



JAYHAWK CHAPTER

Lawrence, KS #486

THE RESOURCE

September 2018



Inside this issue:

Presentation	1
President's Message	2
Financial Report	3
Certification	3
Get to Know Your Peers	4
Diversity	5
HR Aces	6

Legislative Update and Looking Forward to 2019; What to Expect From Topeka Tuesday, September 11, 2018

Presenter: Natalie Bright, Bright and Carpenter Consulting, Inc.

Bright has more than twenty years of experience lobbying on behalf of Kansas business and state associations at the state and federal levels. Her expertise is in lobbying business issues, specifically in the areas of taxation, human resources, insurance, judicial reform and transportation.

Bright has a joint degree in business administration and political science from the University of California-Riverside. She received her law degree from Washburn School of Law in 1998 and began lobbying for the Kansas Chamber of Commerce and Industry during the 1998 Legislative Session. In 1999, Bright left the Chamber to work as a contract lobbyist. In 2008, Bright joined her law school classmate, Marlee Carpenter, and opened her current firm.

Bright is active in a variety of statewide business coalitions and has been part of several reform efforts including recent workers' compensation, immigration, unemployment compensation and health care reform efforts. During her career, she has worked on several key pieces of legislation including the 2012 Workers Compensation Reforms, which passed unanimously and the most recent Kansas Unemployment Insurance Compensation Reforms. Bright is licensed to practice law in state of Kansas and resides in Shawnee, Kan. with her husband Kevin and four children.

We look forward to seeing you on Tuesday, September 11th!

Tuesday, September 11, 2018

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.



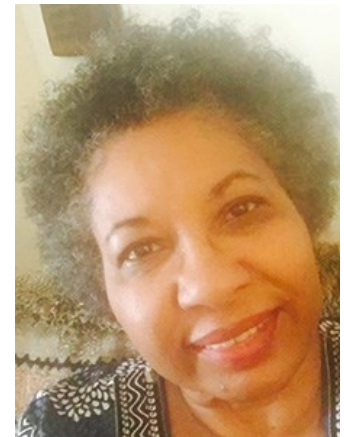
REGISTER ONLINE: www.jayhawkshrm.org



President's Message

Regional unemployment rates are low. The Lawrence jobless rate is 2.9 percent. That makes for a tight job market and employers are having a difficult time recruiting and retaining workers.

At my organization, applicant numbers are lower than usual. The challenge is recruiting the right person for the job without spending an extraordinary amount of time and/or money. Retention is equally important and presents its own challenges.



There are a variety of strategies that can be used to boost recruitment efforts. Seeking out passive job seekers, utilizing social media, tapping into all of your networks, or offering job share opportunities are some of the options for filling those open positions. However, a tight job market does not necessarily mean you have to loosen your hiring standards. If you don't have the right person in the job, chances are they won't be around long.

Employee retention requires some creativity on the part of human resources as well as hiring managers and supervisors. Once you have hired the right candidate for the job, onboarding is the next important step. Make sure your new hire is given the proper guidance and resources they need to thrive and be successful.

This makes for good table topic discussions. At our September chapter meeting, take some time to talk and share with your table mates. What's your experience with the tight labor market? How has it affected your recruitment and retention efforts? What is working and what isn't?

Don't forget the State Council of SHRM annual conference in Wichita is coming up September 19 - 21. If you haven't registered and made travel arrangements, now is a good time to do so.

<http://2018.ksshrm.org/>

See you at the September 11th meeting!



Financial Report

2018 Board of Directors

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Workforce Readiness Chair

Mary McKenzie

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Current Assets: 8/31/2018

CD's:

91-Day	\$	n/a
182-Day (9/3/15)	\$	n/a
12-months (5/12/17)	\$	8,586.21

Checking Account:	\$	44,689.81
Pay Pal Account	\$	3,453.03
Petty Cash:	\$	1,215.00
Total:		\$ 57,944.05



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

JULY 2018 LABOR MARKET REPORT

Please find the links below to the July 2018 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%20July2018%20Maps.pdf>



Certification

WORK PROJECTS = RECERTIFICATION CREDIT



SHRM and HRCI encourage you to submit your work projects for recertification credit.

SHRM Guidelines:

To be awarded credit, you must provide the following information about your work project in your recertification application:

- Clearly defined project objectives and desired outcomes that are aligned to organizational needs and verified by your supervisor.
- A brief description of the project, including your level of involvement and the time you spent on each initiative.
- How stated goals were met or supported.
- Which HR competencies applied and how they were advanced to achieve the project goals.

Acceptable Audit Documentation

Acceptable supporting documentation should verify the alignment to organizational goals and the SHRM BoCK as well as the hours spent on the project and over what period of time.

- Executive summary of the work project, including the project objectives, time frame and hours spent.
- Letter from your supervisor verifying the dates and hours of the project and how it aligned to organizational goals and the SHRM BoCK.
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HRCI Guidelines:

- If the activity is something that you have never done before, credit will be earned for first-time on-the-job activities.
- Business Rules Hour-for-hour credit is awarded up to the maximum amount in the Professional Achievement Category. If you spend more than 40 hours on a single project, then submit for the maximum amount of 40 hours. A template that includes the following information will be required upon submission:
 - ◇ Title and description of the activity.
 - ◇ Description of length of time spent on the activity.
 - ◇ Indication as to which of the Exam Content Outlines areas the activity related.
 - ◇ Description of specific role in the project.

Audit Documentation: A detailed letter from your employer.

**Submitted by: Jana Tuttle
Certification Chair**

Recognition & Social Media

Jayhawk Chapter Connections

Get to know your fellow members!

Submitted by Keri Rodriguez, Recognition & Social Media Chair

What hobby would you get into if time and money weren't an issue?

