



JAYHAWK CHAPTER

Lawrence, KS #486

# THE RESOURCE

February 2015



## Pre-Employment Tools in the Selection & Recruitment Process

Presented by Gretchen Adamson & John Wright

February 10, 2015

Join us for an interactive discussion on the utilization of pre-employment tools in the selection and recruitment process. John Wright and Gretchen Adamson will share their experience with pre-employment tools, including how they reduced turnover and increased predictability of success in placements. They will discuss several tools and highlight the process of the Culture Index Survey. In addition, they are offering participants with an opportunity to complete the Culture Index Survey to see first-hand how it works.

If you are interested in completing the Culture Index Survey, send email response to Mary McKenzie, VP of Development, by noon on February 6<sup>th</sup>.

- Send email to: [Mary@kathy-perkins.com](mailto:Mary@kathy-perkins.com).
- Subject line: February SHRM
- Provide your name, company name, and email address.
- You will receive your own personalized Culture Index Survey results.

Gretchen Adamson is a HR professional with 15 years of experience. She gained her experience working for an international water well, mineral exploration and energy services company. In 2001, she earned a Master's in Human Resources from Ottawa University and has her PHR. Although she has a generalist background, she gravitates toward the Talent Management areas of HR. Her expertise lies in employee relations, training and development, talent acquisition, coaching succession planning and assessments. Gretchen is certified in the Myers-Briggs Type Indicator and is a Licensee of the Culture Index.

John Wright has spent his entire professional career in a variety of leadership roles ranging from entry level manufacturing supervisor to the C Suite level as Senior Vice-President of Human Resources. In addition to his numerous years in Human Resources John also gained progressively higher levels of responsibility in the areas of manufacturing, operations, administration, sales and quality. In all of these roles John had individuals reporting to him and engaged in coaching and developing employees ranging from entry level production workers to Staff Executives and Division Presidents.

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### Tuesday, February 10, 2015

Registration begins at 11:15 a.m. \* 11:15 a.m. Buffet Lunch Available \* 11:45 Opening Business /Chapter Announcements \* 12:00 Speaker Presentation \* 1:00 Meeting Adjourned

**NEW** Location: Maceli's, 1031 New Hampshire, \*\*Parking is available across the street and in the parking garage at the north end of the block.

Cost: \$15 if pre-registered by Thursday noon deadline prior to chapter meeting \* \$20 after Thursday noon pre-registration deadline or walk in at the door.

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



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**President's Message**

As I sit here writing this message for our February newsletter, I'm watching and listening to the live stream of President Obama's speech here in Lawrence, KS. Regardless of what your personal politics may be, it's another reminder of what an amazing country we live in---one in which the president could visit your town to talk about the Kansas Jayhawks, one in which we can have differing opinions about the state of the union without fear of reprisal, and one where our laws evolve according to feedback from constituencies.



When I had the privilege of traveling to Washington D.C., as part of my role as president-elect of the Jayhawk chapter of SHRM, to attend SHRM's annual leadership summit last fall, I was able to take a bit of time out to tour the Capitol for the first time. It frankly was a bit of an emotional experience for me—for some reason it hit me harder than prior trips—that we truly are a unique and free country. It also piqued my interest to be more aware and possibly more involved with legislative issues: locally, regionally and nationally.

To that effect, Kansas State SHRM is sponsoring an Employment Law and Employee Benefits conference February 18-19 in Topeka, Kansas. It will include time to visit our lawmakers in the state capitol. More info found here: [http://www.ksshrm.com/events/event\\_details.asp?id=577522&group=](http://www.ksshrm.com/events/event_details.asp?id=577522&group=). There also is an opportunity to attend the national SHRM Employment Law and Legislative Conference, March 23-25 in Washington, D.C. If neither of those are an option, I'd encourage you to "stick your toe in the water" and become familiar with SHRM's A-Team which is SHRM's advocacy group that represents HR issues in Washington D.C. If you join the team, they will send out alerts about pending HR issues and provide you with talking points to write a letter to your congressman or woman. You can find more info on the national SHRM website.

God Bless America!

