

SHRM Sentinel

Jayhawk Chapter—Lawrence, KS #486



AUGUST 2006

AFFILIATE OF



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SEPTEMBER 2006
 "Getting Involved in the Legislative Process"
 By: *MarLee Carpenter*
 KS Chamber of Commerce

President's Message

It is my pleasure to announce Mary McKenzie has accepted the 2006 President Elect position for our Jayhawk Chapter! Mary is the Human Resources Director for Douglas County Bank and has been a part of our local Jayhawk Chapter for 13 years. During that time she has actively participated on the board for 6 years and served in such roles as Membership, Student Chapter Liaison, and Program Development. Her latest role was as co-chair of Program Development along with Cheryl White. Together they put an excellent program in place for 2006 and we are excited that Mary will continue to lead our chapter as President in the 2007 year.

Additionally, there have been several other board member changes in the past two months to share with you. I know we all appreciate work loads and how much time outside volunteer responsibilities can take. Because of those conflicts Michelle Moreland, Director of Foundation Activities, and Janice Johnson, President-Elect both resigned their volunteer positions. Janice was able to continue with the board by assisting us the Foundation responsibilities. Also, our VP of Finance, Robert Bryant, is on a leave of absence but plans to return to the board before year end.

Other notable changes for the chapter have been meeting locations due to the recent Hereford House closure. My sincere appreciation to our board for working quickly and finding alternate locations that met our needs so beautifully. I know we all enjoyed July's meeting at Maceli's. For the August social we will be meeting at Stone Creek with special thanks to Carol Rau for these arrangements. And then beginning in September our new meeting location has been confirmed through 2007 at Pachamama's. This downtown facility offers our membership a more centralized location with plenty of parking too! Much appreciation goes to Ryann Pem for her time in all the arrangements there.

Please feel free to let me or any board member know of your suggestions of how we may better serve you. It is our intent to provide quality programming and network opportunities to advance the Human Resources profession and memberships' professional development. I am excited to enter the second half of this 2006 year as we each continue to challenge ourselves to that end.

--Karen Reed, President

August Social—Tues., August 8th

4:00 pm—6:00 pm

Stone Creek Restaurant

3801 W. 6th St., Lawrence, Kansas

See page 2 for more details about August's Social Activity.

RSVP today at www.jayhawkshrm.com



Volunteer Opportunities

STEP Program for First Step House

As part of our Jayhawk chapter's *Success Through Employment Program (STEP)*, the chapter has been asked to give 1 hour speaking engagements to First Step House residents participating in the Workforce Preparation Class.

Representatives of SHRM provide information on job readiness and job retention skills. The presentations are on the 3rd Thursday of each month at 9:30am. The sessions are very informal. Topics and materials are available for presenters.

If you would like to make a difference in your community, please contact Crisly Bidinger by phone at 785-840-1626 or by e-mail at cbidinger@cwood.org

Did you know? The First Step House is a 25-bed residential substance abuse treatment facility for women 18 years or older and their children 12 years and younger. First Step House has been part of the Lawrence community since 1985. Most women come to First Step House for reintegration after treatment. The average length of stay is 90-120 days. The program helps women find jobs and housing, learn to budget their money, continue their education, and become independent.

- Crisly Bidinger, Volunteerism

August Social Activity

Tuesday, August 8th
4:00 pm - 6:00 pm

Stone Creek Restaurant
3801 W. 6th St., Lawrence, Kansas

Join us for our back-to-school August social. We are adopting New York Elementary School to assist with school supplies this year!

Items Needed: backpacks, crayons (16-pack), magic markers (8-pack washable standard colors), Elmer's school glue, glue sticks, 1-inch 3-ring binders (not trapper keepers), and wide-ruled notebook paper.

Not Recommended: pencils, scissors, water color paints.

Please RSVP on the website today (August 1st) so that we will have plenty of food for all! Appetizers and soft drinks will be provided. See you there!

- Carol D. Rau, PHR, Recognition and Networking



KU Student SHRM Chapter



KU is gearing up for back-to-school and so is the KU Student SHRM Chapter! We are very excited for fall semester and the programs we will be offering. Our goal is to increase student membership during the 2006/2007 School Year. We need your support to be successful!

How Can You Make a Difference?

You can ask your company to be a Corporate Sponsor for a Student SHRM Chapter Meeting! Your companies donation will go to help supply food and beverages for the monthly on campus meetings.

Resume Reviewer. You can volunteer your time to help review a student's resume by e-mail!

Job Shadow Opportunities. You can volunteer your time to a student to shadow you in your HR Position for a half day!

Mentor. You can volunteer your time to be a student mentor by e-mail two times per month and in person once a month!

Intern Opportunities. You can provide to intern opportunity to a KU student!

You can make an impact! To offer your assistance or to find out more please contact Kathy Youngquist, kathy@firststateks.com or Alison Lomas, alomas@ku.edu.

