



JAYHAWK CHAPTER

Lawrence, KS #486

# THE RESOURCE

July 2016



## Six Key Elements of an Effective Talent Acquisition Strategy

Tuesday, July 12, 2016

With U.S. unemployment at a historically low rate, the competition for talent is heating up, and companies are expected to face increasing competition for the best people to help them succeed. In this session, you will learn about current recruiting trends and how to develop an effective talent acquisition strategy with six key elements: 1) Workforce Planning 2) Brand Building 3) Sourcing and Recruiting 4) New Technologies 5) Comprehensive Onboarding, and 6) Use of Data Analytics.



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**PRESENTER: Nancy Conway, SHRM Field Services Director**

Nancy Conway is SHRM's Field Services Director for the North Central Region, supporting 64 Professional Chapters, 19 Student Chapters, 6 State Councils, and SHRM members in the states of Iowa, Kansas, Minnesota, Nebraska, North Dakota, and South Dakota. Nancy has worked in the HR profession for over 27 years with industry experience in retail, call centers, banking, and health care. Nancy is proud to be SHRM-SCP certified.

The Jayhawk Chapter of SHRM is recognized by SHRM to offer Professional Development Credits (PDCs) for SHRM-CP or SHRM-SCP.

**This event has been submitted for Professional Development Credit for SHRM and general credit through the HR Certification Institute (HRCI).**

**Tuesday, July 12, 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](http://www.jayhawkshrm.org)**



## President's Message

It's hard to believe it is July already! I hope everyone is having a wonderful summer and taking some time to relax. As we roll into July there are also several deadlines I want to make sure you are aware of:

### 2016 Trombold Award Nominations

It is time to nominate deserving Kansas HR professionals for the 2016 [Trombold Achievement & Kansas HR Professional](#) of the year award. The Trombold award was established in 1992 to recognize our state's Human Resources Professionals who excel within their field and as volunteer leaders with SHRM and their community. Watch for more information on how to **nominate a peer by July 13th** for their outstanding work in their profession and in the community. The 2016 Trombold Award recipient will be announced at the Kansas SHRM Annual State Conference.



### Kansas SHRM Annual State Conference

This year's state conference will be in Wichita from September 21 – 23, 2016. The conference committee is busy preparing for the event and has great keynote speakers lined up, including Steve Dickie, Kostas Voutasas, Jack Deboer and Meagan Johnson! The conference will host over 500 attendees so the conference will also provide a great opportunity to network. Register by **July 31<sup>st</sup>** to take advantage of the early-bird registration. Through that date, registration is \$380 for SHRM members and \$430 for non-members. For more information and to register go to [KSSHrm.org](http://KSSHrm.org).

### SHRM Foundation

The foundation will offer five awards of \$2,500 each to those pursuing undergraduate degrees, plus 15 awards of \$5,000 each to those pursuing graduate education and SHRM certification scholarships (\$750). SHRM professional members are eligible for these scholarships. For more information visit the [SHRM Foundation scholarship page](#). **The application deadline is July 15th.**

If you have any questions please feel free to email me at [president@jayhawkshrm.org](mailto:president@jayhawkshrm.org). I would also love to hear any ideas or feedback you may have on how the board can make your chapter membership more meaningful.

All the Best,

**Debbie Snyder**



A perfect summer day is when the sun is shining, the breeze is blowing, the birds are singing, and the lawn mower is broken.

— James Dent

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

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

## Financial Report

Current Assets: 6/28/2016

## CD's:

91-Day	\$ n/a	Checking Account:	\$ 11,894.13
182-Day (9/3/15)	\$ n/a	Pay Pal Account	\$ 2,277.86
12-months (5/12/16)	\$ 8,534.93	Petty Cash:	\$ 225.00
		<b>Total:</b>	<b>\$ 22,931.92</b>

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 [membership@jayhawkshrm.org](mailto:membership@jayhawkshrm.org). I hope everyone has a wonderful summer!

Submitted by: Holly Goodman  
VP of Membership

### May 2016 Labor Market Report

Please find the links below to the May 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%20May2016%20Maps.pdf>

## Certification

### NEW SHRM Certification Preparation Course Online

Loretta M. Summers, SPHR, SHRM-SCP

Starting this fall, Baker University will be offering the Society of Human Resource Management (SHRM) Certification preparation course online. I will be the instructor.