- *Stained glass - Connie Deel, Baker University
- *Traveling in an RV going from place to place - Amy Chavez, City of Lawrence
- *Traveling. I love exploring new places - Cassie Gilmore, Hilary's Eat Well
- *Silversmithing - Cynthia Colbert, City of Lawrence
- *Building and flying my own plane - Dennis Meier, Cottonwood

Which fictional place would you most like to visit?

- *Jurassic Park - Kristin Kleinschmidt, Grandstand Glassware
- *Three Pines, Quebec from the Louise Penny book series - Kathy Perkins, Kathy Perkins LLC Workplace Law & Mediation
- *Whoville, one of my favorite cartoons - Annette Delaney, Kansas Geological Survey
- *Neverland - Michelle Stegman, City of Ottawa
- *Atlantis, maybe. I like being under water. It's kind of like flying and it's so quiet and peaceful - Peter Steimle, Lawrence Journal-World
- *King's Landing from Game of Thrones - Nate Scott, GCSAA
- *Narnia - Amy Mason, ICL

What job would you be terrible at?

- *Football coach - Erin Spurlock, KU Athletics
- *Anything that required me to disassemble, reassemble and/or fix products. Problems with people I excel at, products, not so much ☺ - Angela Fleming, First State Bank and Trust
- *Anything electrical. There's a good chance I could seriously hurt myself! - Jenny Hiatt, Lawrence Paper Co.
- *Operating the model machines at Berry. I want to be shown how to do it, but it intimidates me too. I think everyone would laugh at how bad I'd be at it - Jana Tuttle, Berry Global
- *Grading English 101 papers - Michael Smoots, ERISA Counsel
- *Copy Editor. Ask any of the University Daily Kansas alums who suffered the whims of my draconian 5:30am X-acto cuts to their work! - Rich Cornell, Cornell Benefit Solutions
- *Any job that involves much public speaking - Jessica Babcock, Maceli's

If you could turn any activity into an Olympic sport, what would you have a good chance at winning a medal for?

- *Playing jacks. In fact, I did win a gold medal in the event several years ago during an Olympic games series over the winter break at KU with all the student support services. This was MY event - Ann Hartley, KU University Career Center
- *Does trivia count? My family tells me I'm full of useless information - Angie Sommer, Hallmark
- *Reading a romance novel. If it's really good, I can sit for hours - Gwen Denton, Grandstand Glassware
- *Being an interior decorator - Casey Flory, Express Employment Professionals
- *I am a tinkerer of many things and a master of none. I am not passionate enough about any one activity to win a medal at it. That takes two decades of a single focus - Lori Carnahan, City of Lawrence

Diversity Initiatives: How can HR help introduce more people with disabilities into the workforce?

Whether you are looking for ways to enhance your organization's corporate responsibility, improve standing in the community and marketplace, or start or expand your diversity initiative, helping introduce individuals with disabilities into the workforce is a strategic step well within HR's reach. In a University of Massachusetts nationwide survey, 92% of respondents viewed companies that hired people with disabilities more favorably than those companies that did not. Therefore, supporting such a partnership with the community creates both loyal customers and loyal employees, thereby adding value in the marketplace.

While internal policies, training and diverse recruiting sources all play a role in helping recruit individuals with disabilities, a more immediate action with long-term dividends is offering internships to students or recent graduates with disabilities. These internships not only help these workers gain confidence and experience, but they will also create an additional pipeline of talent for the future and provide opportunities for inclusion that might otherwise not present themselves. An internship program for individuals with disabilities can be put in place with the help of several programs open to both public and private employers.

[The Workforce Recruitment Program](#), co-sponsored by the U.S. Department of Labor's Office of Disability Employment Policy (ODEP) and the U.S. Department of Defense, prescreens post-secondary students and recent graduates with disabilities from around the country. Information from these in-person interviews is housed in a database that can be accessed directly by federal government employers, and private employers can access the database through a form submission. Employers will be matched up with candidates who meet their needs for either summer internships or permanent placements.

Entry Point! is a program offered by the American Association for the Advancement of Science (AAAS) to pair students with disabilities studying in STEM (science, technology, engineering and mathematics) and business fields with employment internships. AAAS has partners that support the program by providing assistive technologies and other reasonable accommodations and, in some cases, temporary relocation costs if students must travel for the internship.

Emerging Leaders is a summer internship program for current undergraduate and graduate students with disabilities. Managed by the National Business & Disability Council, the program invites all colleges to participate, but focuses on the 125+ target colleges identified by their employer partners. Participating employers must offer certain commitments in exchange for ongoing support, extensive outreach efforts to colleges and universities, and the opportunity to work with and recruit well-qualified, educated and highly motivated students.

The American Association for People with Disabilities offers 10-week summer internships with public and private employers in the Washington, D.C., area and provides travel, housing and a living stipend for all summer interns.

Submitted by: Michelle Stegman
Diversity Chair

HR Aces

Several chapter members contributed time and snacks to the Velas Women’s Day Ride on August 19th. Velas is a group dedicated to creating awareness and support for women within the community through cycling, regardless of ability or experience. This year’s Women’s Day Ride generated proceeds for local non-profits 100 Good Women, The Willow and The Care Center. About 100 women and men chose among 16-mile, 30-mile, and 50-mile routes. Most finished ahead of a heavy rain that arrived earlier than anticipated. Jayhawk SHRM staffed the first and last Support and Gear (SAG) stop under the Rural Water District # 2 Water Tower. SAG on a Stick featured meat, cheese and fruit on a stick for riders seeking a quick break.



*Pictured left to right:
Michelle Spreer, Cynthia
Colbert and Jana Tuttle*

*Pictured left to right:
Mary Mckenzie, Michelle
Stegman and Rich Cornell*

