

# SHRM Sentinel

Jayhawk Chapter—Lawrence, KS #486



## President's Message

**APRIL 2007**

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We are in the final stages of preparing for the annual SHRM seminar, affectionately named "The SHRMinar."

The nationally renowned speakers, Tim Davis, Kathy Perkins, and Pearl Rovaris McDonald will deliver educational material that will enable leaders to become more effective with "Performance Appraisals and Coaching," as well as improving the understanding of what's important and why.

The seminar has been approved for 3 hours of HRCI credits, adding to the overall value of this seminar... and all this for the bargain price of \$70.00.

During this final week before the SHRMinar, please encourage anyone with supervisory, leadership, or human resources responsibilities to attend. We welcome all those who will invest in a few hours of professional development by attending our seminar.

Thank you to all of the Jayhawk SHRM board members who have donated countless hours of time to prepare for this event. We also extend our thanks to the volunteers who will be helping on the day of the SHRMinar. And finally, thank you to our membership for all of your efforts to refer people to the seminar. We look forward to seeing you there!

- Mary McKenzie, President

## Tuesday, April 17 - Half Day Seminar



**"Performance Appraisals"**  
Presented by Tim Davis & Kathy Perkins,  
Attorneys for Constangy, Brooks & Smith



Two presentations for one low price ... \$70!  
RSVP online at [www.jayhawkshrm.org](http://www.jayhawkshrm.org)



**"Employee Coaching"**  
Presented by nationally known improvisation  
comedian for Comedy City in Kansas City ...  
**Pearl Rovaris-MacDonald!**

This program has been approved for 3.00 recertification credit hours toward PHR, SPHR and GPHR recertification through the Human Resource Certification Institute (HRCI).



AFFILIATE OF

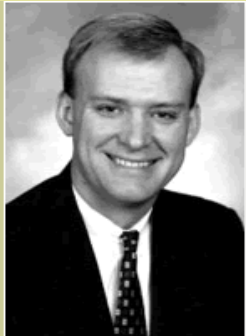


April 17, 2007—Half Day Seminar  
Lawrence Art Center—940 New Hampshire, Lawrence, Kansas  
“Performance Appraisals” and “Employee Coaching”

**S P E A K E R S**

7:45 am—Registration  
8:15 am—Introductions

8:30 am—10:00 am



**Tim Davis, Attorney**  
Constangy, Brooks & Smith



**Kathy Perkins, Attorney**  
Constangy, Brooks & Smith

Q&A—Break—Introductions

10:30 am—Noon



**Pearl Rovaris-MacDonald**  
Professional Speaker & Trainer

**“Performance Appraisals”**

*“An opportunity to learn how to appropriately word documents for disciplinary actions and evaluations.”*

*Presented by ....*

**Tim Davis** advises clients on all aspects of the employer/employee relationship, including compliance with the NLRA, FMLA, Title VII, ADA, FLSA, EPA, OSHA, Executive Order 11246, ERISA and state and local employment statutes. He has assisted numerous clients in proactively addressing issues involving complex termination scenarios, the maintenance of union-free operations, the development of non-discrimination policies, investigation procedures and training materials, the development of FMLA and ADA compliance policies, the design and implementation of internal FLSA and EPA audits and the preparation of employee handbooks and procedure manuals.

**Education:** **University of Iowa**, Iowa City, IA—J.D., with high distinction, 1992  
**Iowa State University**, Ames, IA—B.A., Political Science, with honors, 1989

and

**Kathy Perkins** focuses her practice on counseling private and public employers in all aspects of employment law including discharge; illegal discrimination and harassment; employee handbooks, contracts and policies; performance management; wage and hour issues; employee leave; accommodations for disabilities; privacy; defamation, protection of trade secrets, affirmative action compliance and union interaction. She has broad experience defending employers in civil litigation, including class actions, as well as administrative claims. Kathy's focus is on reducing the risk of employment litigation and frequently conducts seminars and training sessions for all levels of employees. She directs internal workplace investigations and is a trained mediator of employment disputes. Kathy returned to the Midwest in 1996 after practicing employment and labor law and civil litigation in Boise, Idaho for 13 years.

**Education:** **Harvard University**, Cambridge, MA—J.D., 1983  
**Kansas State University**, Manhattan, KS—B.S., Civil Engineering, magna cum laude, 1980.

**“Employee Coaching”**

*“Learn the process of engaging and communicating with employees so that small problems can be solved before they become big issues.”*

*Presented by ....*

**Pearl Rovaris-MacDonald** is an accomplished speaker and seminar leader. She was raised in a modest military family and through tenacity and hard work, Pearl educated herself through college and at the same time, honed her skills as an improvisational comedian. Her topics include: Conflict Resolution, Innovative Thinking, Communication Skills, Diversity Training, and Team Building among others. Pearl teaches participants how to spark creativity instantly in oneself and others, and how to change personal perspective, to understand others point of view.

*This event will be our membership drive initiative. Bring a guest and show them the benefits & value they will get from joining our local Jayhawk Chapter of SHRM!*

Register online at [www.jayhawkshrm.org](http://www.jayhawkshrm.org) f... for a cost of only \$70!

