.shrm.org/Foundation) and follow us on Twitter @SHRMFoundation.

Submitted by: Catherine S. Espinosa  
Diversity Chair



## HR Certification

### The SHRM Certification Pathway is Closing

Only 30 days left to complete the Pathway! Go to [shrmcertification.org/pathway](http://shrmcertification.org/pathway) and get started! It is easy to do and will take only 45 minutes to an hour. It is not a test and you cannot fail! Once completed, you should receive an email saying you have completed it and a pin and certificate will follow within 30 days. Taking the Pathway will give you options for the future! Take it today and be part of over 60,000 SHRM Certified HR professionals!

Submitted by: Jenny Hiatt , PHR, SHRM-CP



## Financial Report

Current Assets: 11/30/15

CD's:					
91-Day	\$	n/a	Checking Account:	\$	2,625.03
182-Day (9/3/15)	\$	n/a	Pay Pal Account	\$	735.59
12-months (5/12/16)	\$	8, 509.33	Petty Cash:	\$	100.00
			<b>Total:</b>		<b>\$11,969.95</b>

Prepared by: Barry Kingery  
VP Of Finance



# 2016 SHRM Jayhawk Chapter Membership Application

## MEMBERSHIP INFORMATION

Please complete the entire form even if you are an existing member renewing your membership with the SHRM Jayhawk Chapter. Application can also be completed by clicking Join in the top right hand corner at [www.jayhawkshrm.org](http://www.jayhawkshrm.org).

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

Certifications: ☐ PHR ☐ SPHR ☐ GPHR  
☐ SHRM-CP ☐ SHRM-SCP

☐ Other: \_\_\_\_\_

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

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Phone: \_\_\_\_\_ Ext\_ \_\_\_\_\_ Fax \_\_\_\_\_

E-mail: \_\_\_\_\_

Home Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Home Phone: \_\_\_\_\_

Are you a National Member of SHRM? ☐ YES ☐ NO

National Member Number: \_\_\_\_\_

How did you learn about the SHRM Jayhawk Chapter?

\_\_\_\_\_  
\_\_\_\_\_

What do you hope to gain from your membership in this organization? \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

## DEMOGRAPHIC INFORMATION

Company Size: \_\_\_\_\_

Department Size: \_\_\_\_\_

Total Years of HR Experience: \_\_\_\_\_

Education Level: \_\_\_\_\_

Business/Industry: \_\_\_\_\_

Male \_\_\_\_\_ Female \_\_\_\_\_

## CURRENT HR FUNCTIONS (check all that apply)

- |   |  |
|---|--|
| <input type="checkbox"/> Generalist         | <input type="checkbox"/> Administrative              |
| <input type="checkbox"/> Recruitment        | <input type="checkbox"/> Benefits                    |
| <input type="checkbox"/> Health/Safety      | <input type="checkbox"/> Communications              |
| <input type="checkbox"/> HRIS               | <input type="checkbox"/> Compensation                |
| <input type="checkbox"/> Diversity          | <input type="checkbox"/> Training & Development      |
| <input type="checkbox"/> Consultant         | <input type="checkbox"/> International HRM           |
| <input type="checkbox"/> Org. Development   | <input type="checkbox"/> EEO/Affirmative Action      |
| <input type="checkbox"/> Legal              | <input type="checkbox"/> Labor /Industrial Relations |
| <input type="checkbox"/> Employee Relations |  |
| <input type="checkbox"/> Other: _____       |  |

## CHAPTER VOLUNTEER INTEREST

- ☐ Diversity
- ☐ Recognition and Networking
- ☐ National SHRM and Chapter Partnership
- ☐ Volunteerism
- ☐ SHRMinar – Annual Seminar held each spring
- ☐ Chapter Membership
- ☐ Chapter Communications
- ☐ Chapter Website
- ☐ Chapter Financial Management
- ☐ Chapter Student Relations (College)
- ☐ Certifications
- ☐ Professional Development
- ☐ SHRM Foundation
- ☐ Legislative Affairs
- ☐ School to Work Activities

In consideration of all, we ask that our chapter meetings not be used as an opportunity for business solicitation. While we recognize (and desire) that association through SHRM may result in the development of new customer relationships, it should not be the intended purpose of membership in our chapter. Thank you for your cooperation.

I certify that the information provided in this application is true and correct. If accepted for membership in the SHRM Jayhawk Chapter, I agree to abide by the By-Laws of the Chapter.

Signature \_\_\_\_\_

Date \_\_\_\_\_



# 2016 SHRM Jayhawk Chapter Membership Application

## MEMBERSHIP AND PAYMENT INFORMATION

(Please indicate your selections)

\_\_\_\_\_ **\$95 Professional Membership:** Limited to those individuals who are engaged in the human resources profession or human resources education and either have the majority of their job duties in professional HR work; are a full-time consultant with at least three years' experience as a practitioner in human resource management or are certified by SHRM or HRCI.

**OR**

\_\_\_\_\_ **\$75 National Membership:** For those individuals who have current professional membership in the Society for Human Resource Management, meet the requirements of the Jayhawk Chapter's professional membership category and have designated the Jayhawk Chapter (#486) as their local affiliate.

**OR**

\_\_\_\_\_ **\$95 Associate Membership:** For individuals who do not meet the qualifications of the other classes of membership, but who demonstrate a bona fide interest in human resource management and the mission of the Chapter. Associate Members may not vote or hold office in the Chapter.

**OR**

\_\_\_\_\_ **\$270 Professional or Associate Membership**  
(described above) and prepayment for all  
2016 luncheon's (SHRMinar excluded)

**OR**

\_\_\_\_\_ **\$250 National Membership** (described above)  
and prepayment for all 2016 luncheon's  
(SHRMinar excluded)

Name to appear on nametag (indicate on line below):

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\$ \_\_\_\_\_ TOTAL AMOUNT ENCLOSED

## CHAPTER MEETING INFORMATION

The Jayhawk Chapter typically meets on the second Tuesday of each month, from 11:30 a.m. to 1:00 p.m. (Registration begins at 11:10 a.m. **Meetings are held at Maceli's, 1031 New Hampshire Street, Lawrence, KS 66044.** The cost for regular luncheon registrations for non-prepaid members is as follows:

- Jayhawk Chapter Member – Early Bird Registration - \$20/luncheon
- Jayhawk Chapter Member – Late Registration - \$25/luncheon
- Guests - \$30/luncheon

## APPLICATION APPROVAL

The Board of Directors approves all applications. Membership in other SHRM affiliated chapters is not transferable to SHRM Jayhawk Chapter.

**SHRM Jayhawk Chapter**  
PO Box 442033  
Lawrence, KS 66044  
[www.jayhawkshrm.org](http://www.jayhawkshrm.org)



**Please Mail Completed**  
*Application and Payment to:*

**SHRM Jayhawk Chapter**  
PO Box 442033  
Lawrence, KS  
66044