



JAYHAWK CHAPTER

Lawrence, KS #486

# THE RESOURCE

SEPTEMBER 2017

Emerging Trends in Talent Acquisition: Panel Presentation

Tuesday, September 12, 2017

## Panel Members:

**Heather Bunker**, Branch Manager, Manpower  
**Lori MacDonald**, Director of Operations, Adecco  
**Peter Steimle**, "The Jobs Guy", Lawrence Journal World

## Presentation Topics

- 2017 Trends in Recruiting and Retention
- Grass roots recruiting in an on-line world – Dust off those old recruiting methods
- The candidate experience – Don't run them off before you can even get them in the door
- The modern candidate
- Building a talent acquisition strategy
- Recruiter – Friend or Foe?
- 5 things about job announcements that turn everyone away!
- Fishing for Employees: Where to Fish & With Which Bait?! (Tools & options to reach the best talent pools.)
- How I would advertise for employees if I didn't work for the Journal-World.
- How to improve our 55% successful hire rate: Job Postings, Selection, Offers, On-boarding.
- When Personality Talks---And Your Star Candidate Walks (How we lose great candidates when we let our gut make decision.)

## September Meeting Sponsor:



**Tuesday, September 12, 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.



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



## President's Message

As I sit down to write this month's article, I have just finished watching the news about the significant flooding that is occurring in Houston and other parts of Texas. My heart goes out to all of the people affected by the hurricane, rain and flooding. SHRM sent out a nice article on how individuals can help in the disaster relief effort. I'll include a link here. <https://www.shrm.org/ResourcesAndTools/hr-topics/employee-relations/Pages/Hurricane-Harvey-Workplace.aspx>. Volunteers and donations are important to the recovery efforts in Texas.



I'll turn now to the content I intended to cover, SHRM volunteer leaders. Without volunteers, SHRM would not exist.

One really quick way to give back to SHRM is to volunteer to assist with the KS State SHRM conference this month. Conference organizers are looking for a few people who would like to help for a few hours. They are only 20 slots away from filling all 142 volunteer positions. They are looking for individuals to introduce speakers...seems pretty easy if it's the session you wish to attend anyway or work at one of the tables. Volunteers receive a KS SHRM team t-shirt (or a KS SHRM team jersey if you sign up for 3+ slots) and to be entered into a drawing for a Fitbit. Sign up to get your gear: <http://signup.com/go/pWwtPUr>.

The Jayhawk SHRM chapter is also putting together its volunteer leadership for 2018 as well. I can tell you from experience that I have gained knowledge and skills in both leadership and human resources by volunteering with the local chapter. It also gives me opportunities to become more involved in my community as well. I am very excited to talk with you if you have an interest in volunteering some of your time to influence and carry out chapter initiatives. Please call me if you have a little or a lot of time that you would like to allocate to this chapter and its leadership. [lcarnahan@lawrenceks.org](mailto:lcarnahan@lawrenceks.org) or 785-832-3202. Who knows...if you pick the right position, you might get to go to Washington D.C. as a guest of SHRM National.

There are so many different ways you can give of yourself to the chapter and the community. One that I look forward to moving into as I finish up my responsibilities as Chapter President is to work with HR Aces. It is so worthwhile to be able to donate my knowledge, skills and abilities to companies who otherwise would not be able to access specialized HR support.

### KS SHRM CONFERENCE

We can't wait to *Play Ball with HR* in just a few short weeks! #ksshrm17

September 20-22

<http://2017.ksshrm.org/>

Lori Carnahan  
President, Jayhawk SHRM  
[president@jayhawkshrm.org](mailto:president@jayhawkshrm.org)

## Financial Report

### 2017 Board of Directors

#### President

Lori Carnahan, SPHR, SHRM-SCP

#### Past President

Debbie Snyder

#### President-Elect

Open

#### VP of Membership

Cassie Gilmore

#### VP of Finance

Heather Bunker SPHR, SHRM-SCP

#### VP of Professional Development

Mary McKenzie, SPHR, SHRM-SCP

#### VP of Communications

Cynthia Colbert

#### Certification Chair

Jenny Hiatt, PHR, SHRM-CP

#### Diversity Chair

Michelle Stegman

#### Foundation Activities Chair

Lori MacDonald

#### Legislative Affairs Chair

Dennis Meier, SPHR, SHRM-SCP

#### Social Media & Recognition

Keri Rodriguez, CESP

#### Volunteerism Chair

Open

#### College Relations Chair

Annette Delaney

#### Sponsorship Chair

Peter Steimle

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

 LinkedIn

Current Assets: 7/31/2017

#### CD's:

91-Day	\$	n/a	Checking Account:	\$ 20,346.62
182-Day (9/3/15)	\$	n/a	Pay Pal Account	\$ 4,627.77
12-months (5/12/16)	\$	8,534.93	Petty Cash:	\$ 290.00
			<b>Total:</b>	<b>\$ 33,799.32</b>



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

### JULY 2017 LABOR MARKET REPORT

Please find the links below to the July 2017 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%20July2017%20Maps.pdf>

### Jayhawk SHRM Board Vacancies

If you've ever thought about serving on the board, this is a great time! We have a current opening for Volunteerism Chair, President Elect, and an upcoming vacancy for Certification Chair.

