



Lawrence, KS #486

# THE RESOURCE

January 2016



## 2016 Hot Topics and Strategic Initiatives Tuesday, January 12, 2016



**HOT**topics

Please join us on Tuesday, January 12 for our first Jayhawk Chapter of SHRM meeting of the year. The January meeting will include Hot Topics discussions and an opportunity to share your expertise and network with your fellow HR professionals and chapter members. Bring your hot topics, experiences, and challenges, along with ideas for tackling those challenges.

This is also a great time to hear about the 2016 strategic initiatives for the chapter and meet the 2015 board members. We have another exciting year ahead.

We look forward to seeing you on Tuesday, January 12<sup>th</sup>!

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### Tuesday, January 12, 2016

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

**NEW** Location: Maceli's, 1031 New Hampshire, \*\*Parking is available across the street and in the parking garage at the north end of the block.

Pricing: Member in advance \$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](http://www.jayhawkshrm.org)



## President's Message

Happy New Year! As we enter 2016, I am honored and excited to serve as your chapter president. I don't know about you, but I love January. A new year to set new goals and go after them with a new energy and a renewed sense of enthusiasm.

Our January 12<sup>th</sup> meeting is that first opportunity of the year to discuss those new goals developed by our board of remarkable volunteer leaders! We hope you will attend the meeting as we discuss our strategic initiatives for 2016. Our primary initiatives for the year are to grow our financial foundation so we can continue to bring accomplished speakers to our meetings and ensure smooth financial operations; and focus on the needs of our membership.

The January meeting also provides a great opportunity to each share our expertise and network with our chapter members. Join us as we discuss the hot topics that are important to you and your organization for 2016; your overall experiences and accomplishments; and challenges you may face in the coming year.

Do you have a goal this year to enhance your leadership skills? If so, you might consider joining the board as our new Sponsorship or Volunteerism Chair. Please contact me or a member of the board if you are interested in hearing more about the positions.

From all of us on the Board, we wish each of you a happy, successful and healthy New Year!

All the Best,

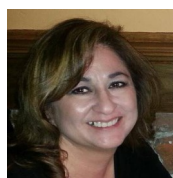
Debbie Snyder



## Diversity

As Diversity Chair this past year I sent out to our membership a "diversity survey," this allowed the members to nominate their organization for the "Diversity Award." This year's winner went to Lawrence Memorial Hospital. We were able to recognize their diversity initiatives on Tuesday December 8<sup>th</sup> at our Holiday Party. I was honored to present the award to Andrew Brookens from Lawrence Memorial Hospital.

Submitted by: Catherine S. Espinosa  
Diversity Chair



**2016 Board of Directors****President**

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Open

[www.jayhawkshrm.org](http://www.jayhawkshrm.org)**Financial Report**

Current Assets: 12/31/15

**CD's:**

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

Checking Account:	\$	4,928.35
Pay Pal Account	\$	413.55
Petty Cash:	\$	100.00
<b>Total:</b>		<b>\$13,951.23</b>

Prepared by: Barry Kingery

**Certification**

For 40 years and counting, HRCI continues to lead with distinguished HR certification products. There is neither a substitute for your HRCI credential nor another organization that can provide you with the most globally recognized, sought-after and respected HR certification. There may be some confusion regarding the newly created SHRM-CP® and SHRM-SCP® classifications that have entered the marketplace recently. Here are the facts you need to know:

- HRCI certifications are independent and neither related nor connected to the SHRM classifications.
- The only way to recertify and maintain your HRCI credential is through the [HRCI recertification](#) process.
- The completion of what SHRM calls the "pathway" to the SHRM-CP or the SHRM-SCP does not affect your HRCI credential or count toward your HRCI recertification.

For an objective, third-party insight on the value of HRCI certifications, see [An Evaluation of the Value of HR Certification for Individuals and Organizations](#).

To continue to enjoy the [proven benefits of an accredited HRCI certification](#), such as better employment prospects, higher annual salaries, faster income growth, and higher levels of career satisfaction, be sure to recertify your PHR through HRCI. If you have additional questions, please don't hesitate to contact us via email at [info@hrci.org](mailto:info@hrci.org) or give us a call at 1-866-898-4724. You can also visit us at [www.HRCI.org](http://www.HRCI.org).

P.S. Got questions or comments? We'd like to hear from you. Please send your remarks to [info@hrci.org](mailto:info@hrci.org).

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As always, the engine behind PHR®, SPHR®, GPHR® and more!

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



## SHRM Member Spotlight



**CAROL MARKS** (left) is the HR Director at The Lawrence Paper Company. She had a position in Accounts Receivable, Payroll, and Human Resources while in college and enjoyed it so much she ended up focusing on the HR field. Carol's favorite part of her job is working with the employees of LPC since she enjoys helping people. She credits a former supervisor at Koch Industries with shaping her as a professional and still keeps in touch with her to this day. When she is not working, Carol loves crafts and cooking as well as playing with her five year old granddaughter. She has not had a chance to make any resolutions for the New Year just yet.