Sincerely,  
Kelly Calvert, SPHR, SHRM-SCP  
President, Jayhawk Chapter SHRM  
[presidentelect@jayhawkshrm.org](mailto:presidentelect@jayhawkshrm.org)

**We Need You!!**

We still have a couple board positions open for 2015. Please contact a current board member if you are interested in hearing more!

## Member Spotlight

This month we are beginning our Spotlight section of the newsletter as a way for us to get to know our members a little better. We had two fantastic ladies volunteer to go first.



**Kelly Calvert, SPHR, SHRM-SCP** (left) is the HR Director at The World Company/Lawrence Journal-World/KUSports.com. She is also the President of the Jayhawk Chapter of SHRM for 2015. She started amassing her knowledge of the Human Resource field by tackling HR projects her mentor at Payless ShoeSource Corporate would give her which helped build her confidence. She also credits her dad with being an influence in her professional life. Having worked for several large steel companies over the years, he provides Kelly with amazing advice when she has a questions or concern. In her spare time, Kelly enjoys spending time with her three children and friends, cooking, boxing, and reading. She also enjoys fires in the fireplace when it is wintertime.

**Heather Bunker, SPHR** (right) is a Staffing Specialist with Manpower and the current Past President of the Jayhawk Chapter of SHRM. She enjoys connecting people to work and making a positive impact in their lives. Heather started in HR when two people saw the potential in her to be successful and recruited her into the field. She is also grateful to the many people who have influenced and mentored her throughout her career. When she is not working, Heather is busy chasing an active toddler. She also likes to read, watch live theater, have a nice glass of wine, and spend time with her friends. When the colder weather hits, she enjoys drinking hot chocolate, wearing sweaters, and snuggling into a comfy blanket to watch the snow fall.



We would like to thank everyone who has already renewed their membership for 2015! As a reminder, our standard membership runs from January 1st through December 31st. If you haven't done so, please take a moment now to renew, so you can continue to take advantage of the benefits of local membership through 2015.

You are able to renew your membership in one of two ways – online or by mail, by completing a paper application. With our website currently under construction, our online renewal process has slightly changed. You can complete the online registration form at [www.jayhawkshrm.org](http://www.jayhawkshrm.org), but instead of making payment at that time, you will receive an invoice from our VP of Finance, Barry Kingery. Or if you prefer to renew by paper, an application may be acquired by emailing myself directly at [membership@jayhawkshrm.org](mailto:membership@jayhawkshrm.org). If you opt to pursue the latter, please mail your application with due payment to:

Jayhawk SHRM  
P.O. Box 442033  
Lawrence, KS 66044

We hope that you continue to be a part of it and renew your membership for 2015! It is going to be a very exciting year for our chapter!!!



VP of Membership  
Angela Fleming, PHR, SHRM-CP  
[membership@jayhawkshrm.org](mailto:membership@jayhawkshrm.org)

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## Chapter Sponsorship – “Silver, and Gold, and Diamonds--Oh My!”

I need your help.

You know those sales people whose job it is to contact HR professionals? They are precisely the people who we should invite to sponsor our SHRM meetings, newsletters and events. Once upon a time, an old prospector kept having rock slides block the entrance to his gold mine, and in his fury he would dump the rubble over the edge of a cliff. One day he discovered that there was silver in those rocks! Have you heard the term “Standing in your own acre of diamonds?” Perhaps it's a stretch to call sales people an acre of diamonds, but if their goals can align with our goals—that would be good for everybody!

Please forward their emails or contact information to me—put “SHRM Sponsor” or something like that in the Subject line—and I will reach out to them. Send them to: [psteimle@ljworld.com](mailto:psteimle@ljworld.com)

Warm regards,



Peter Steimle  
Sponsorship - Jayhawk Chapter of SHRM

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Happy  
Valentine's  
Day

## Thinking about Pursuing HR Certification?

As we begin 2015, you may be considering pursuing HR certification to add to your credentials. Effective 1/5/2015, you will now have options regarding the source of your certification. Certification from the Human Resource Certification Institute (HRCI) continues to be available. HRCI was established in 1976. In addition, SHRM has decided to venture into the world of HR certification offering two levels of certification, SHRM-CP (Certified Professional) and SHRM-SCP (Senior Certified Professional). For those who currently possess HRCI certification, SHRM is extending the opportunity to obtain your initial SHRM certification at no additional expense. You will need to (1) document that your current certification is in good standing, (2) sign the Code of Ethics, and (3) complete a brief online tutorial focusing on HR competencies. You can go to [shrmcertification.org/pathway](http://shrmcertification.org/pathway) for details on how to add the new credentials. For those seeking new certification, details regarding the certification process can be found at [shrmcertification.org/2015](http://shrmcertification.org/2015).

