



Lawrence, KS #486

THE RESOURCE

June 2014



**“Enchant Your Employees:
Avoid the Single Biggest Mistake HR Leaders Make that Keep their Staff Down”**
Presented by: Lyne Tumlinson

Tuesday, June 10, 2014

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Are you challenged these days to get everything on your plate under control... monitoring the legal issues, sourcing benefits, applying organizational strategy **PLUS** dealing with the human side of organizational change? We're in a "New Normal" for your organization and work force, dumping all the frustrations of conflict resolution, employee engagement and workforce planning right on your desk. In this session, you will learn to apply a single principle to your leadership approach to put you in balance and your staff/organization in alignment.

Bio:

Lyne Tumlinson helps small business and association staff executives shift leadership teams' energy-sucking conflicts and silo mentalities into engaged, high-performing focus. As a Leadership Team Coach, she integrates previous experiences as career services director at the Golf Course Superintendents Association of America (GCSAA), cross-cultural trainer at the University of Kansas, and outplacement assistant for a private HR consultant in Overland Park, as well as studies in psychology and professional coach training.

Tumlinson's multi-faceted interests and formal knowledge in personality, cultural diversity, and leadership development have been the perfect storm of preparation for her true calling. Tumlinson earned a Master's Degree from the University of Kansas and has studied Psychology, Business, and Russian studies. She completed professional training with the Coach Training Institute and certifications through Reach Personal Branding and is a member of the International Coach Federation with that certification currently pending.

HRCI credits are pending.

Tuesday, June 10, 2014

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.

We now accept credit cards at chapter meetings and all events.



REGISTER ONLINE: www.jayhawkshrm.org



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President's Message

Happy June to you! The SHRM Annual Conference is happening in Orlando June 22nd through June 25th. If you are lucky enough to attend then I am quite jealous. One of my HR goals is to attend one a year as there are always such amazing speakers.

Speaking of SHRM there has been a lot of conversations happening about the upcoming change in certification. We are monitoring this and will keep you updated. As of now, what we know for sure is that SHRM is rolling out changes so that it becomes more competency based but we do not yet know what form those changes will be. As the Board gets updates we will continue to update the chapter membership.

We've got lots of interesting events coming up over the next few months. On Tuesday, June 10th Lyne Tomlinson will be talking about how to "Enchant Your Employees". Tuesday, July 8th Kelly Tyler Byrnes will be discussing "5 Strategies to High Performance". We have another networking Happy Hour scheduled for Tuesday, July 15th from 5-7pm at The Eldridge. Finally, the Kansas State Conference is coming up in September to be held in Wichita. I know the summer can be crazy busy but I hope to see you at some of these.

Submitted by,

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

INSPIRATIONAL QUOTE FOR WORK

"A real leader faces the music even when he doesn't like the tune."
-- Arnold H. Glassgow

WELCOME NEW MEMBERS!!

Matt Douglas
VP Corporate Markets, SilverSaver

Tonja Haynes



Mark Your Calendars – 2014 Upcoming Events

June 10th

“Enchant Your Employees: Avoid the Single Biggest Mistake HR Leaders Make that Keep their Staff Down”

Presented by Lyne Tomlinson



July 8th

“The All-in Way: 5 Strategies to High Performance”

Presented by Kelly Tyler Byrnes

August 12th

“Putting RETIREMENT back into 401(K) education”

Presented by Grant Arends



VP of Professional Development
Debbie Snyder

professionaldevelopment@jayhawkshrm.org

Jayhawk SHRM Happy Hour

Tuesday, July 15, 2014

5pm-7pm

The Jayhawker Bar at the Eldridge Hotel

701 Massachusetts

Martini and Appetizer Specials until 6.

Drinks and appetizers are paid for on your own.



Take a midsummer break with Jayhawk SHRM at our next happy hour. Join us in The Jayhawker Bar at the Eldridge after work for some great conversation and a cool libation.

I hope to see you in July!!