Submitted by: Kathy Youngquist, KU Student Relations Coordinator and Alison Lomas, President KU Student SHRM Chapter

The SHRM Foundation Center

Your Foundation at Work:

The **SHRM Foundation** supports the SHRM Information Center through a quarter million dollar grant. The Information Center, a free service to SHRM members, publishes the online White Papers series, maintains the Competitive Practices Database and answers more than 70,000 HR inquiries annually. The Foundation grant ensures that the Information Center has the latest technology and the most current resources to help HR practitioners get the answers they need quickly and easily. For an overview of the Foundation's work, visit www.shrm.org/foundation.

The SHRM Foundation: *Investing in Your Future as an HR Leader*

Submitted by: Janice Johnson

Legislative Affairs

House Passes Health Information Technology (IT) Legislation

The House of Representatives passed H.R. 4157, the Health Information Technology Promotion Act of 2005 on July 27 by a vote of 270-148. The legislation is designed to expedite the use of health information technology (IT) leading to potential cost savings and improved coordination of care.

SHRM actively advocated in support of the bill through direct meetings with members of Congress, SHRM member advocacy visits conducted during the Employment Law and Legislative Conference and the SHRM Annual Conference and Exposition, and numerous chapter visits to Capitol Hill. In addition, SHRM members communicated with their congressional delegations by sending over 800 letters in support of health IT legislation.

H.R. 4157 includes the following key provisions to:

- Establish an Office of the National Coordinator for Health Information Technology within the Department of Health and Human Services and prescribes its role as coordinator of federal government activity regarding health IT and nationwide interoperability;
- Provide “safe harbor” from prohibited payment restrictions and allows hospitals to provide physicians with information technology and related training services;
- Direct the Secretary of HHS to study and report to Congress on whether pertinent state laws and current federal standards should be conformed to create a single set of national standards to preserve and protect the security and confidentiality of patient health information;
- Amend the Social Security Act to provide for the establishment of uniform confidentiality and security standards with respect to individually identifiable patient health information; and Require the Secretary of Health and Human Services to develop a strategic plan to coordinate implementation efforts for health IT standards, HIPAA transaction standards and new coding systems.

The House also agreed to several amendments that were considered during floor debate on the bill, including amendments designed to:

- Require a study that provides benchmarks for best practices and cost effectiveness for the use of health IT in medically underserved areas;
- Require the Secretary of Health and Human Services to submit a report to Congress demonstrating the impact of health IT on disease management for chronic disease patients in the Medicaid population; and clarify that the purpose of any changes to medical coding is for diagnosis documentation or billing use.

- Submitted by Ruby McDavis, Legislative Affairs

Certification

Preparing for PHR/SPHR Certification?

Use the program that consistently beats the national pass rate, that is now available to check out through the Jayhawk SHRM Chapter.

Program Benefits:

- ▶ Enhance your career development and give yourself a competitive advantage against other HR professionals
- ▶ Individual Self-Study allows you to determine how, when, where and why to study so you can pursue career advancement on your own terms, and for your specific benefit
- ▶ Designed to fit every learning style, the SHRM Learning System Individual Self Study Program offers a blended format of printed workbooks, software, and web-based tools to enhance effectiveness while working within your schedule and learning preference
- ▶ Strengthens competencies and productivity through effective HR training
- ▶ Broadens the perspective of functional specialists so you can develop a generalist point of view

How will the SHRM Learning System help you prepare for the HRCI Certification Exam?

- ▶ The SHRM Learning System provides you more than 1,500 practice questions and answer rationales
- ▶ Practice test questions are based on the entire HRCI body of knowledge
- ▶ Provides test-taking tips used by thousands of other SHRM Learning System users who have passed the PHR or SPHR exam
- ▶ Complete the program by taking a posttest which mimics the HRCI computer based testing system
- ▶ The SHRM Learning System consistently beats the national pass rate so you can feel confident that you are fully prepared when you sit for your exam

How can the SHRM Learning System benefit your career? Earning your PHR or SPHR designation sets you apart from other HR professionals and demonstrates your commitment to human resources.

Take the next step in your professional development. Everything necessary to prepare for the PHR or SPHR certification exam is available through the SHRM Learning System.

If you wish to utilize these self-study materials or if you are interested in forming a study group to prepare for the exam, please contact Angela Fleming, Director of Certification at AngelaF@FirstStateKS.com.

THE STATS

As the United States experiences a burgeoning wave of immigration from Latin America, Asia, Eastern Europe, sub-Saharan Africa, the Caribbean and other regions, the nation's workforce is becoming not only more diverse but also increasingly multilingual.

By 2008, according to the U.S. Bureau of Labor Statistics (BLS), 41 percent of the nation's 39 million workers will be members of minority groups; Hispanics make up the country's fastest-growing minority. By 2050, minorities are expected to rise from one-fourth to one-half of the U.S. population.

THE LAW

Although many employers applaud moves to accommodate bilingualism on the job, it's not uncommon for some to resist what they see as the demise of English in the U.S. workplace.

The U.S. Equal Employment Opportunity Commission handles complaints filed by immigrants questioning supervisors who require them to speak only English. Although requiring English is allowed in instances of business necessity, it can be illegal if the requirement is misapplied, such as prohibiting the use of a foreign language during work breaks.