For those seeking certification through HRCI, you can go to the HRCI website, [www.hrci.org](http://www.hrci.org), to access all of the information needed to work through the process of certification or recertification. This site is a very helpful resource regarding the certification process for HRCI.

The Jayhawk SHRM chapter will continue to seek to provide meaningful learning opportunities that can be used to earn recertification credits for either HRCI or SHRM. The Jayhawk SHRM chapter has been designated a preferred provider of Professional Development Credits (PDC's) that can be used for recertification of the SHRM-CP and SHRM-SCP.



Please contact Dennis Meier, Certification Chair if you have questions

## Financial Report

Current Assets: 1/31/15

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:	\$	4,053.75
Pay Pal Account	\$	384.21
Petty Cash:	\$	100.00

**Total:** \$ 18,157.01



Prepared by: Barry Kingery  
VP Of Finance  
[finance@jayhawkshrm.org](mailto:finance@jayhawkshrm.org)

## Job Fair McConnell AFB March 11, 2015

You are cordially invited to participate in the McConnell Air Force Base NO FEE Job Fair. The Fair will be held on Wednesday, March 11, 2015 from 10 a.m. to 2:00 p.m. in the Robert J. Dole Community Center, Building 412, McConnell Air Force Base, Kansas. This event is sponsored by the Airman & Family Readiness Center.

The Job Fair will give your company the opportunity to meet highly-skilled, well-trained members of our varied workforce. Our clients include military members, federal employees, family members, military retirees and veterans with a wide range of technical, managerial, and clerical skills. Our people are dependable, disciplined, and reliable. We are confident that you will be pleased with their qualifications.

You can advertise employment opportunities with your company, take applications, and conduct interviews on the spot. Since many job seekers may attend the Job Fair over their lunch hour, we ask that you make arrangements for your company representative to remain at the booth during the entire four hours. They may want to purchase food and eat at their booth.

We sincerely hope you will attend this NO FEE Job Fair offered at McConnell AFB. We suggest early registration in the event we are unable to accommodate all employers. Please contact me at 316-759-3280 to request a registration form. Registration forms must be returned to later than February 25, 2015.

### New Jayhawk SHRM Website

As an existing member of the Jayhawk SHRM Chapter, your basic information has been imported into our new website. When we roll out our new site on or before February 3. You will receive an email with instructions on how to logon to our website site and establish your own password. If you have not received this message by Monday, February 9, 2015, please contact Angela Fleming, VP of Membership at [membership@jayhawkshrm.org](mailto:membership@jayhawkshrm.org) for assistance.

Once your user information has been received, please take a moment to log onto the new website and complete your online profile. As was discussed at our January Chapter meeting, this tool will help you network with others in our Chapter by having access to contact information and being able to identify the functional areas that each of us specialize in. **This directory will only be as beneficial as YOU make it – so make sure to take the time!**

If you have not yet renewed your membership for 2015, you will be able to do so on our new site, by following the prompts below:

Log on to [www.jayhawkshrm.org](http://www.jayhawkshrm.org) and use your User Name and Password to access the full website – which includes a “Member Only” section

- Click on the “**Members Only**” tab and then select the “**Membership Renewal Form**” link. This will advance you to a website that asks that you confirm various information about yourself – including your name, company name, job title, certifications, etc.
- Once you have fully populated these fields, enter in the captcha test field and click “**Submit**”.
- You will then advance to a page that allows you to select your membership level. To remit payment, click on the yellow “**Add to Cart**” button.

This will direct you to the PayPal website where online payments can be remitted.

