



JAYHAWK CHAPTER

Lawrence, KS #486

THE RESOURCE

February 2017



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Love 'Em or Leave 'Em: Building Awareness of Factors Affecting the Workplace Tuesday, February 14, 2017

Eight billion dollars a year nationwide is lost to domestic violence. This translates into lost productivity, mental health dollars, hospital visits, and employment re-hire dollars. One out of three women, and one out of six men, experience domestic violence or relationship violence in their lifetimes. Most of those people are in the workforce.

HR directors will come into contact with people experiencing domestic violence and will be called on to listen and make decisions based on this human experience. Understanding, empathy and awareness that each situation carries different motivation of not only the victim, but also the batterer helps an HR director to discern how to help the employee.

The February meeting will include an activity designed to enlighten and heighten awareness of each person's level of tolerance and level of acceptance to red flags for domestic violence. The activity also sets the stage for the subsequent presentations of information and awareness building for the Human Resources professional and organization leaders.

Presenter: Joan Schultz, Executive Director, The Willow Domestic Violence Center
Joan Schultz is a graduate of Washburn University and has worked throughout her career in the private, public and non-profit sectors. She has been executive director of The Willow Domestic Violence Center (The Willow) in Lawrence, since July 2011. The Willow serves survivors of domestic violence and human trafficking in Douglas, Jefferson and Franklin Counties. Previously, she was director of customer affairs for the Kansas Children's Service League (KCSL). While with KCSL, she worked on many projects, such as the private infant adoption program and foster care parent recruitment. She has also served as an assistant regional director and a senior manager for Medicaid for SRS (currently known as DCF). Her career since 1990 has focused on safety, health, poverty, and children and family issues.

February Meeting Sponsor:



Tuesday, February 14, 2017

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



Thank you for the great January meeting. I always enjoy the fabulous discussion that comes out of the *Hot Topic and Strategic Initiatives* round table topics. There were some really great ideas shared with respect to social media, membership and succession planning. We are still compiling all of the notes from the four tables and will have those to you in the near future.

The ideas for succession planning, such as giving members exposure to chapter executive roles by participation in committees, taking on a one time project, shadowing current board members, or offering paid opportunities to go to workshops and conferences are all things that I think we can accomplish as a chapter.

While we didn't have a chance to talk about it as a group, two tables turned in notes asking about fund balance, why we need it and what level would be optimal. These are questions that the board has been discussing as well. For the March newsletter, Heather Bunker and I will have some information on the 2016 expenditures as well as the 2017 budget. We will be sure to include a discussion on fund balance.

There were some great ideas for a stronger social media presence as well, to include adding the meeting notices to Facebook, linking our Facebook and LinkedIn pages and some discussion as to whether we could effectively use Twitter or if it would require too much commitment.

One of my takeaways from that meeting was that I felt everyone was in agreement with the 2017 Strategic Goals outlined by the Jayhawk Chapter Board. In a companion article in this month's RESOURCE, you will find a summary of the SWOT Analysis that the board did at the October 2016 Chapter Board's strategic planning session. From the SWOT Analysis we developed our 2017 goals. You might find it interesting to see what the board felt were the strengths, weaknesses, opportunities and threats to the chapter. We would love to hear your feedback if you feel differently. As a reminder, we have also included detail on the goals in the companion article as well.

2017 Goals

- 1. Development of the chapter's social media presence.**
- 2. Senior Leadership Succession Plan.**
- 3. Grow the chapter fund balance.**
- 4. Develop capacity for Human Resource Chapter Volunteer capacity to support the HR ACES program.**

I would now ask you to volunteer a bit of your time, outside of the monthly chapter meeting, to devote to the completion of these goals. Please be thinking of where your interests and passions lie and send me a note to lcarnahan@lawrenceks.org. We will need volunteers to assist with securing sponsorships, developing the SHRMinar, development of a social media policy and plan and completing community projects for HR ACES. I look forward to working with each and every one of you in the coming year!