BRING A GUEST, and get a chance to win a \$50 gift certificate.

## 2007 Jayhawk Chapter of SHRM—Calendar of Events

Charlie Upton, Vice President of Program Development

Revised

<p><b>January 9</b></p> <p><b>"Team Building/ Communication Skills"</b></p> <p>Pearl Rovaris MacDonald Clevercaboose.com</p>	<p><b>February 13</b></p> <p><b>"Trends in H.R."</b></p> <p>Cynthia Stotlar Creative Business Solutions Cbsks.com</p>	<p><b>March 13</b></p> <p><b>"Drug and Alcohol Abuse in the Work- place"</b></p> <p>Donn Camlin Heart of America Profes- sionals Network</p>
<p><b>April 17</b></p> <p><b>"SHRM"INAR</b></p> <p>Lawrence Arts Center 7:45-Noon</p> <p><b>"Performance Appraisals"</b> Tim Davis &amp; Kathy Perkins Constangy, Brooks &amp; Smith</p> <p><b>"Employee Coaching"</b> Pearl Rovaris-MacDonald</p>	<p><b>May 8</b></p> <p><b>"Domestic Violence in the Workplace"</b></p> <p>Sarah Terwelp Executive Director Women's Transitional Care Services Wtcskansas.org</p>	<p><b>June 12</b></p> <p><b>"Free Money for Employee Training!"</b></p> <p>Stacy Walters<sup>JM</sup> Business Consultant Heartland Works Heartlandworks.org</p>
<p><b>July 10</b></p> <p><b>Kansas Insurance Commissioner Sandy Praeger</b></p> <p><i>Tentative Topics:</i> "Insure You" Program Department's Top Priorities Ksinsurance.org</p>	<p><b>August</b></p> <p><b>NO REGULAR MEETING</b></p>  <p><b>Social Activity</b></p>	<p><b>September 11</b></p> <p><b>"HR as Internal Consultants"</b></p> <p>Loretta Summers Summers Advisory Group Summersadvisorygroup.com</p>
<p><b>October 9</b></p> <p><b>"Wellness Fair"</b></p> <p>Tom Montgomery President Wellspring Healthcare Wellspring-Healthcare.com</p>	<p><b>November 13</b></p> <p><b>"Laughter in the Absence of Humor"</b></p> <p>Judy Young The Laughter Connection Laughterlinks.com</p>	<p><b>December</b></p> <p><b>No Regular Meeting</b></p>  <p><b>Social Activity</b></p>

January 8, 2008—"Leadership Communications" presented by Dr. Nathan Regier, Vice President of Process Solutions—Prairie View, Inc.

Meetings are held on the second Tuesday of each month from 11:10 am to 1:00 pm at Pachamama's—800 New Hampshire, Lawrence, Kansas.



What are your personal and professional goals for 2007?

The Human Resource Certification Institute (HRCI) is the leading independent, internationally recognized certifying body for the HR profession. Certification sets those with the credential apart from those without it and becomes a public recognition of professional achievement. Make 2007 the year you earn HR certification; whether it's a personal goal or for professional advancement, join our more than 84,000 certified HR professionals.

HRCI offers three core certifications, meeting the needs of nearly every HR professional:

- PHR® (Professional in Human Resources) *Reflects a generalist knowledge of the HR field, including strategic management, workforce planning and employment, HR development, total rewards, employee and labor relations, and risk management*
- SPHR® (Senior Professional in Human Resources) *Supersedes the PHR designation and is targeted towards senior level HR professionals*
- GPHR™ (Global Professional in Human Resources) *Focuses on the international HR body of knowledge and is intended for HR professionals who develop and implement global HR strategies, manage HR operations overseas and oversee international assignment management*

The PHR/SPHR testing window is May 1 - June 30 and the GPHR testing window is May 1 - May 31. The application deadline is March 16 and **the application late deadline is April 20**. **As a current SHRM member, use your membership discount today** to get started on the certification process.

**Not sure which certification is right for you?** HRCI offers an [online assessment exam](#) for the PHR and SPHR certifications (with a second version being offered starting in March that will allow you to take another version of the test in the same format, but with different questions). This helpful tool will assess your level of HR knowledge and experience and help determine which certification is the best match. The assessment exam also gives candidates the opportunity to become familiar with the format of the test questions and provide an indication of preparedness for the actual exam. It is the closest assessment exam to the "real thing" on the market today, since it is the only assessment exam designed and developed by HRCI. You may take the assessment exam at anytime, any place, using a computer that can connect to the Internet using Microsoft Internet Explorer. Visit [HRCI's website](#) for complete details.

If you have additional questions about certification or the online assessment exam, please contact HRCI at [info@hrci.org](mailto:info@hrci.org) or 866-898-4724.

