

SHRM Sentinel

Jayhawk Chapter—Lawrence, KS #486



OCTOBER 2006

President's Message

AFFILIATE OF



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Dear Jayhawk Chapter Members:

A goal this year has been to review and update our 2005 by-laws for the 2007 operational year to come. I want to thank the sub-committee for their long hours in working to accomplish this goal. The Board of Directors has now approved the attached draft for your review and ratification. At our October meeting the 2007 board election ballot will be presented to you at which time you will have the opportunity to approve these by-laws by a yes/no vote. For your convenience a Summary of Changes is as follows:

1. Article IV, Section 3 – Membership Requirements
 - a. Replaced "50%" with "majority responsibilities" of job duties are in professional HR work
 - b. Added "Associate Members" criteria
- Changes to membership where suggested by SHRM national and are to allow growth of the chapter by being more inclusive of all individuals in our HR field. Current membership is at 84 members with our goal to reach 100 members in 2007!

2. Article V, Section 1 – Annual Dues
 - b. Jayhawk Chapter annual dues increased by \$10 (\$60 annually)
 - c. Jayhawk Chapter annual dues for National SHRM members discounted by \$10* (\$50 annually)

Dues have not increased in more than six years yet Chapter operation costs have increased annually. Additionally, as we have always supported the benefits of national membership we will continue to do so by beginning to offer discounts for national members. It is important to note the Chapter is required to have a minimum 30% of membership be national members in order to receive CFSP* financial benefits. We currently are right at 30% and are receiving \$250 annually from national. If we fall below this 30% minimum we will lose our CFSP payment. The program more than double returns for "100% Chapters" and is therefore a long-range goal for Jayhawk membership. Discounts to national members is standard practice among Kansas chapters statewide.

Continued >



Check out our NEW Jayhawk SHRM Website at

<http://www.jayhawkshrm.org>

UserName: is your email address

Password: Jayhawk

Please be sure to update your profiles.

November 14, 2006

"How to Conduct Effective Investigations"

By: Attorney Steve Massoni

President's Message—Continued from page 1.

The Board of Directors believes balanced funding will allow us to continue adding value to your membership and overall better support our Chapter purpose as defined in Article II.

***Chapter Financial Support Payment (CFSP) Program**

30% to 99% of membership = \$5.00 twice a year (\$10 annually) per each national member within the chapter.

Currently Jayhawk Chapter receives: \$10 x our 25 national members = **\$250 CFSP**

100% Chapters = \$6.25 four times a year (\$25 annually) per each national member (all local members are national members)

Goal for Jayhawk Chapter to receive: \$25 x 84 members = **\$2,100 CFSP**

(Other benefits are afforded 100% Chapters such as free national speakers at local monthly meetings.)

Net Gain Payment = paid in the first quarter by subtracting last year's national membership total from this year and multiplying the difference by \$25.

If Jayhawk had a 10% increase in national members for 2007 we would receive another \$25 x 8 = **\$200 CSFP**

3. By-laws, Section 13 – Statement of Ethics

c. This new section was added inline with the SHRM National by-laws model; a copy of SHRM Ethics inserted as Appendix I.

We thank you for your continued support of the Jayhawk Chapter and our shared mission. If you should have any questions about the by-laws, we will have time to address them during Opening Business (11:40 to 12:00) at Tuesday's chapter meeting. I look forward to seeing you all then.

Sincerely,

Karen Reed, PHR
President
 SHRM Jayhawk Chapter

The SHRM Foundation

2006 SHRM FOUNDATION SCHOLARSHIP GUIDELINES

The SHRM Foundation Board of Directors has established the funding of three (3) HR scholarships: one graduate scholarship (\$5,000) and two undergraduate scholarships (\$2,500 each). Scholarship applicants must be national student members of SHRM, as verified by the SHRM Student Program Manager. Undergraduate student applicants must have completed at least 55 semester hours of course work in an HR major or HR emphasis area, including at least one HR Management course. An overall GPA of at least 3.0 on a 4.0 point scale is required.

Graduate student applicants must be enrolled in a Master's Degree program and clearly pursuing an emphasis area in HR and/or IR and have completed at least 12 hours of graduate course work with at least a 3.5 GPA.

Scholarship applications should include:
[Completed scholarship application form.](#)

- Official, sealed copy of student transcript(s).
- 1 or 2 page typed resume.
- 2 scholarship reference letters, one from the SHRM Student Chapter Faculty Advisor and one from a local SHRM professional. A third reference from a work-related source is optional.

Submittal of application:

- Applicants should submit **three (3) copies** of the completed application, **three (3) copies** of all attachments to the application (except the transcript(s)), and one (1) copy of each official, sealed transcript.
- Entries should be mailed to:
 SHRM Foundation
 Scholarship Selection Committee
 1800 Duke Street
 Alexandria, VA 22314

October 15, 2006 is the deadline for submitting scholarship application. Announcement of scholarship winners will be made on December 8, 2006.