This course will be offered on Saturdays in a real-time online environment. Attendees will get the same quality preparation as if they took the course in a classroom, and they will still get to interact with me and other participants. Attendees won't have to miss work or give up an evening; everyone can stay at home and attend the course via a computer! The class will run from September 10th through December 10th, and the meeting times will alternate: 1-4pm on 9/10, 9am-12pm on 9/17, 1-4pm on 9/24, and so on. Hopefully, the rotating schedule of 3-hour blocks will allow some flexibility in planning your weekends.

The fee is \$1100, and that includes the SHRM materials. If the attendee is a Baker student or a Baker alumni, or a member of the National SHRM organization or a member of SHRM-KC/SHRM-JC, Baker will take \$100 off of the cost. Baker students can also count the course as hours toward an undergraduate degree.

Click below for with more information about the SHRM certification:

[Top 5 Ways Your Organization Will Benefit from Your SHRM-CP or SHRM-SCP Certification](#)

[2016 SHRM Learning System](#)

[For Employers-HR Training for Organizational Success, SHRM Certification SHRM-CP and SHRM-SCP](#)

Persons can register at <http://www.bakeru.edu/shrm-certification.html>.

If you have any questions, feel free to contact me. Also, feel free to share the registration link with colleagues who may be interested in attending the online prep course.

Sincerely,  
Loretta M. Summers, SPHR, SHRM-SCP

VISIT [www.hrtrainingresources.com](http://www.hrtrainingresources.com)

The Summers Advisory Group, Inc.  
P.O. Box 26523  
Shawnee Mission KS 66225-6523



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

## Foundation News

SHRM Foundation Scholarships Deadline is fast approaching! All applications must be turned in no later than July 16, 2016. Applications are being accepted for undergraduate scholarships, graduate scholarships and SHRM certification scholarships. The SHRM Foundation will offer **five awards of \$2,500** each to those pursuing undergraduate degrees, **plus 15 awards of \$5,000** each to those pursuing graduate level education. Visit the SHRM Foundation website today to learn more!

Submitted by: Christa Jacelone  
Foundation Chair

## Career Center

### 58<sup>th</sup> Ft. Leavenworth Job & Education Fair – August 2

You are invited to the 58th Soldier for Life - Transition Assistance Program Job and Education Fair, and partnered with the Family and Morale, Welfare, and Recreation Directorate. This Job and Education Fair will be held on 2 August at the Frontier Conference Center, located on the scenic Trails West Golf Course, 350 Biddle, Fort Leavenworth, Kansas, 66027.

The hours of the fair are from 10:00 a.m. to 2:00 p.m. Vendors may start setting up at 8:00 a.m., snacks, drinks, and lunch sandwiches will be available for all vendors. Electricity and Wi-Fi are available for those that require it, and space will be available for employers to conduct interviews on the spot. See the Job and Education Flyer and Registration for more information. There are security requirements on all Department of Defense installations, Fort Leavenworth included.

## Diversity

### Supreme Court Deadlock Kills Obama's Immigration Plans

By Roy Maurer 6/23/2016

The U.S. Supreme Court's 4-4 decision on June 23 in a case challenging President Barack Obama's proposed immigration programs effectively blocks nearly 5 million undocumented immigrants residing in the United States from being granted work authorization.

The deadlocked decision leaves in place a November 2015 ruling from the U.S. Court of Appeals for the Fifth Circuit upholding a lower court's injunction blocking the president's Deferred Action for Parents of Americans and Lawful Permanent Residents (DAPA) program and expansions to the Deferred Action for Childhood Arrivals (DACA) program.

The one-page ruling ([United States v. Texas, U.S., No. 15-674, 5/23/16](#)), issued without comment from the justices, doesn't provide any analysis of the constitutionality of the programs, leaving their long-term future uncertain.

"In an extremely disappointing but predictable turn of events, the Supreme Court could not come up with a helpful decision relating to the DAPA program," said David Grunblatt, co-head of law firm Proskauer's Immigration & Nationality Group and based in Newark, N.J. "For all intents and purposes the program is dead, as the injunction is upheld and the substantive case is back before [the district court judge], who has not in any way hidden his hostility to the program."