Human Resource Certification Institute  
 1800 Duke Street  
 Alexandria, VA 22314  
 Phone: 866.898.4724  
[info@hrci.org](mailto:info@hrci.org)

**R**ECOGNIZE THE INHERENT WORTH OF ALL HUMAN BEINGS.

**E**LIMINATE DEROGATORY WORDS AND PHRASES FROM YOUR VOCABULARY.

**S**PEAK WITH PEOPLE—NOT AT THEM ... OR ABOUT THEM.

**P**RACTICE EMPATHY. WALK AWHILE IN OTHERS' SHOES.

**E**EARN THE RESPECT OF YOUR COWORKERS THROUGH YOUR BEHAVIORS.

**C**ONSIDER OTHERS' FEELINGS BEFORE SPEAKING AND ACTING.

**T**REAT EVERYONE WITH DIGNITY AND COURTESY.

**QUOTE:**

I'm not concerned with your liking or disliking me ... all I ask is that you **respect** me as a human being.

- Jackie Robinson



The upcoming "SHRM"inar is our "**Membership Drive**" initiative.

Tell your friends, family, and co-workers about our upcoming half-day seminar ... April 17th

... at the Lawrence Arts Center. Great speakers and information at a very affordable price of \$70.

For every guest you bring to the event, your name will be entered into a drawing for a \$50 gift card.

This is a great opportunity for all of us to share the benefits and value of our Jayhawk Chapter with others in the community.

- Ryann Pem, VP of Membership

P.S. Members and guests are responsible for RSVP requirements and event costs.

## Finance

Information reported by  
Angela Fleming,  
Vice President of Finance



Account Balances as of March 19, 2007 are:

PayPal Account:	\$ 3,258.82
Checking	\$14,224.25
Petty Cash	\$ 200.00

**TOTAL BALANCE**      **\$17,683.07**

## School to Work Volunteer Opportunities

As an affiliate chapter of SHRM, we have a great opportunity to build relationships in the community to implement programs to help us with the changing dynamics of the workforce of the future. The Lawrence community has two wonderful programs that I would like to see us take a more active role in as a chapter. They are: Junior Achievement (JA) and Lawrence Education Achievement Partnerships (LEAP).

**Junior Achievement - JA** The purpose of JA is to educate and inspire young people to value free enterprise, business, and economics to improve the quality of their lives. Children learn concepts and skills at each grade that build on those taught in preceding grades. This sequential approach is designed to show students how the market system works, its relationship to democratic values and their responsibilities in this system.

**Lawrence Education Achievement Partners - LEAP** Partnerships are mutually beneficial relationships between community business/organizations and schools that enrich learning by sharing knowledge, time, and resources. Partnership activities are tailored to the needs and resources of each school and business/organization

If you are interested in being more involved in the community, please call **Victoria Purvis, Director of School to Work** for the Jayhawk Chapter, at 785-830-1450.

# SHRM Jayhawk Chapter

## 2007 Board of Directors & Committee Chairpersons Contact Information

### Board of Directors

<b>President</b> —Mary McKenzie	<a href="mailto:mmckenzie@douglascountybank.com">mmckenzie@douglascountybank.com</a>
<b>President Elect</b> —Lori MacDonald	<a href="mailto:lorimacdonald@sunflower.com">lorimacdonald@sunflower.com</a>
<b>VP of Membership</b> —Ryann Pem	<a href="mailto:rpem@ci.lawrence.ks.us">rpem@ci.lawrence.ks.us</a>
<b>VP of Professional Development</b> — Charlie Upton	<a href="mailto:Charlie@finbenkc.com">Charlie@finbenkc.com</a>
<b>VP of Communication</b> — Ann Connor Amy Bellerive , Co-Chair	<a href="mailto:ann.connor@prosoco.com">ann.connor@prosoco.com</a> <a href="mailto:abellerive@kinedyne.com">abellerive@kinedyne.com</a>
<b>VP of Finance</b> —Angela Fleming	<a href="mailto:angelaf@firststateks.com">angelaf@firststateks.com</a>

### Committee Chairpersons

<b>Certification</b> Robert Bryant	<a href="mailto:rbryant@bertnash.org">rbryant@bertnash.org</a>
<b>Diversity</b> Megan Moffett	<a href="mailto:megan.moffett@prosoco.com">megan.moffett@prosoco.com</a>
<b>Foundation Activities</b> Janice Johnson	<a href="mailto:janicej@vna.lawrence.ks.us">janicej@vna.lawrence.ks.us</a>
<b>Legislative Affairs</b> Rodney Carr	<a href="mailto:rcarr@kansascommerce.com">rcarr@kansascommerce.com</a>
<b>Recognition &amp; Networking</b> Carol Rau	<a href="mailto:careeradvantage@sunflower.com">careeradvantage@sunflower.com</a>
<b>School to Career</b> Victoria Purvis	<a href="mailto:VPurvis@sauer-danfoss.com">VPurvis@sauer-danfoss.com</a>
<b>Student Relations</b> Kathy Youngquist	<a href="mailto:kathy@firststateks.com">kathy@firststateks.com</a>
<b>Volunteerism</b> Peter Steimle	<a href="mailto:peter@careerpros.com">peter@careerpros.com</a>

#### Keep us Posted!

Please send any corrections or updates of names, job titles and mailing addresses of our members to Ann Connor or Amy Bellerive.

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Jayhawk Chapter SHRM  
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