Lori Carnahan
President, Jayhawk SHRM
president@jayhawkshrm.org

JAYHAWK SHRM SWOT ANALYSIS

October 2016

Origin is Internal / Attributes are within the Organization	
Strengths	Weaknesses
<ol style="list-style-type: none"> 1. SHAPE GOLD AWARD for 2015 (submitted in 2016). Completed Gold level activities in 2016 to be submitted by 1/31/2017. 2. Board and Membership knowledge of HR is high (35% of the membership hold a national certification) 3. Chapter Programming (90% of the programs delivered are for re-certification credit) 4. Sponsorships are strong (8 sponsorships for \$2400 secured and additional \$2900 secured for the SHRMinar) 5. Communication (the chapter has an excellent website and newsletter) 6. Membership is strong (grew by 12 [15%] to 77 in 2016) 7. Membership is professional (the chapter members share a sincere comradery, they are caring and supportive of each other) 	<ol style="list-style-type: none"> 1. Succession Planning-the chapter lacks a formal plan for top leadership development. 2. Fund Balance- has been in decline, it needs to stabilize and then build. 3. Networking Time for membership is small, the chapter would benefit from additional opportunities for this activity. 4. Capacity to support HR ACES. The chapter would be best served to build its capacity of HR professional volunteers ready to give back to the community through their time and professional expertise for organizations who do not have the ability to employ an HR professional. 5. Membership size is small by National SHRM standards. 6. Attendance at monthly chapter meetings is approximately 44% of total chapter members.
Origin is External / Attributes are from the Environment	
Opportunities	Threats
<ol style="list-style-type: none"> 1. HR ACES within the Community. We have good contact and participation with United Way Agencies. 2. HR seat at the C-Suite Table 3. Membership Growth. Membership is difficult to grow given the community's size, limited budgets of employers and the busy schedules of community HR Professionals. 4. Greater Community attendance at the annual SHRMinar. 5. New KU Student SHRM Advisor has been named. Development of stronger relationship with the KU Business School through the Advisor. 	<ol style="list-style-type: none"> 1. Brand Recognition within the Lawrence community and with community leaders. 2. Lack of HR seat at the C-Suite Table in many Lawrence businesses. 3. Membership - more and more of current membership taking HR positions in Topeka and Kansas City. 4. Membership- Executive and Senior level HR positions and opportunities for professional growth are limited in the Lawrence community. 5. Membership- no new people to the Lawrence HR community.

SWOT Analysis Summary

Chapter membership and financial security of the chapter will continue to be important focuses of not only the board, but the general membership. Positive results will likely come with increased recognition and value of the HR profession within the Lawrence community. Initiatives in the foreseeable future will need to allow the chapter to be successful in these two areas.

2017 Goals

1. **Development of the chapter's social media presence.** A greater presence on Facebook, Twitter, and LinkedIn will be of interest to millennials, increase community exposure and ultimately, increased membership. Development of these components and work plan to achieve this goal will require a sub-committee consisting of one board member and a team from the general membership. A project plan to include a social media policy and presence will be the first step.
2. **Senior Leadership Succession Plan.** The board will develop a plan for engagement of new members in chapter board service and prepare them for this service. The board will develop succession models for board and senior chapter leadership positions.
3. **Grow the chapter fund balance.** Continue with diligent budget development, expenditure monitoring, and membership and sponsorship growth to allow for chapter fund balance growth.
4. **Develop capacity for Human Resource Chapter Volunteer capacity to support the HR ACES program for the Lawrence Community.**

2017 Board of Directors**President**

Lori Carnahan, SPHR, SHRM-SCP

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www.jayhawkshrm.org

Financial Report

Current Assets: 1/23/2017

CD's:

91-Day	\$	n/a	Checking Account:	\$	11,119.88
182-Day (9/3/15)	\$	n/a	Pay Pal Account	\$	6,977.92
12-months (5/12/16)	\$	8,534.93	Petty Cash:	\$	450.00
			Total:		\$ 27,082.73

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

DECEMBER 2016 LABOR MARKET REPORT

Please find the links below to the December 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%20Dec2016%20Maps.pdf>

Foundation News

Leading Effective Change: A Primer for the HR Professional

Leading the process of change has become an essential part of any HR manager's job. Whether implementing a new performance management process or a new computer system, a skilled HR team can increase perceptions of fairness, early employee engagement, and trust—all of which will improve employees' responses to change.