Questions call Lori Carnahan 785-832-3202 or by email: lcarnahan@lawrencecks.org

SHRM Foundation Shaping the future of HR

130 Scholarships for SHRM Members

At the SHRM Foundation, we're shaping the future of HR by investing \$122,500 in scholarships for HR professionals like you. If you are a SHRM member pursuing a college degree or professional certification, we invite you to apply for an award.

20 Academic Scholarships

\$2,000 each

SHRM members* pursuing a graduate or undergraduate college degree (part-time or full-time) in HR or a related field are eligible to apply.

110 Certification Scholarships

\$750 each

SHRM members* working toward SPHR, GPHR, PHR are eligible to apply. Affiliated SHRM chapters and state councils organizing local certification preparation programs are also eligible.

Application Period Open – April 1-July 15, 2014

Apply online at shrmfoundation.org select “Scholarships and Awards.”

*Includes SHRM professional, general and associate members with active SHRM membership as of July 15, 2014

KANSAS LEGISLATIVE UPDATE

Post-employment risks—just when you thought you were finished with Difficult Dan

[Bracewell & Giuliani LLP](#); [James H. Kizziar Jr.](#) and [Amber K. Dodds](#)

Difficult Dan has been an employee long enough—his poor performance, adverse attitude, and carelessness have finally resulted in termination. Good riddance and nothing to worry about, right? Unfortunately, you may not be done with Dan just yet.

Employment discrimination laws, along with many additional state laws, apply to former employees. Claims can be based on employer activities that occur after employees cease employment. For example, an employee who complained of harassment before resigning pursued a successful claim for retaliation when her employer refused to rehire her based on her prior complaint. Similarly, an employee who was terminated and filed an employment discrimination charge pursued a retaliation claim when his employer gave a negative reference to a potential employer based on the filing of the charge. Another employee brought a claim against his former employer under the Americans with Disabilities Act because the employer disclosed information about the individual's medical condition to a potential employer who called for a reference. State-law claims such as defamation, breach of contract, and infliction of emotional distress may also be based on post-employment actions.

Employers should use just as much caution not to violate employment laws with former employees as they do with current employees or applicants. Fortunately, liability for many post-employment claims can be reduced through consistently applied post-employment policies. In particular, employers should carefully draft and consistently apply policies on references, eligibility for rehire and access to personnel files.

Employment references should be provided only by designated officials (preferably those with a Human Resources expertise). By centralizing the individuals who provide references, and training managers and supervisors to direct reference requests to the designated individuals, employers can ensure that they are providing consistent and objective references. Representatives who provide references should be trained to provide the same information for each individual, such as confirming the dates of employment and position held. Many employers choose to give only a neutral reference to prevent allegations of discriminatory negative references. In Texas, employers are protected from suit by Section 103 of the Texas Labor Code for providing truthful information about a former employee's job performance. However, many Texas employers find the benefit of consistently providing the same neutral reference information, and the resulting reduction in potential liability for defamation, a better policy than attempting to provide truthful information that is specific to each former employee.

Another issue for which employers should have a consistently applied policy is determining eligibility for rehire. Many employers maintain an "ineligible for rehire" list of former employees who were terminated for violations of policies, rules, or procedures. Employers should notify employees of such a policy in the employee handbook. By notifying employees of the policy during employment, they may be less likely to assume that being on the ineligible for rehire list is "personal." The determination of who is ineligible for rehire should be made by the same individual(s) for all former employees. Consistency is key—all employees with similar circumstances should be treated in the same manner regarding eligibility for rehire. Employers should consider maintaining an ineligible for rehire log, which compiles information on who is ineligible for rehire and the reasons for that action. This log can both help employers to consistently apply their policy and serve as evidence of consistent application if needed.

Finally, employers should also maintain and consistently apply a policy on employee and former employee access to personnel files. Although federal law does not require access to personnel files, seventeen states require access for employees and/or former employees. Most specify that access must occur within a certain period of time or in a certain manner. Texas law does not require current or former employees be given access to their personnel files. Employers should consider what level of access they are willing to provide to employees (including evaluating state law in the states where they operate) and consistently apply the policy.