Please direct inquiries to Sandi Peyton, SHRM Foundation Administrator, by e-mail at speyton@shrm.org or by phone at (703) 535-6020.

- Janice Johnson, Foundation Activities

Gubernatorial Elections: Our Candidates' Policy Positions

Please check out this valuable resource provided by Stateside Associates. This link, http://www.stateside.com/thefiftystates/gov_candidate.shtml is a compilation of policy positions (or relevant past actions) from major party candidates in the 36 states holding gubernatorial elections in November. I hope you find this tool useful.

- Ruby McDavis, Legislative Affairs

October's Meeting was held on Tuesday, October 10

11:30 to Noon—Buffet ♦

Noon to 1:00 pm—Presentation

at **Pachamama's**

Downtown at 800 New Hampshire,
Lawrence, Kansas

"Legal Issues & Labor Law Updates"

Presented by: Nancy M Leonard
Constangy, Brooks & Smith
816-329-5914
nleonard@constangy.com

Don't forget to fill out the attached meeting evaluation for the meeting held on Tuesday, October 10th.

Your feedback is very much appreciated and helps us maintain quality speakers and topics for our members.

You can fax your completed evaluations to Cheryl White at (785) 865-5465.

KU Student SHRM Chapter

The KU semester is well underway and the KU Student Chapter of SHRM has been holding regular meetings two times per month. The next KU Student Chapter meeting is scheduled for Tuesday, October 10th at 5:45PM in room 424 Summerfield Hall on KU's Campus. Cynthia Stotlar, Creative Business Solutions, will be discussing the differences in consulting and in-house HR practices. If you have an interest in attending this presentation please let me know. The Student Chapter would appreciate having actual HR Professionals at their meetings.

The Student Chapter is also looking for a Lawrence HR Department to visit during their November 14th Meeting from 5:45PM - 7:00PM. Do you have time to volunteer to show Student Chapter members how your HR Department works? Want to learn more about how you can help? Please e-mail me at kathyy@firststateks.com

On behalf of the KU Student Chapter—
Thank you for your support.

- Kathy Youngquist
Director of Student Relations

Welcome to our newest member

Stacy Walters from Heartland Works joined the our Jayhawk Chapter of SHRM in October.



Fall Testing Window Registration Deadline

Are you a self starter? Get Certified with your- PHR, SPHR! The regular deadline for the Fall exam testing window (December 1, 2006 - January 30, 2007) ends on Friday, October 13th. Participants can late register with an additional fee through Friday, November 17th.

Now Recertifying is Even Easier!

Track your activities and submit your application online with HRCI's new certification system. Click on "My Recert File" under Quick Links and log in using the HRCI ID number and password that were assigned to you by HRCI.



Question & Answer with HRCI

Q. I took a full semester SHRM Learning System course in preparation for the PHR exam. How many recertification credits can I get for this?

A. You may not earn recertification credits for completing the Learning System prior to earning your certification. However, some certificants who are already certified will use the Learning System to refresh their knowledge. In these cases, the Learning System may be used for recertification credit. The Learning System is approved for 3.5 CEUs (or 35 recertification credit hours).

Remember the SHRM Learning System is available for check out through the Jayhawk SHRM Chapter...so be sure to take advantage of it! For more information on checking out these materials, please contact Angela Fleming, Director of Certification, at AngelaF@FirstStateKS.com.

Angela Fleming
Director of Certification
Jayhawk SHRM - Lawrence, KS
913-845-5109 (Phone)

SHRM
Jayhawk Chapter
Volunteer Opportunities
for
Perry-Lecompton High School

****Perry-Lecompton's Career Prep class needs several volunteers for the following activities:**

1) Provide a tour of your business and speak on workplace expectations

Commitment:

- Invite the Career Prep class (no more than 25 individuals) to your business on a Monday afternoon from 1:30pm to 2:45pm.
- Provide tour of the business highlighting the business and offering general information on positions/job qualifications.
- Give presentation on workplace expectations. PowerPoint presentation is available upon your request.

2) Give a presentation on developing resumes and interviewing skills

Commitment:

- On either the afternoon of November 6th or November 13th provide a presentation at PLHS on resumes and interviewing.
- Materials are available to assist SHRM volunteer with the presentation.

3) Assist with mock interviews at PLHS

Commitment:

- In the month of December approximately (5) SHRM members are needed to participate in mock interviews with students.
- The volunteer will provide applications for specific positions at their business.

If you are interested and would like additional information, please contact:

Cristy Bidinger
JobLink, a division of Cottonwood, Inc.
Ph/785-840-1626
Email: cbidinger@cwood.org

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	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 Janice Johnson	janicej@vna.lawrence.ks.us
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
Jayhawk Chapter SHRM
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