If you would prefer to access a paper copy of our membership application, one can be found under the “About Us” tab under the menu heading “Join the Jayhawk Chapter of SHRM”. If you have difficulty locating this document, please contact Angela Fleming, VP of Membership at [membership@jayhawkshrm.org](mailto:membership@jayhawkshrm.org) for assistance. All paper applications can be remitted with payment to:

SHRM Jayhawk Chapter  
PO Box 442033  
Lawrence, KS 66044

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### KU Alumni Association Event

**You are invited to connect with the KUAA Networking Program.** The luncheons will be quarterly and cover a variety of topics in developing a career and also serve as a way to network with local business professionals. The first luncheon will focus primarily on the Lawrence job market and a career in entrepreneurship in Lawrence:

#### **Lawrence Network Luncheon at the Adams**

Thursday, February 5 at Noon  
Adams Alumni Center  
1266 Oread Ave.  
Lawrence, KS, 66045

The event will feature a panel with three local business experts: [Brady Pollington](#), c'02, of The Economic Development Corporation of Lawrence & Douglas County; [Wally Meyer](#), director of entrepreneurship programs at the KU School of Business; and [Cyndi Hermocillo-Legg](#), small business facilitator for the City of Lawrence.

[Register here](#). The cost is \$5 for KU Alumni Association members and \$15 for nonmembers. Presidents Club members may attend at no cost.

## KS SHRM 2015 Employment Law & Legislative Conference Feb. 18-19, 2015 Topeka, KS

Registration for the KS SHRM 8<sup>th</sup> Annual Employment Law and Employee Benefits Conference is now open. Register at [http://www.ksshrm.com/events/event\\_details.asp?id=577522&group=](http://www.ksshrm.com/events/event_details.asp?id=577522&group=) Early bird expires on January 22, 2015.



Register online at [www.KSSHHRM.com](http://www.KSSHHRM.com)

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Recognizing the changing HR environment, KSSHHRM revised the 2015 Conference to meet the HR professional's needs. The Conference will include a full day of Employment Law issues Wednesday and Employee Benefits on Thursday. If you are involved or interested in the legislative process that forms HR laws in Kansas, you have the option of attending a special half-day session at The Kansas Statehouse on Thursday. Don't miss this opportunity to gain 17 hours HRCI credit, network with other HR professionals, and learn the tips, tools, and resources to help your company mitigate risk.

### Wednesday, February 18th

- 8:15 a.m. Registration & Continental Breakfast
- 8:45 a.m. Welcome & Opening Announcements
- 9:00 a.m. **Getting to Goodbye: Termination & Beyond**  
*Trina Le Riche\*\*, Ogletree Deakins*
- 10:00 a.m. **Hiring: Before and After**  
*Jill Waldman\*, Lathop & Gage, LLP*
- 11:00 a.m. Break
- 11:10 a.m. **FMLA/ADA Update**  
*Sue Willman\*, Spencer Fane Britt & Browne, LLP*
- 12:10 p.m. Lunch
- 1:00 p.m. **Discrimination/Retaliation in Sex, Age & Race**  
*Chris Howard\*\*, Littler Mendelson*
- 2:00 p.m. **EEOC: Pregnancy, Wellness Plans & Others**  
*Andrea Baran, EEOC Regional Attorney*
- 3:00 p.m. Break
- 3:10 p.m. **Immigration in 2015**  
*Mira Mdivani\*, The Mdivani Law Firm*
- 4:10 p.m. **Legislative Update**  
*Natalie Bright, Bright & Carpenter and  
Trinidad Galdean\*, Hinkle Law Firm*

\*Sageer Lawyers for 2014 in Kansas or Missouri    \*\*Sageer Lawyers Rising Stars for 2014 in Kansas or Missouri

### Thursday, February 19th

**Optional breakout for Day on the Hill – 8:15 a.m. to noon**  
8:30 a.m. *Committee Hearings* • 11:00 a.m. *Observe House Activities*

