



JAYHAWK CHAPTER

Lawrence, KS #486

THE RESOURCE

January 2015



2015 Hot Topics & Strategic Initiatives

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Please Join us on Tuesday, January 13 for our first luncheon of the year. We have another exciting year planned for our chapter members. Come hear about the 2015 strategic initiatives for the chapter and meet the 2015 board members.

This is also a great opportunity to network with chapter members and HR professionals, share your ideas of what you want to see the chapter take on, discuss hot topics and your challenges for the new year.

We look forward to seeing you on Tuesday!

Tuesday, January 13, 2015

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: \$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



ANNOUNCEMENT TO OUR MEMBERS!

Pachamama's is closing and will no longer be able to host our monthly luncheons. We will be at Pachamama's for our January and February meetings, but beginning in March we will be somewhere else "stay tuned for more details" on this

2015 Board of Directors**President**

Kelly Calvert, SPHR

Past President

Heather Bunker SPHR

President-Elect

Debbie Snyder

VP of Membership

Angela Fleming, PHR

VP of Finance

Barry Kingery

VP of Professional Development

Mary McKenzie

VP of Communications

Jenny Hiatt, PHR

Website Administrator / IT

Open

Certification Chair

Dennis Meier

Diversity Chair

Open

Foundation Activities Chair

Holly Goodman

Legislative Affairs Chair

Open

Social Media & Recognition

Keri Rodriguez

Volunteerism Chair

Cassie Gilmore

College Relations Chair

Lori Carnahan, SPHR

Sponsorship Chair

Peter Steimle

www.jayhawkshrm.org**President's Message**

Happy New Year! And an exciting New Year it will be for our local and national SHRM efforts! We are so happy to have you as a member of the Jayhawk Chapter of SHRM, and I'm looking forward to serving you and your interests in the coming year.

Pressing on many of our minds is the new SHRM - CP and SHRM -SCP certifications. I had an opportunity to become certified when I was at the national SHRM leadership conference this past November. It is very different than the PHR/SPHR. I would encourage each of you to reach out to our Certification Director Dennis Meier if you have questions. I'm happy to speak with you about the new certification as well. Years ago, I was the first member to be certified in our chapter, and I can now say that I'm the first person in the chapter to be certified with the new SHRM designation. That either makes me "long in the tooth" or just your average HR geek!—probably both!

With the announcement from Pachamama's about their business closing down, rest assured that we are actively looking for a new location to meet your needs. Who knows, by the time this is printed, we may have a decision regarding to where we will move our meetings.

I'm excited about the programs that are being planned for the coming year. Whether you have technical questions regarding HR practice areas, e.g., Benefits, Business Leadership & Strategy, Compensation, Diversity, Employee/Labor Relations, Organizational & Employee Development, Safety & Security, Technology, Staffing Management or you just look forward to networking with your peers, we are so glad to have you and hope that we continue to meet your needs. If you have any suggestions or thoughts, please don't hesitate to ever drop me a line at kcalvert@ljworld.com.

To anticipating good things in 2015!

Sincerely,

Kelly Calvert, SPHR, SHRM-SCP
President, Jayhawk Chapter SHRM
presidentelect@jayhawkshrm.org

Top 10 New Year's Resolutions

New Year's Eve has always been a time for looking back to the past, and more importantly, forward to the coming year. It's a time to reflect on the changes we want (or need) to make and resolve to follow through on those changes. Did your New Year resolutions make the top ten list?

1. Spend time with family & friends
2. Fit in Fitness
3. Tame the bulge
4. Quit Smoking
5. Enjoy life more
6. Quit drinking
7. Get out of debt
8. Learn something new
9. Help others
10. Get organized

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, 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. 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
membership@jayhawkshrm.org

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

Warm regards,



Peter Steimle
Sponsorship - Jayhawk Chapter of SHRM

“Nothing is IMPOSSIBLE,
the word itself says,
I’M POSSIBLE!”

- Audrey Hepburn

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 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.

For those seeking certification through HRCI, you can go to the HRCI website, 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: 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

Total: \$ 15,538.67



Prepared by: Barry Kingery
 VP Of Finance
finance@jayhawkshrm.org

The 2015 Jayhawk Chapter Board of Directors.

Name	Board Position
Kelly Calvert	President
Heather Bunker	Past President
Angela Fleming	VP, Membership
Barry Kingery	VP, Finance
Mary McKenzie	VP, Professional Development
Jenny Hiatt	VP, Communication
Debbie Snyder	President - Elect
Dennis Meier	Certification Chair
Lori Carnahan	College Relations Chair
Holly Goodman	Foundation Activities Chair
Keri Rodriguez	Social Media & Recognition Chair
Open	Diversity Chair
Peter Steimle	Sponsorship Chair
Open	Legislative Chair
Cassie Gilmore	Volunteerism Chair

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.



Katie Marx is an Account Executive with QPS Employment Group. She got involved in HR about five years ago when she worked for an independent IT training company. Katie has a passion for assisting others and has the opportunity at QPS to be a resource for her clients by working with employed and unemployed individuals to fill both direct hire and temporary needs. She credits her husband, Ryan, with being influential in shaping the type of professional she is today and enjoys spending time with him and her two sons when she is not at work. In the New Year, Katie looks forward to building and strengthening the relationships in the community and tying both Kansas City and Lawrence together.

Jennifer Alexander (right) started in HR about seven years ago when she applied for an HR Assistant position at PROSOCO where she was working as a receptionist. She completed her BA in Business Administration last year and is currently an HR Specialist. PROSOCO manufactures products for the construction industry such as those that clean and protect concrete and make building envelopes air- and water- tight. She draws inspiration from her manager and mentor, Ann Connor and enjoys helping the employees of PROSOCO achieve the work life balance that is valued by the company. When not working, Jennifer enjoys a number of activities including boating, baking, and spending time with her husband Travis and 2 year old son. In 2015, she will enjoy seeing PROSOCO's rebirth and rebranding of its logo and product packaging filter its way across the USA. She has another birth scheduled next year as well-a daughter due in April.



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

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



Register online at www.KSSHHRM.com

F E B R U A R Y 1 8 t o F E B R U A R Y 1 9 - T O P E K A , K A N S A S

TOPEKA AND SHAWNEE COUNTY LIBRARY • 1515 SW. 10TH AVENUE • TOPEKA, KS 66605

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