Written by John Austin, Ph.D., an engaging teacher and award-winning researcher, this complimentary report offers practical guidance for HR professionals seeking to better understand and implement organizational change. In addition, it will help you to develop [SHRM behavioral competency #1, Leadership and Navigation](#).**Download *Leading Effective Change***The SHRM Foundation [Effective Practice Guidelines series](#) makes research findings easily accessible to HR professionals. The reports provide practical, research-based guidance for implementing effective HR practices in your organization.- See more at: <https://www.shrm.org/about/foundation/products/Pages/Leading-Effective-Change.aspx#sthash.LJmtgFIR.dpuf>Submitted by: Lori MacDonald
Foundation Chair

Certification



Get your learning caps on because we've arranged a special offer with our partners over at the Institute for Corporate Productivity (i4cp): an exclusive discount to attend the [i4cp 2017 Conference](#), which is pre-approved for 20+ certification hours.

With a theme of Next Practices Now, the conference (March 20-23) — closed to vendors and consultants — is poised at the brink of what's possible: looking ahead to what the future brings, while laser-focused on the people practices that drive market performance now. The conference features:

- An agenda focused on giving actionable insights that will positively impact your organization's market performance.
- CEO, CHRO, and CLO presentations from leading global organizations including Microsoft, LinkedIn, Amazon, Pitney Bowes, Oracle, Sony Pictures, TIAA and NASA.
- Workshops, breakout sessions and more that take a deeper dive into critical workforce issues ranging from learning to HR strategy.

Typically reserved for i4cp member companies, we've arranged to allow HR Certification Institute® (HRCI®) certification holders to attend — and save \$400 when registering (off the non-member rate). Even better, if you sign up by Friday, January 27, you'll save an additional \$300 off the early bird rate.

Learn more and register today at <https://www.i4cp.com/conference>, using the code HRCI400.

[CLICK HERE TO REGISTER TODAY](#)



HRCI: The HR Profession's Only Accredited Certification Programs

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



Certification, cont'd.

SHRM Certification Updates SHRM Body of Competency & Knowledge

Revised, expanded document adds guidance, clarity, detail

A revised edition of the *SHRM Body of Competency & Knowledge* (SHRM BoCK), expanding and refining the original document issued in 2015 with the launch of SHRM Certification, has just been released. The 2017 SHRM BoCK, now available for [download](#), more clearly defines and describes the behavioral and technical knowledge requirements for HR professionals and provides additional guidance to facilitate career development and advancement.

Enhancements include:

- Updated definitions for each competency and functional area.
- Grouping of behavioral competencies into thematic clusters (Leadership, Interpersonal and Business).
- Subcompetencies and key concepts for each behavioral competency.
- Three knowledge domains within the HR Expertise technical competency (People, Organization and Workplace).
- Renaming of the Business & HR Strategy functional area to HR Strategic Planning.

Helpful additions include:

- A glossary defining selected HR terms used in the SHRM BoCK.
- A comprehensive list of resources on the HR profession generally, and on behavioral competencies and technical knowledge functional areas specifically.

To maintain an industry-leading level of excellence, and in compliance with industry standards, SHRM will review and update the BoCK every three to five years. Learn more by visiting the [FAQ section of the SHRM Certification web site](#).

What will you accomplish this year?

No matter what your HR career aspirations are for 2017, HR Certification Institute® (HRCI®) is here to help you reach your goals. This year, HRCI is working harder than ever to provide you with resources and continuing education opportunities to help you maintain your credential and advance your career.

Make sure you stay don't miss out on all the news, tips, and resources HRCI has to offer. Follow these steps to make sure you stay in the loop:

- Log in to your HRCI profile today at www.hrci.org/login. Make sure your contact information (phone number, email address, mailing address) is up to date.
- Follow HRCI on social media: [Twitter](#), [Facebook](#), [LinkedIn](#), and [YouTube](#).
- Add 'hrcimarketing@hrci.org' to your contacts in your email account.