Ultimately, employers should remember that former-employee Difficult Dan is protected by many laws for actions that occur after the end of his employment. By setting policies for issues such as references, eligibility for rehire decisions and access to personnel files, and treating former employees with the same respect with which they treat current employees, employers can significantly reduce liability for post-employment decisions.



Submitted by:

Scott Criqui
Legislative Affairs
legislative@jayhawkshrm.org

Volunteer Opportunity



Self Sufficiency and Health Goal Work Group Facilitator

Facilitate a regular meeting of United Way Community Partners, United Way Board leaders and other members of the community to make progress on the Self Sufficiency plan.

Time commitment: 2 hours a month in meetings and 1 hour a month in preparation with a two year commitment.

Benefits: Gain additional experience and improve facilitation skills and meeting management. Learn about the many programs going on in the community working to address Self Sufficiency.

Responsibilities: Lead the every other month workgroup meetings. Assure that reports and/or information shared in those meetings are appropriately recorded. Assure people address any conflicts or disagreements within the meeting. Provide leadership and guidance to United Way decision-makers regarding the workgroup process. Provide a written summary to the Community Impact Committee following each meeting (or at least to United Way staff)

Agency: United Way Of Douglas County | 2518 Ridge Court, Room 200 | Lawrence, KS 66046

Office Hours: 8am-5pm Monday-Friday

Contact: Lori Johns, Director of Volunteer Engagement

Phone: (785) 843-6626 **Fax:** (785) 843-3728 **Email:** rhvc@unitedwaydco.org

Need Type: Volunteer

This Need is ongoing

Agency Requirement: >21 years old



Scott Criqui
Volunteerism Chair
volunteerism@jayhawkshrm.org

SHRM Board Approves Plan for New HR Certification Based on Competencies

As an important and valued member of the SHRM community, I am pleased to share some exciting news with you. The Board of Directors of the Society for Human Resource Management (SHRM) has approved a plan to create a competency-based certification program for human resource professionals.

The new HR certification is based on the SHRM HR Competency Model, which consists of nine primary competency domains defined with behavioral proficiency standards across four professional levels -- entry, middle, senior and executive. The new certification will be the first of its kind focused on teaching and the testing of this practical, real-life information that HR professionals need to excel in their careers.

"The differentiator for HR professionals will not be what you know, but what you can do with what you know," said SHRM Board Chair Bette Francis. "SHRM has a responsibility to lead the profession towards a certification process that proves competencies. That will benefit the individual, the profession and employers by aligning HR with the changing demands of business."

Over the last three years, SHRM had conducted and validated research on behavioral competencies and has developed its own competency model to serve as a foundational resource for all HR professionals. SHRM is currently working on a certification program that will create a testing regime and governance model to provide integrity to the exam process.

SHRM plans to offer the first exam for the new competency-based certification in mid-2015. However, to ensure that no applicants are disadvantaged by this transition, SHRM will continue to support the PHR and SPHR certifications programs through the December 2014 - January 2015 test window. Other exams will be supported through their last test window in 2014.

"We have been working towards this for several years and are taking steps to ensure a smooth transition for SHRM members and HR professionals," said SHRM CEO and President Henry G. (Hank) Jackson. "We are creating a clear pathway for HR professionals who are already certified under knowledge-based credentials so they can move to the new SHRM competency-based certification. This certification will be relevant to all career levels, across all industries, and organizations around the world."

I know you are as excited as I am about SHRM's focus on competency-based certification and SHRM will be sharing updates with you about the new program in the coming weeks and at the Annual Conference.

Warmest regards,

Elissa C. O'Brien, SPHR

Vice President, Membership

SHRM



Leading People. Leading Organizations.

SHRM National Membership has it's Benefits!

Get things done more quickly

- *Solve your HR issues by reaching out to certified HR Knowledge Advisors for confidential one-one-one assistance
- *Quickly create HR documents by viewing sample documents in SHRM's sample document database
- *Reduce the learning curve or refresh your knowledge by using step-by-step instructional guides with How-To-Guides

Build your confidence

- *Gain insight on the latest trends in HR with original SHRM Research
- *Attend SHRM's world-class educational programs at a discounted member rate
- *Improve your knowledge across all HR Disciplines

Grow your professional network

- *You, along with 275,000 other members, are listed in the searchable Member Directory
- *Connect with members that share your interests by using SHRM Connect, SHRM's social networking site created for HR professionals
- *Join a local chapter for local networking

Visit the SHRM website www.shrm.org you will find resources to make your job easier and to overcome any HR challenge.