**NATALIA PLOTNIKOV** (right) is an Employment Services Manager at the University Career Center of The University of Kansas. She oversees job postings in the KU Career Connections job database, coordinates on-campus interviewing, and develops relations with potential employers. Natalia enjoys interacting with employers and students as well as the energy of job fairs. She always knew she wanted to be in higher education and obtained a teaching degree. Natalia started out in Career Services with Johnson County Community College after receiving her master's degree. Upon seeing the difference she could make in students' lives, she opted to stay in career services. Natalia feels blessed to have worked with some really creative, organized, and supportive people during her career and has learned by observing them. In her free time, she enjoys working out, reading, cheering on her daughters' teams, as well as traveling with her family. In 2016, she hopes to travel overseas to visit her parents, take classes to learn new skills, and continue toward her fitness goals.







# KS-SHRM

## Leadership Academy

For Chapter Board Members in Kansas, Chapter Committee Members, and Kansas State Council is open for registration.

## January 14 & 15

To register go to:  
<http://www.ksshrm.com>

Location:  
**Kansas Leadership Center**  
325 E. Douglas Avenue  
Wichita, KS 67202

**Cost:** Free to Chapter Board members, Chapter Committee member, State Council members, State Council Directors, and State Council Committee members in the State of Kansas. *(Attendees are responsible for travel and lodging.)*

### Day One: Thurs., Jan. 14, 2016

Time: 9:00 a.m. to 4:00 p.m. *(Lunch provided)*

Activity: Leadership Development Training/Workshop – The program is designed to assist Kansas SHRM Chapters, Board Members, Committee Members, and State Council Members in effective leadership with respect to professional and community service issues; building relationships among HR leaders across the state; and to enhance the leadership skills of individuals participating within Chapters and the State Council.

Facilitator: Kansas Leadership Center

### Day Two: Fri., Jan. 15, 2016

Time: 9:00 a.m. to 4:00 p.m. *(Lunch provided)*

Activity: Kansas SHRM Training - Information and Breakout Sessions to assist with key areas of operations for SHRM Chapters in Kansas. Training and Best Practices supplied for Chapter Executive Officers, Treasurer activity, Membership, Certification, Programs, Social Media, and much more.

Facilitator: KS-SHRM State Council Members

(While Attendees will want and should attend both Days, an Attendee may register to only attend one of the Days). Questions – Please Contact:

Trinidad Galdean, JD, PHR  
2015 Kansas SHRM State Council President/State Director  
[tgaldean@hinklaw.com](mailto:tgaldean@hinklaw.com) • (316) 660- 6135

AFFILIATE OF  
**SHRM**<sup>TM</sup>  
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9th Annual

# KSSHRM ★ 2016

EMPLOYMENT LAW ★ EMPLOYEE BENEFITS

C O N F E R E N C E



Register online at [www.KSSHRM.com](http://www.KSSHRM.com)

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Recognizing the changing HR environment, KSSHRM revised the 2016 Conference to meet the HR professional's needs. The Conference will include a full day of Employment Law issues on Monday and Employee Benefits on Tuesday. If you are involved or interested in the legislative process that forms HR laws in Kansas, you have the option of attending a special half-day session at The Kansas Statehouse on Tuesday. Don't miss this opportunity to gain 12 hours HRCI and SHRM recertification credit, network with other HR professionals, and learn the tips, tools, and resources to help your company mitigate risk.

## Monday, February 15th

- 8:15 a.m. Registration & Continental Breakfast
- 8:45 a.m. Welcome & Opening Announcements  
*David A. Love SHRM-SCP, SPHR & Trinidad Galdean, JD, SHRM-CP, PHR*
- 9:00 a.m. Employment Law Update  
*Timothy A. Davis, JD, Constangy Brooks Smith & Prophete, LLP*
- 10:00 a.m. International Business Outlook & Law  
Governing Movement of International Personnel  
*Mira Mdivani, JD, Mdivani Corporate Immigration Law Firm*
- 11:00 a.m. Break
- 11:10 a.m. Worker's Comp Update  
*Douglas C. Hobbs, JD, Wallace Saunders*
- 12:10 p.m. Lunch
- 1:00 p.m. FLSA - New Rules Coming Your Way  
*Katherine K. Paulus, JD, Ogletree, Deakins, Nash, Smoak & Stewart, PC*
- 2:00 p.m. Sex Discrimination Isn't What it Used to Be  
*Kyle Russell, JD, Jackson Lewis, LLP*
- 3:00 p.m. Break
- 3:10 p.m. ADA/FLMA Update  
*Denise M. Portnay, JD, SPHR, SHRM-SCP, SpencerFane LLP*
- 4:10 p.m. Legislative Advocacy in Kansas  
*Natalie Bright, JD, Bright & Carpenter*

## Tuesday, February 16th

*Optional breakout for Day on the Hill – 8:15 a.m. to noon  
Natalie Bright, JD, Bright & Carpenter*