The decision, or lack of one, "will maintain the current status quo for employers," said Scott Fanning, an associate in the Chicago office of Fisher Phillips. The decision, however, will not affect those original beneficiaries of the initial 2012 DACA because the challengers did not attack the executive action originally establishing DACA, Fanning noted.

Announced by executive action in November 2014, the DAPA program and expansions to the DACA program would have allowed almost half of the nation's estimated 11-12 million undocumented immigrants three years of deportation relief and work authorization. While human capital experts have agreed that U.S. employers would benefit from the suddenly larger labor pool, [others have also expressed concerns about HR's compliance obligations around employment verification requirements](#).

"The Supreme Court's ruling will be disappointing for those who would have benefitted from DACA and DAPA and for U.S. employers who hoped to lawfully employ such persons," said Sari Long, an immigration attorney in the Washington, D.C., office of Faegre Baker Daniels.

"Employers hoping for a more stable, authorized workforce from which to hire will be disappointed," agreed Paul Virtue, a partner at law firm Mayer Brown, based in Washington, D.C.

Kevin Lashus, a partner in the Austin, Texas, office of law firm Fisher Broyles, said the decision will add frustration to an already frustrated business community. “Since IRCA [the 1986 Immigration Reform and Control Act], employers have been deputized as forensic document experts during the I-9 process,” he said. “The unauthorized are either presenting very sophisticated fraudulent documents or are converting other people’s identification documents. Businesses shouldn’t continue to be compelled into service as immigration agents. We simply don’t have the tools.” A favorable decision may have alleviated some of that heavy burden, he added.

“Whether the decision will lead to more widespread abuses by so-called notaries or other suppliers of black-market documentation is hard to say, but employers should be encouraged to review the propriety of their I-9 and E-Verify systems for employment verification, particularly if they depend on low-skilled en masse labor for their businesses,” said Liz Stern, a partner in Mayer Brown’s Washington D.C., office and leader of the firm’s Global Mobility & Migration practice.

Obama said he proposed the programs after bipartisan comprehensive immigration reform legislation failed in Congress in 2013. A coalition of 26 states, led by Texas, challenged the programs on the grounds that the president’s use of executive authority in these matters was unconstitutional.

The states acknowledged that the president has wide enforcement discretion over immigration matters, but also maintained that the executive branch does not have the authority to grant “lawful presence” to millions of immigrants, entitling them to various benefits.

“With little time left in President Obama’s term, it appears unlikely that he will achieve his goal of implementing immigration reform, either legislatively or through executive action,” Long said.

Marielena Hincapie, executive director of the National Immigration Law Center, headquartered in Los Angeles, said she is prepared to refile the case. “The stakes in *United States v. Texas* could not have been higher,” she said. “Millions have watched, and waited, for the Supreme Court to affirm the president’s authority to inject some common sense into our immigration system. Today, the eight justices failed to act, and countless families will suffer as a consequence.”

Randy Johnson, senior vice president at the U.S. Chamber of Commerce, based in Washington, D.C., said the decision demonstrates the need for Congress to take up reasonable immigration reform. “We look forward to working with the next Congress to do just that, regardless of who wins the presidency.”

*Roy Maurer is an online editor/manager for SHRM.*

Submitted by: Michelle Stegman  
Diversity Chair

## HR Aces

### **Do you know a non-profit that could use HR advice or expertise from our HR Aces?**

Please contact Cassie at [volunteerism@jayhawkshrm.org](mailto:volunteerism@jayhawkshrm.org) if you have an opportunity for our HR Aces to volunteer or if you are interested in volunteering for our HR Aces initiatives. HR Aces serves to provide our members with the opportunity to develop and practice new or existing human resources skills, as well as build HR capacity in our community's non-profit sector. We welcome you to participate whether it's just for one event or mentoring an organization for a longer period of time. We will help you find a good fit for your skills and schedule.



Submitted by: Cassie Gilmore  
Volunteerism Chair

### 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](http://KSSHRM.ORG)**