Register by May 30 to save

The Best HR Conference in the World
The SHRM Annual Conference, June 22 - 25 in Orlando, Florida is the must-attend HR event of the year - don't miss out!

This conference features:

- * **Keynote speakers** that will energize and inspire
- * **Over 200 concurrent sessions** that cover the full gamut of a complete HR education
- * **Preconference programs** to deepen your learning
- * **The SHRM Exposition** featuring over 600 solutions-providers
- * **Countless networking opportunities**
- * **A Tuesday Night show** featuring Tim McGraw

You'll return to your office with the strategies and skills you need to transform.

In Orlando, you'll get the comprehensive education and practical guidance you need to move forward in your career with confidence. The Tools You Need to Succeed

You'll get the education and tools to be a powerful leader, a confident advocate, a resilient employee, and a more skilled HR professional.

Featuring: Robin Roberts, Co-anchor, ABC's Good Morning America; Tom Friedman, Best-Selling Author; David Novak, Chairman and CEO, Yum! Brands; and, Mrs. Laura Bush, Former First Lady of the United States

Register now: annual.shrm.org



Financial Report

Current Assets: 05/31/2014

Checking Account: \$ 4,791.09

CD's:

91-Day (2/4/14) \$ 1,136.82

182-Day (3/7/14) \$ 5,128.78

12-months (5/13/14) \$ 8,483.88
\$14,749.48

Pay Pal Account \$ 343.57

Petty Cash: \$ 100.00

Total: \$19,984.14

Prepared by:

Barry Kingery

VP Of Finance

finance@jayhawkshrm.org



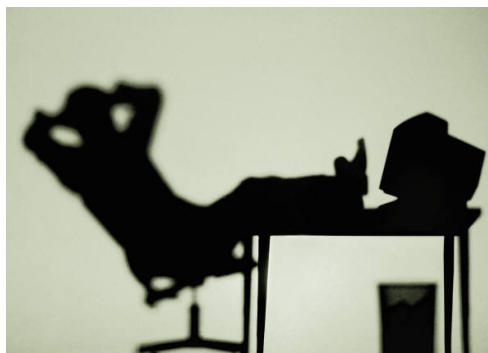
HAPPY FATHER'S DAY!

Find the time for downtime

You're rushed. You're overbooked. You're going at top speed. Yet the more you do, the less you seem to get done. But there's a way to stop this stressful cycle. Downtime! It's unstructured and usually unplanned time when you do something you really want to do -- or, even better, nothing at all. At least one hour of downtime two or three times per week is recommended.

Even when you give yourself permission, though, it can still be hard to spot opportunities to take a break -- at least at first. The following suggestions can help you find more time for yourself:

- Cut the cords. Don't feel you side world. Turn off your computer
- Say no to negative people who you with gripes, set boundaries. Tell the time to focus on solutions.
- Play hooky. Look over your where you might cut yourself some trip to the store?
- Brown-bag it. Instead of fighting home and find a quiet, pleasant walk.



have to respond to every signal from the out- and leave the cell phone behind.

drain you. If someone is constantly coming to the person you have only five minutes, then use

daily routine to see what's truly important and slack. Can you miss that meeting or put off that

the crowds at the cafeteria, bring lunch from place to enjoy it. Use the extra time to take a

- Seize the moment. The best downtime opportunities are often unplanned. Open your mind to what's happening around you and be willing to respond.

- Free your mind. Worries and other negative feelings can keep you from enjoying your downtime. To get rid of the clutter, visualize a vacuum cleaner as it pulls the bad feelings out of your head.

Relieve the pressure. Don't expect too much of your downtime. The point isn't to write the great American novel, it's just to relax.

Keep your expectations simple.