- 8:15 a.m. Registration & Continental Breakfast
- 8:45 a.m. Welcome & Opening Announcements
- 9:00 a.m. **Troubled Plans & How to Fix Them**  
*Eric Namee\*, Hinkle Law Firm*
- 10:00 a.m. **Fiduciary Obligations Under ERISA**  
*Stanley Schroeder, Ogletree Deakins*
- 11:00 a.m. Break
- 11:10 a.m. **HIPAA: What Do Self-Insured Employers Need to Know?**  
*Brooke Aziere\*\*, Foulston Siefkin*
- 12:10 p.m. Lunch
- 1:00 p.m. **ACA Update & Beyond: Health Welfare Plan Considerations**  
*Tom Dowling, Stinson Leonard Street and  
Kathy Robinson, DOL-EBSA*
- 3:00 p.m. Break
- 3:10 p.m. **The Federally Facilitated Marketplace**  
*Linda Sheppard, Kansas Health Institute*
- 4:10 p.m. Closing Remarks

### REGISTRATION FEES

(Includes Wednesday and Thursday sessions and optional Day on the Hill session)

#### EARLY BIRD

(Prior to 1/22/15)

SHRM MEMBER - \$199 or NON-MEMBER - \$249

#### REGULAR

(1/23/15 and after)

SHRM MEMBER - \$249 or NON-MEMBER - \$299

Cancellations received before January 23, 2015 will be refunded. No refunds after January 23 — substitutions are acceptable.

ABOVE FEE DOES NOT INCLUDE HOTEL CHARGES. TO RESERVE A ROOM CALL ONE OF THE FOLLOWING:

Capitol Plaza Hotel – 785.431.7200 • Ramada Topeka Downtown – 785.234.5400  
Holiday Inn Express – 877.786.9480 • Sleep Inn & Suites – 785.228.2500 • Courtyard Topeka – 785.271.6165

### 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)



## Mark Your Calendars – 2015 Upcoming Event

**SHRM 2015 ANNUAL  
CONFERENCE & EXPOSITION**  
June 28 – July 01 Las Vegas  
COMMIT TO YOUR CAREER & THRIVE TODAY



### INSPIRING SPEAKERS

Hear stories that will energize and motivate you



**Sheryl Sandberg**, COO of Facebook, **Marcus Buckingham**, best-selling author, and **Dr. Mehmet Oz**, world-renowned surgeon, will offer fresh perspectives and inspiring stories that can help shift your perspectives and deepen your understanding of leadership, motivation, and success. You'll hear from business leaders, HR practitioners, consultants and academicians.

#### Why Attend?

**Learn new skills and upgrade current ones.** No matter how long you've been in HR or what position you hold at your company, chances are there is still something you need to learn. Trends and law change, new strategies and innovations in HR happen all the time; to stay up-to-date you need an educational opportunity that provides you with the full range of HR knowledge.

**Network with your peers.** We know you've heard it all before, but networking is a huge part of your professional success. When you meet with your peers, you have an opportunity to collaborate, hear new ideas, and validate or change your perspectives. You may hear what others are doing and be inspired to implement something similar - or you could even hear another idea and realize you're already on the right track! You can find a mentor or become one, and even make connections to help you further your own career.

**Meet with new vendors and suppliers.** Our exhibitors are industry experts and solution-providers who truly what is happening in the world of HR and business - and they have answers to your questions. Invest time the exposition hall - our vendors are some of the best people for you to get to know if you want to learn more about what's happening in HR now - and what's going to happen in the future. Trust us: discovering innovative products and services is necessary to stay competitive in today's business world.

**Hear from the experts.** Our speakers are proven business leaders, strategists, practitioners and peers. Many of them are current HR professionals; others are well-respected industry leaders who know what you need to know. Our selection process for speakers is as rigorous as you'll find anywhere, and we make sure that you're hearing from the best. You'll get a solid grounding in tried-and-true HR fundamentals and unique insight into the innovative new practices that will change how the world does business.

**Have fun.** Let's be honest - the Annual Conference is a lot of learning packed into a short amount of time.

To register go to:

<http://annual.shrm.org/?>

[utm\\_campaign=Conf\\_Annual&utm\\_medium=webad&utm\\_source=chapters&utm\\_content=MultipleSizes&utm\\_term=RegisterNow](http://annual.shrm.org/?utm_campaign=Conf_Annual&utm_medium=webad&utm_source=chapters&utm_content=MultipleSizes&utm_term=RegisterNow)