## Certification

# Recertification Resources

As an HR leader, you must remain vigilant about ongoing career learning. Recertification credits from HR Certification Institute® (HRCI®) are easier than ever for you to access and earn. They are an integral part of maintaining your certification and demonstrating to the world that you stay on the cutting edge of human resource management practice.

## HRCI Recertification Resources

### Free Online Recertification Credit Activities

[HR's Critical Role in the Organization of the Future](#) (1 Business Credit)

[Show Me the Money: HR as a Profit Center](#) (1 Business Credit)

[The Future of Diversity and Inclusion](#) (1 Business Credit)

[Not Your Mother's Presentation on Millennials](#) (1 Business Credit)

[Mastering the Changing Rules in the War for Top Talent](#) (1 Business credit)

[What CA HR Needs to Know in 2017](#) (1 California credit)

[Essentials for Expatriate Payroll Webinar](#) (1 Global credit)

[Tackle Your HR Strategic Plan for 2017 Webinar](#) (1 Business credit)

[Difficult Conversations Webinar](#) (1 General HR credit)

[Rise of HR eBook](#) (3 Business credits)

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



## HR Aces

Please consider joining Baker University Career Services for the FALL MOCK INTERVIEWS on **Thursday, October 26, 2017**.

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, October 26, 2017**

**Time: 4:30pm – 6:15pm & Dinner**

**Location: The Alumni Center, 8<sup>th</sup> Street, Baldwin City**



The event will begin promptly at 4:30 pm, giving you the opportunity to interview three students. Dinner will be served immediately following giving you the opportunity to continue discussion with students and to visit with other alumni and professionals. If interested, please contact Cassie at [membership@jayhawkshrm.org](mailto:membership@jayhawkshrm.org)

Submitted by: Cassie Gilmore  
Membership Chair



**#WINNING #KSSHrm17 #PLAYBALLWITHHR**

TOUCHDOWN! Congratulations to HR-PAGE (Emporia) and HRMN (Manhattan) for being the first winners of our KS SHRM Gives Back \$250 bonus! And HR-PAGE has even added additional money to that. Central KS SHRM (Hutch) is so close to joining them, too! Keep up the great work and get ready to MAKE BANK as you have more chapter members register for the conference – we're scoring points and smashing records!

Speaking of points . . . we received pre-approval for our sessions. In addition to the 3 SHRM & HRCI credits available if you attend the pre-conference workshop, we've also been approved for the following for the full conference:

- 11 SHRM PDCs for our SHRM-CP & SHRM-SCP players
- 11 HRCI general credits for our PHR players

8 HRCI business strategy credits for our SPHR players! (Not a single overlap: each breakout has a strategy track and two of our keynotes are strategy credits)

See the attached session information for more details.

Our KS SHRM volunteer team is really coming together, too! We are only 20 slots away from filling all 142 volunteer positions! We've really got some team players in this organization – THANK YOU! Help us shore up the gap so no forfeits are necessary. Volunteer to receive a KS SHRM team t-shirt (or a KS SHRM team jersey if you sign up for 3+ slots) and to be entered into a drawing for a Fitbit. Sign up to get your gear: <http://signup.com/go/pWwtPUr>.

We can't wait to *Play Ball with HR* in just a few short weeks! #ksshrm17

Thank you,

Amy L. Billquist, MBA  
Kansas State Council of SHRM, Inc.

# THE LAWRENCE POLICE DEPARTMENT SERVES **EVERYONE**

**Citizen Survey**  
Salaried Disability Ethnicity Woman  
Personality-Traits Lesbian  
Male Questioning Military Atheist  
Physical-abilities Millennials  
Interracial-Relationship Beliefs  
Marital-Status Gen-Z  
Female Civilian  
Biracial Faith  
Language  
Veterans Bi-Sexual Lesbian  
Gay Transgender Able-Bodied  
Humanist Millennials Majority  
National-Origin  
Intersectionality Interfaith-Relationships  
Faith Religion Transgender Gay  
Chronic-Illness Bicultural Man  
Minority Minority Military  
Salaried GED Disadvantaged  
Baby-Boomers  
Organizational-Level Socioeconomic  
Hobbies Minority  
Majority Women  
Body-Type Schools-Attended  
Bi-Sexual Single-Parent

## WHAT DO **YOU** WANT THEM TO KNOW?

### Influence the Lawrence Kansas Police Department

Access Confidential Survey:

F: [facebook.com/bethclarkallegro](https://www.facebook.com/bethclarkallegro)

T: @Bethclark7

<https://www.surveymonkey.com/r/X5TH3NV>

Survey runs 8/7 to 9/15, 2017



Allegro Training & Consulting  
commissioned through The City of Lawrence

Details: 785-423-5917; [admin@allegrotraining.com](mailto:admin@allegrotraining.com)

[www.allegrospeakers.com/citizens-survey/](http://www.allegrospeakers.com/citizens-survey/)