



Lawrence, KS #486

# THE RESOURCE

December 2014



## 2014 December Holiday Social



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If you are a member of the Jayhawk Chapter of SHRM for 2014, you can join us at our annual December Holiday Social on Tuesday, December 9th for FREE!

If you're not a member and you join (dues paid) by Tuesday, December 9th, you will get your meal for free, too. You can register and pay online, or download a membership application (from our website [www.jayhawkshrm.org](http://www.jayhawkshrm.org)) and bring your completed application and payment for dues to our meeting on Tuesday, December 9th. For more information about joining, contact Angela Fleming at [membership@jayhawkshrm.org](mailto:membership@jayhawkshrm.org).

If you don't want to join our Chapter yet, just join us for lunch. Guests can attend for a cost of \$20.

Because this is a catered meal, we **MUST have your RSVP no later than Friday, December 5th at noon.**

Be sure to **bring a gift for our "white elephant" gift exchange.** The gift must be valued at \$10 or LESS. Feel free to re-gift or bring something with your company logo (coffee cup, note pad, etc.).

We'll also be selling chances to win some great prizes. All money collected will go to the SHRM Foundation. Bring some \$1s (or more if you'd like). You could be a winner! We would love drawing donations. If you are able to make a donation for the drawings then please contact Keri Rodriguez ASAP at [networking@jayhawkshrm.org](mailto:networking@jayhawkshrm.org) or by calling 785-691-6969.

We hope to see you on **Tuesday, December 9th at 11:30 AM at Pachamama's!**

To register, go to [www.jayhawkshrm.org](http://www.jayhawkshrm.org) and click on Upcoming Events.

### SHRM Foundation Drawing

Don't forget to bring cash or your check books to purchase tickets for a chance to win some wonderful prizes.

Tickets for the Foundation Drawing will be:

- 1 for \$2
- 3 for \$5
- 7 for \$10

**Renewal of Jayhawk Chapter Membership Dues Now Available Online!!**

2014 December Holiday Social  
**Tuesday, December 9, 2014**

Time: 11:30 a.m. to 1:00 p.m.  
Registration begins at 11:15 a.m.  
11:30 a.m. Buffet Lunch Available  
11:45 Opening Business, Chapter

Announcements  
12:00 Speaker Presentation  
1:00 Meeting Adjourned  
Location: Pachamama's Alton Ballroom  
800 New Hampshire Street, Lawrence, Ks 66044

Cost:; Guest \$20 if pre-registered by Thursday noon December 5th.

**THIS IS A CATERED MEAL, PLEASE RSVP NO LATER THAN THURSDAY, DECEMBER 5TH.**

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



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



**2014 Board of Directors****President**

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[www.jayhawkshrm.org](http://www.jayhawkshrm.org)**President's Message**

"A group of people get together and exist as an institution so they are able to accomplish collective that they could not accomplish separately." - David Packer, late co-founder of Hewlett-Packard

December is upon us and as we begin to close the books on 2014 I want to share some of the Board of Directors activities this past year. Our role is more than just the day-to-day and month-to-month management of our chapter but also meeting the obligations that the national SHRM organization expects of us. We have tried some things which worked well and some that didn't really get off the ground.

We started the year doing roundtables to discuss what you were looking for from your membership. Several ideas were presented but the general consensus is that the chapter was looking for more ways to network and interact. Consequently we started the LinkedIn Question of the Week to share information and ideas on HR issues. Additionally a couple of after hour networking events were held. An on-line book group was attempted but unfortunately due to low interest and participation did not get off the ground. While this is just the beginning, I am hopeful that interaction and engagement will continue in the future.

Our website is in the process of being completely revamped and should be unveiled sometime in January. The previous website was difficult to administer and required a lot of time and energy on the part of multiple people. The new site is being hosted by SHRM and the hope is that we will be able to bring you updates and information in a much timelier manner.

Looking forward we have some exciting goals for 2015. The Chapter has partnered with Work Well Lawrence for our annual SHRMinar so in April 2015 we will have Dr. Rosie Parks speak regarding wellness as part of an organizations culture. There is a lot of excitement about revitalizing the KU SHRM Chapter. Finally, we hope to implement some new and exciting ways for our chapter to engage with our community in a way that utilizes our specific HR expertise.