Under Title VII of the Civil Rights Act of 1964, all U.S. workers regardless of citizenship status are protected from employment discrimination based on factors such as race, color, sex and national origin. But the same law also preserves an employer's freedom of choice to make sound business decisions.

MOVING FORWARD

To that end, some employers mandate English fluency as a so-called BFOQ—bona fide occupational qualification—particularly for highly skilled positions. As one moves up the corporate ladder and reaches a certain level, there's a definite expectation that you will speak English. Make the rules clear about what languages are to be spoken at work.

Forward-thinking companies provide the tools for employees to succeed. That might mean encouraging workers to study English through ESL (or English as a second language) classes in the community, or sponsoring in-house classes. Some organizations also use interpreters (different from translators, which are sometimes required by the federal government) to ensure that everyone has accurately interpreted what is being communicated. Such innovations embody the concept of "mutual accommodation."

The above information is part of an article in HR Magazine: Sept, 2005 issue, by Donna M. Owens: "Multilingual workforces: how can employers help employees who speak different languages work in harmony?"

- Ryann R. Pem, Diversity

In your HR role at your company, you may or may not be the one who is responsible for staffing and recruiting activities. If you are, are you feeling the pinch of finding qualified candidates to fill your jobs? Those are really two issues, aren't they? The first is the number of candidates keep dwindling. The fact that the 'baby boomers', who have dominated the workforce for the last 20 years, are leaving the workforce to pursue their retirement dreams. That is a huge impact on the number of people in the workforce pool. The second issue is the finding QUALIFIED candidates. Qualifications are not restricted to technical skills only. It takes a combination of interpersonal, technical, and writing skills to be successful in the workplace today. Could this be the result of a disconnect between the business and academic worlds?? Maybe!! Who should address this?? Why not start with us??

Our chapter has a School to Work function. We have this function because as a chapter, we recognize the need for our chapter to be involved in workforce development. As professionals, having the vision to understand future trends and to help prepare our respective companies to prepare for changes is a sound HR practice. 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. It is a natural fit- HR, business and education working together to prepare organizations, schools and communities for the future.

As a chapter, we have done well with job shadowing, internships, career days, resume critiquing, etc. I propose that we need to get to the workforce of the future earlier. 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).

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. Anymore, schools cannot provide for all of children's needs. It takes the entire community to be involved. Being a classroom volunteer provides a positive hands-on experience for children. JA has several types of programs: Elementary School, Middle School, and High School. In the JA **Elementary School Programs**, program themes emphasize family, neighborhood, community, and city economics. In the upper elementary grades, program themes expand to explore regional, national and world economies. 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. **The Middle School Programs** teach students business and economic concepts, help them prepare for productive careers and provide experiences in personal economics management. In the **High School Programs**, local business consultants are the key. As experienced managers and executives trained by JA, they bring practical business ideas and economic insights to the school classroom.

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: (not an exclusive list)

► Academic Achievement

- ◆Read to students ◆Volunteer in a classroom ◆Work with the after-school program ◆Speak to a class

► Career Awareness

- ◆Connect classroom activities to work life ◆Host a student for a job shadow day ◆Provide educational field trips to your facility ◆Host a student for an internship ◆Help students complete a sample job application and set up mock interviews ◆Provide part-time and summer employment opportunities for students

In a partnership, everyone benefits:

► Students

- ◆Gain exposure to additional positive role models ◆Know that adults in the community care about them ◆Discover how classroom learning links to the workplace ◆Learn about career choices ◆Involvement in the community

► Business & Community Employers

- ◆Retain employees due to their feeling of 'connectedness' with the community through their employer ◆Acquire additional skills that can be used in the workplace ◆Enhanced community relations ◆Increase visibility in the community ◆Procure current and future employees.

If you are interested in volunteering your time to either one of these worthwhile chapter initiatives to support School to Work, please contact me. It is important and very rewarding work! This is your chance to make an impact on the workforce of the future!

- Victoria Purvis, Director, School to Work

SHRM Jayhawk Chapter

2006 Board of Directors & Committee Chairpersons Contact Information

Board of Directors

President —Karen Reed	kreed@ci.lawrence.ks.us
President Elect —Mary McKenzie <i>Congratulations, Mary!</i>	mmckenzie@douglascountybank.com
VP of Membership — Lori MacDonald	lorimacdonald@sunflower.com
VP of Professional Development — Cheryl White	cwhite@kansascommerce.com
VP of Communication — Ann Connor Amy Bellerive , Co-Chair	ann.connor@prosoco.com abellerive@kinedyne.com
VP of Finance —Robert Bryant	rbryant@bertnash.org

Committee Chairpersons

Certification Angela Fleming	angelaf@firststateks.com
Diversity Ryann Pem	ryann.pem@intervet.com
Foundation Activities <i>Vacant position. Contact Karen Reed for more information.</i>	
Legislative Affairs Ruby McDavis	rmcdavis@bertnash.org
Recognition & Networking Carol Rau	careeradvantage@sunflower.com
School to Career Victoria Purvis	VPurvis@sauer-danfoss.com
Student Relations Kathy Youngquist	kathy@firststateks.com
Volunteerism Cristy Bidinger	cbidinger@cwood.org



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.

SHRM Sentinel
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