- 8:15 a.m. Registration & Continental Breakfast
- 8:45 a.m. Welcome & Opening Announcements
- 9:00 a.m. Wellness in Your Workplace  
*Shawn Grove, Consumer Experience Consultant, Humana*
- 10:00 a.m. Legal & Regulatory Update on Employee Benefits  
*Eric Namee, JD, Hinkle Law Firm*
- 11:00 a.m. Break
- 11:10 a.m. Define Contribution Health Plans  
*Brian Johnston, Polsinelli*
- 12:10 p.m. Lunch
- 1:00 p.m. Hot Issues in Executive Compensation  
*Philip McKnight, Stinson Leonard Street*
- 2:00 p.m. ACA- Today & In the Future  
*Rebecca Brown, Mercer*
- 3:00 p.m. Break
- 3:10 p.m. Cool Tools in Employee Benefits Communications  
*Deborah Thorne Joshua Communications*
- 4:10 p.m. Closing Remarks

## Registration Fees

(Includes Monday and Tuesday sessions and optional Day on the Hill session)

### EARLY BIRD

(Prior to 1/22/16)

SHRM MEMBER - \$199 or NON-MEMBER - \$249

### REGULAR

(1/23/16 and after)

SHRM MEMBER - \$249 or NON-MEMBER - \$299

Cancellations received before January 23, 2015 will be refunded. No refunds after January 23 — substitutions are acceptable.

**ABOVE FEE DOES NOT INCLUDE HOTEL CHARGES. TO RESERVE A ROOM CALL ONE OF THE FOLLOWING:**

Capitol Plaza Hotel – 785.431.7200 • Ramada Topeka Downtown – 785.234.5400  
Holiday Inn Express – 877.786.9480 • Sleep Inn & Suites – 785.228.2500 • Courtyard Topeka – 785.271.6165

## Seven New Year's Resolutions for HR Managers

by Michael D. Haberman

It's that time of the year again – time to start reviewing how the year went and what you'd like to do differently next year. One way to think about this is in the form of resolutions, like when you resolve to lose those 10 pounds you gained this year. To help you get started on this, here are some HR resolutions that may be applicable to your situation.



### Resolution # 1

I resolve to improve the health of our employees by implementing a wellness program with incentives for incorporating more exercise and movement into their day. "Sitting is the new smoking", according to Dr. James Levine at the Mayo Clinic. And one of the cures for it is creating a program that gets people up during the day, for walks during lunch hours, walking meetings instead of sitting in conference rooms, and online programs that encourage moving for a brief moment every hour. These programs introduce "gamification" into wellness, thus making it fun and improving participation.

### Resolution # 2

I resolve to change our performance appraisal process from a once-a-year event that everyone hates to an ongoing process that involves shorter, interactive, and constructive discussions between managers and employees. I will train our managers to understand that the work will improve if they focus on more frequent, shorter feedback sessions that make it a two-way street.

### Resolution # 3

I resolve to stop being afraid of social media. Social media is nothing more than a new communication tool that can be used very effectively to find new employees, interact with current employees, and develop a "brand" for HR and for the company. Sure, it can be misused – but much of that can be avoided by having a good understanding of its benefits.

### Resolution # 4

I resolve to quit avoiding numbers "because I am not good at math". Analytics can be very helpful, and they can be utilized even in situations that don't involve "big data". There's a wealth of data out there that can help you be aware of trends if you just look for it, and improving the use of technology in HR can be a tremendous help.

### Resolution # 5

I resolve to make the heads of marketing and IT my best friends. Today, HR has to be approached from a marketing point of view. How to best reach the multiple constituents of HR, both within and outside of the company, is a major question to ask. And marketing can help with the answer. Additionally, the IT department is important because of the technology needed to run HR. I plan on going out to lunch with my company's marketing and IT heads on a regular basis this year.

### Resolution # 6

I resolve to continually work to improve the skills and knowledge of everyone in the HR department. I will set up a continuing education process, and make resources available to everyone to help us all keep up to date on both HR and the business our company is in. I want everyone in HR to be among the most knowledgeable people in the company.



**Resolution # 7**

I resolve to start looking at the future and anticipating how my company and industry may change, so that I can be better prepared to deal with the changes when they come. I resolve to spend at least two hours a week reading up on “futurist” topics dealing with HR and my industry.

These are just some of the resolutions you could make. As with all resolutions, you have to put the effort into actually making them happen; otherwise you’ll see the “gym phenomenon”, where the gym is filled in January, less so in February, and by March it’s back to just the regulars. Keep working on these resolutions in order to make them habits. If you can do that, you will have a much more successful year in 2016.

*Michael D. Haberman is Vice-President and co-founder of Omega HR Solutions, Inc., a consulting and services company offering complete Human Resources solutions. As the former founder and President of MDH Consulting, a Human Resources consulting firm, Mike has more than 35 years of experience in Human Resources, and he uses his broad-based background to help companies solve employee problems and deal with governmental compliance.*