I am pleased to announce that our 2014 HR Volunteer of the Year is Lori Carnahan. She has been a member of the Jayhawk SHRM chapter since 1995. In addition to her role as Human Resources Manager for the City of Lawrence, Lori has also volunteered her time to numerous organizations including USD 342 Board of Education, Heartland Regional Drug and Alcohol Center Board of Trustees, Willow Domestic Center Board of Directors, and GaDuGi Safe Center Board of Directors.

Happy Holidays!

Submitted by,

Heather Bunker, SPHR  
President, Jayhawk Chapter SHRM  
presidentelect@jayhawkshrm.org



**2014 HR Volunteer of the Year**  
**LORI CARNAHAN**

The Society for Human Resource Management of Johnson County Presents

## Jeff Havens

“Us Vs. Them”



**Thursday, December 11, 2014**

**Ritz Charles Convention Facility**

**9000 W 137<sup>th</sup> Street**

**Overland Park, KS 66221**

**Cost \$35**

**11:00am Networking**

**11:30am Luncheon**

[Click here for a personal SHRMJC invite from Jeff Havens](#)

Frustrated by how impossible it seems to manage four distinct generations, with four different strategies, all at the same time? Feel like it is always you that is being asked to “make an adjustment?” Then *US Vs. Them* is exactly what you need. In this hysterical keynote, you’ll get a simpler way of looking at your own generational picture.

Want more information about Jeff? Visit [www.jeffhavens.com](http://www.jeffhavens.com) then join us to laugh and learn more than you thought was possible in a single presentation. Because improving your generational issues doesn’t have to be boring!

This program has been pre-approved for 1 General Credit Hour

Registration open now...don't miss this exciting meeting!

[CLICK HERE](#) to register now or visit our website at [www.shrmjc.org](http://www.shrmjc.org) (Calendar of Events)

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## Mark Your Calendars – 2014 Upcoming Event

Join the Jayhawk Chapter of SHRM and WorkWell Lawrence for the 2015 WorkWell SHRMinar. Dr. Rosie Ward will present on aligning organizational and wellbeing to transform culture and enhance the employee experience. Registration will be open soon. If you are interested in being a sponsor for the event contact Debbie Snyder at professional-development@jayhawkshrm.org for more information.



# SAVE THE DATE

## TUESDAY, APRIL 14, 2015

Holiday Inn, Lawrence, KS

## WorkWell SHRMinar

### Creating a Thriving Workplace Culture

Featuring Rosie Ward, Ph.D.



[www.DrRosieWard.com](http://www.DrRosieWard.com)



## FOUNDATION NEWS

When you donate to the SHRM Foundation you are helping promote HR research, career growth and you help professionals gain access to scholarships to aid in their education in the HR field. The stronger our Foundation is, the better we become.

I wanted to take a moment to say Happy Holidays to everyone! I hope everyone has a great time. Please remember the SHRM foundation will be taking donations at the December meetings to be entered into the raffle. Thank you and keep warm!



Submitted by,

Holly Goodman  
Foundation Activities Chair  
[foundation@jayhawkshrm.org](mailto:foundation@jayhawkshrm.org)

## Diversity Ferguson, Mormons, Men/Women – Lawrence, KS

Privileged white people will be relieved to read Benjamin Watson's thoughts about the Ferguson Decision and surrounding events. At least I was. Just Google Benjamin Watson, or Facebook him and scroll down to Nov 25<sup>th</sup>. Or go to my Facebook and scroll down to Nov 28—I want people to read that, just like I want people to read "The Book of Mormon: Another Testament of Jesus Christ." And since I've already mentioned race and religion to a group of HR professionals I'd might as well cross the third line of politics and defiantly state that I want political parties to stop the vicious characterizations and mischaracterizations of their opponents, and start **thinking with**—each other.

**Thinking With?** Have you read the Facebook #Ferguson page? How can I possibly understand someone who has such different experiences than I have? The fact that "Men are from Mars and Women are from Venus" suggest that we have enough difficulty getting along with people of our own choosing, so how can we even hope to get along with people that come from cultural, language and religious backgrounds that seems worlds apart?

**Think With!** Actions following words follow thoughts. "Thinking with" means to change the way we think about other groups, to think WITH other groups---to basically eliminate "groups" in our minds by striving to think about everyone as a human being. We all are—it shouldn't be so hard. It's easy to think about small children of other groups simply as "human beings" because little children of 1-2 years are so accepting—they haven't learned to think badly about anyone yet. Have you seen the photo of the two little black children holding signs that say "Don't Shoot" with little blood-red hand prints below it?

