



JAYHAWK CHAPTER

Lawrence, KS #486



THE RESOURCE

October 2016



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Mindfulness Meditation

Tuesday, October 11, 2016

This presentation will include information on the relationship between mindfulness and meditation, the value of stopping, and how to change our mindsets from “multitasking” to “monotasking”. A resource list for developing a daily practice and sharing valuable mindfulness skills with others will be available. There will be an opportunity to practice mindful breathing and experience a brief silent sitting meditation.

PRESENTER: Nomi Redding, M.S.W.

Nomi Redding grew up in Lawrence and had a forty-year career as a medical and clinical social worker. She began a daily mindfulness meditation practice in 1993 and has been teaching meditation classes in the community since 2010. She enjoys introducing people and groups to this wonderful skill which has meant so much in her own life and seeing how they make this practice their own.

**October Meeting Sponsor:
Dr. Jennifer Smith**



Tuesday, October 11, 2016
 Registration begins at 11:15 a.m. * 11:15 a.m. Buffet Lunch Available * 11:45 Opening Business /Chapter Announcements * 12:00 Presentation * 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





Join the Jayhawk Chapter of SHRM on
October 12, 2016
as we celebrate

25 Years

11:30 am to 1:00pm

Maceli's

1031 New Hampshire St.

Lawrence, Kansas

Members: \$20 in advance, \$25 at the door

Non-members: \$30

Register online at jayhawkshrm.org



President's Message

In October 2016 the Jayhawk Chapter will celebrate its 25th anniversary. As I write this newsletter, I thought about how HR, or rather the "personnel" department has changed. Here are just a few things that have changed in the last 25 years.

The 1990's brought important employment legislation with the:

- Americans with Disability Act (ADA)
- Family and Medical Leave Act (FMLA)
- Uniformed Services Employment and Reemployment Rights Act (USERRA)

We saw increasing workplace protection for employees and the evolving dot-com industry.

In the new millennium we experienced new technology that continues to change the workplace. Rising costs of health insurance and the impending retirement of Baby Boomers are two of the major concerns HR professionals have faced. For the last 25 years and for many years to come the Jayhawk Chapter will serve human resource professionals in Douglas County and the surrounding counties. Our chapter is designed to support the needs of the human resource professional. As a chapter, we look forward to providing ongoing networking opportunities, great programming, certification credits, community connections, and legislative and legal updates.

Thank you to our members, board members and sponsors for the last 25 years! Please join us for our celebration on Tuesday, October 11th at 11:30 am at Maceli's.

Best,

Debbie Snyder
President, Jayhawk SHRM
president@jayhawkshrm.org



**Mark your calendar for the Jayhawk SHRM 25th
Anniversary Celebration on Tuesday, October 11th!**

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www.jayhawkshrm.org

Financial Report

Current Assets: 9/21/2016

CD's:

91-Day	\$ n/a	Checking Account:	\$ 13,348.56
182-Day (9/3/15)	\$ n/a	Pay Pal Account	\$ 105.50
12-months (5/12/16)	\$ 8,534.93	Petty Cash:	\$ 915.01
		Total:	\$ 22,904.00

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

AUGUST 2016 LABOR MARKET REPORT

Please find the links below to the August 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%20Aug2016%20Maps.pdf>**PLEASE NOTE: The September 2016 Labor Market Report will be released Friday, October 21, 2016.**

Foundation News

2016 Top 25 Fundraising Chapters Congratulations to the Greater Kansas City - SHRM! Their contribution to the SHRM Foundation has put them on the Top 25 Fundraising Chapters list for the nation, and we are pleased to recognize them!**SHRM Foundation is Celebrating 50 Years!** Help us celebrate and join the Give50 Club by donating \$50 or more in 2016. When you give \$50, you'll help launch a new annual academic scholarship with a \$10,000 award for an HR professional who has faced a personal or professional road block and who has used that opportunity to propel their career forward. **By Donating \$50 or more you will be able to:**

- View video scholarship applications and vote for your favorite
- Be the first to be notified about the scholarship opening and the inaugural winner and
- Add your name to our 50th anniversary website!