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



Career Center

Job/Career Fairs, Jan. – Aug. 2017

(Please confirm dates before registering)

[2017-03-09 Statewide - Job Fair registration](#)

The 2017 KANSASWORKS Statewide Job Fair, taking place on Thursday, March 9th, will provide employers the unique opportunity to meet face-to-face with highly-qualified veterans and job seekers. This event will take place in 11 different locations throughout the state, allowing employers to choose the most convenient site. Click through to register for one of these 2017 job fair locations: Dodge City, El Dorado, Kansas City, Lawrence, Leavenworth, Manhattan, Overland Park, Parsons, Topeka, Wellington, Wichita. LINK: <http://kansascommerce.gov/891/KANSASWORKS-Statewide-Job-Fair>

[SHARE THE LINK!](#)

We are seeing Kansas relocation and employment interest from many sectors, both from within the state and outside of Kansas. The KANSASWORKS job board, **receiving about 400,000 hits per day, is a no-cost site for employers to post Kansas job openings (full time, part time, paid internships), as well as allowing employers the opportunity to review thousands of jobseekers resumes by easy keyword search.** If there are questions, please call [877-509-6757](tel:877-509-6757) and the **KANSASWORKS** team will be happy to assist. Thank you for your assistance in connecting jobseekers with quality Kansas employment opportunities

HR Aces

HR Aces Volunteer Opportunity for February



Baker University is holding SPRING MOCK INTERVIEWS on **Thursday, February 23, 2017.**

Baker University Career Services is looking for professionals to interview Baker students in simulated employment interviews. Your participation provides a hands-on experience for Baker students in job interviewing. Each student will have the opportunity to gain valuable feedback regarding the best behaviors and responses expected by you and/or your organization. Additionally, this gives you the opportunity to meet students who may be outstanding interns and potential employees! Interviews typically last twenty minutes with an additional ten minutes allotted for feedback from you.

Date: Thursday, February 23, 2017

Time: 4:30pm – 6:15pm & Dinner

Location: The Alumni Center, 8th Street, Baldwin City

If you are interested in participating, please send an email to volunteerism@jayhawkshrm.org

Submitted by: Cassie Gilmore
Volunteerism Chair



SHRM Member Spotlight



Kristin Robinson, PHR, SHRM-CP, is the HR Director for The Guidance Center. The best part about her employer is that they provide much needed mental health services to our communities and that her job is flexible and allows her to be available for her kids when needed. Kristin loves working in HR, learning new things, and helping the employees of The Guidance Center in any way she can. She is very proud of the fact she has obtained both her PHR and SHRM-CP certifications. When she's not working, Kristin enjoys spending time with family, especially her children Courtney(3) and Caleb(7mo). When asked what is her favorite thing about winter, Kristin stated that she likes Christmas, but after that she's ready for Spring!

Membership

We would like to thank everyone who has already renewed their membership for 2017! 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 at www.jayhawkshrm.org, so you can continue to take advantage of the benefits of local membership through 2017. As you already know for 2017, our membership dues are \$75 per year for National SHRM members, and \$95 per year for non-members of National SHRM. You can get a discount on your lunch meeting registrations by prepaying for the full year! Lunches are only \$175 plus the cost of your membership, and cover all regular meeting registration expenses. The 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.

All memberships are up for renewal effective January 1, 2017 (unless you are a new member who joined during our 4th Quarter 2016 membership drive). You are able to renew your membership in one of two ways – online or by mail, by completing a paper application. You can renew online at www.jayhawkshrm.org and click on Members Only > Membership Renewal Form or click on Join Now from the home page. Or if you prefer to renew by paper, an application may be acquired by emailing myself directly at membership@jayhawkshrm.org. If you opt to pursue the latter, please mail your application with due payment to: Jayhawk SHRM P.O. Box 442033 Lawrence, KS 66044. If you require an invoice, please let me know. We hope that you continue to be a part of it and renew your membership for 2017! It is going to be a very exciting year for our chapter!!!

Submitted by: Carol Marks
VP of Membership