**Human Beings.** When we begin to see others as human beings with hopes and fears as legitimate as our own...a transformation in our hearts occurs. We can think as if we are them. ...What if I felt the sadness of that individual? What if I felt their pain? What if they were in my shoes and I was in theirs, such that they thought about me the way I think about them?

How do we help our workplaces become more welcoming of diversity? Albert Schweitzer listed the 3 best teachers as: "Example, example, example." And how do we get ourselves to accept people whose race, religion, gender, sexual preference, clothing, accent, homelessness, felonies, or look of seething anger in their eyes makes it hard for us to accept them as a human being? The best book I know on the subject is "The Anatomy of Peace" by the Arbinger Institute. To be honest I think The Book of Mormon is even better, but a religious book would be hard to use in a business environment. If you're curious about peace of mind, peace in a relationship, racial peace or whirled peace..."The Anatomy of Peace" will be a fast and fascinating read. It is easy to understand and immediately applicable.

I have been challenged by serving as Diversity Chair this year. It has helped me to evaluate my thoughts, prejudices, and privileges... things that I took for granted before. Thank you for allowing me to serve in this role this year, and if you're thinking about volunteering to be the Diversity Chair in 2015 I encourage you to do so!



Peter Steimle  
Diversity Chair - Jayhawk Chapter of SHRM  
[diversity@jayhawkshrm.org](mailto:diversity@jayhawkshrm.org)

## LEGISLATIVE NEWS

### **President Obama to Announce Executive Action on Immigration**

By: Donald Berner

11/20/2014

President Obama is scheduled to announce his executive action on immigration tonight in a nationally televised speech. The details of the plan will become clearer in the coming days; however, the early information seems to indicate an expansion of the already existing deferred action program. This latest executive action (or frankly inaction) will expand coverage to another group of illegal aliens estimated to number around five million. Putting aside all the rhetoric surrounding the action, President Obama will simply be promising all those in the eligible population (those living in the U.S. for at least five years) that apply to not deport them. In addition, those individuals will be able to obtain a work authorization document which will allow them to legally work in the United States. Stay tuned tonight and in the coming days as we get a better understanding of the full details of the proposal. The key thing to remember is to tune out the political rhetoric from all sides and focus on the facts and details of the executive action. From all indications, President Obama won't be doing anything different from what was already done several years ago when the deferred action program was launched.

### **EEOC Concern About Targeted Job Advertisements**

By: Donald Berner

11/19/2014

Does your company utilize social media outlets to recruit employees? If so, you might take a moment to consider the EEO risks of utilizing targeted advertising the social media sites utilize on your behalf. If your social media hiring is being targeted to a narrow set of social media users it could leave you exposed to an accusation of discriminatory hiring practices. The possibility that your ads are being targeted at a specific age, race, gender, or ethnic population could attract the EEOC's attention. This risk can be particularly high if your hiring is heavily utilizing targeted advertisements of this nature.

### **EEOC Catches Grief Over Wellness Plan Litigation**

By: Donald Berner

The political maneuvering following the mid-term elections has begun. The expectation of more Congressional "oversight" continues to become a reality. In a recent Senate hearing, the EEOC Commissioner and the EEOC General Counsel were roughed up a bit over the EEOC's recently filed wellness plan litigation. (Click here for Jason's prior article on the litigation) The clear message coming out of the Senate hearing was that the EEOC should think very carefully before engaging in the course of filing litigation against employers as it relates to wellness plans. One of the criticisms directed at the EEOC was the lack of ADA guidance as it relates to wellness plans. Look for this to get further attention as the new legislature convenes in 2015



Submitted by:  
Scott Criqui  
Legislative Affairs  
legislative@jayhawkshrm.org

## Financial Report

Current Assets: 11/30/2014

CD's:		
91-Day (2/4/14)	\$	n/a
182-Day (3/7/14)	\$	5,135.17
12-months (5/13/14)	\$	8,483.88

Checking Account:	\$	1,249.87
Pay Pal Account	\$	569.75
Petty Cash:	\$	100.00

<b>Total:</b>	<b>\$</b>	<b>15,538.67</b>
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