To donate visit: <https://www.shrm.org/about/foundation/Pages/50-join.aspx>Submitted by: Christa Jacelone
Foundation Chair

Certification



Earn Recertification Credit On The Job

By earning your SHRM-CP or SHRM-SCP credential, you've demonstrated that you're ready to deliver innovative thinking on the job. And SHRM recognizes the value of your contributions in the workplace.

You may earn recertification credit for projects you worked on that meet or support organizational goals and provide opportunities to advance capabilities in HR competencies.

Advance Your Organization - 20 PDC Maximum (per recertification period)

Work projects fall into two professional development credit (PDC) classifications:

- 50+ hours and 3 months of time spent=10 PDCs
- 100+ hours and 6 months of time spent=20 PDCs

To be awarded credit, you must provide specific information about your work project in your recertification application. [Click here to see these details.](#)

Ready to start logging your PDCs? [Log in to your Portal now >>](#)

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



Membership

I wanted to take this opportunity to thank our local Jayhawk Chapter for allowing me to be the Vice President of Membership this year. It has been a wonderful experience. I have been able to get to know many of you much better due to this position. I always look forward to greeting everyone for each meeting. I can't believe we are already at the tail end of this year and only have three meetings left!

I want to thank all of our members for all their do for our chapter, community, and Human Resources. It is truly a pleasure to meet with you each month and hear about your successes/challenges in the field of Human Resources.

I would also like to thank all the new members who joined us this year. I hope you have enjoyed our local SHRM group and will continue with us into next year!

New members this year include:

Allison Long	Susan Smith
Stephanie Drake	Tara Saylor
Monica Marcolino	Rich Cornell
Deborah Thompson	Sarah Gilliland
Gina Heller	Leslie Smith
Christa Jacelone	Althea Hensley
Jim Mignot	Christina Brown
Stephen Siler	

Thank you! If you have any questions about membership please feel free to reach out to me at membership@jayhawkshrm.org

Submitted by: Holly Goodman
VP of Membership



About Your Millennial Coworkers

Millennials are tired of getting a bad rap. They're sick of being called lazy, entitled or high maintenance simply because they played on T-ball teams in which everyone got a trophy and grew up drenched in a constant stream of praise from adults.

That was years ago. Now, they're starting families — or starting to think about it — in the face of an economy that hasn't grown robustly in more than a decade. They continue to struggle to move up the corporate ladder while older workers delay retirement and hold tight to the reins of power. They want to be recognized for their contribution to their employers, despite measly starting salaries and zero job security. They yearn to work for managers who treat them fairly and respectfully, to form positive connections with colleagues and feel proud of what they do and its impact on the world.

Employers and corporations have started listening. After all, this segment of the workforce is growing fast and will soon overshadow the GenXers and Baby Boomers. Millennials are the 54 million adult Americans aged between 18 and 34 in 2015 and now make up one third of the American workforce, the largest generation at work.

"They will be the most high maintenance workforce in the history of the world, but they may also be the most high performing," says Bruce Tulgan, consultant and author of *It's Okay to Manage Your Boss*. Some of the negative stereotypes about this generation — that they're narcissistic, disloyal or can't interact face to face — can be turned into positive attributes when properly understood and leveraged, Tulgan says.

This generation of young workers may have grown up in a digital world amid uncertainty and a shower of parental attention. But ultimately, they want the same thing that every employee wants: schedule control, meaningful work relationships, and choice of projects and learning opportunities.

- Katherine Reynolds Lewis, *Fortune Magazine*

SHRM Member Spotlight



Allison Long, CPA, is the Director of Human Resources at KU Endowment Association. She spent several years as controller of small manufacturing firms and realized the importance of having the right people, the right training, and the right culture. Pairing that with her desire to help people and organizations be the best they can be led her to the field of HR. She also enjoys the daily interactions with people throughout her office while still getting to utilize her accounting and business background. Allison thinks the best part of working for KU Endowment is getting to work with great people who have a passion for serving others and supporting our University. She is thankful for the education she received at KU and feels blessed to champion their people and programs every day. Some advice Allison has received that stuck with her is: "In any leadership role it is important to listen, value people, address small issues before they become big ones, be approachable, and communicate. In her off time, she enjoys attending ALL of the KU sporting events, enjoying the great Lawrence restaurants, golfing, and boating as well as an annual family ski trip each winter. Allison is looking forward to the cooler weather, football Saturdays, and beautiful colors this fall.

