



Lawrence, KS #486

# THE RESOURCE

May 2014

## MAY 13, 2014 CHAPTER MEETING

### **“How to Feel Good and Stay Positive No Matter What”**

Presented by MK Mueller

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#### Presentation:

Challenging times are always full of opportunity. Employees today need reassurance that they can survive and thrive no matter way. International trainer and award-winning author MK Mueller has graduated from life's school of hard knocks with a sense of humor and an amazing “can do” perspective. Her engaging presentation is especially powerful because it is positively practical! Join MK for this “I’m so grateful I came” experience that everyone will be talking about this presentation for months to come. During this presentation you will discover:

- How just three minutes a day can change mood and energy levels
- How to make every decision and know it's the right one
- How to resolve defensive arguments for good
- How to turn BC (Blaming and Complaining) into AD (Action and Dreaming)
- How to target and turn around negative attitudes with the FGH formula

#### Bio:

Why is MK Mueller being referred to, by readers of her latest book, as the next Stephen Covey? Because this single mom took her lessons from a life challenging experience and turned them into an 8 step process that is helping tens of thousands of adults each year, and more recently, high school students, to find greater happiness and success. 8 to Great has become her passion and she now takes it to the boardrooms of Fortune 500 companies, homeless shelters, universities, prisons and the stages of international conferences. Dr. Phil mentioned 8 to Great on his show in January. Mike Dooley, from The Secret, believes her new book explaining the process could change the world. Like every motivational speaker MK had a rock bottom experience: she spent a month in a domestic violence shelter, leading to life changing insights which she immediately began sharing with others by starting a support group with five neighbors. In no time, hundreds were gathering to hear her message each week.

In 1997 Mueller published her first book, “Taking Care of Me: The Habits of Happiness”, which has sold over 80,000 copies and has been translated into Spanish and French. It includes the story of her recovery from domestic violence along with hundreds of success stories from her coaching clients.

In 2003, MK launched her 8 to Great Curriculum for middle and high schools. It is now taught in 12 states by over 600 certified trainers and growing rapidly through word of mouth and a national sales team. Most recently, she finished the book that the curriculum is based on “8 to Great: The Powerful Process for Positive Change”. The principles include startlingly fresh and simple definitions for risk, dreams, and a positive attitude definition that is sure to be in Webster's dictionary in the next decade.



#### **Tuesday, May 13, 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.

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

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## President's Message



"In all human affairs there are efforts, and there are results, and the strength of the effort is the measure of the result." – James Allen

There is so much going on in May that I'm not sure where to begin! First of all, we continue to look for new ways to network and interact so Lori Carnahan is hosting a SHRM Happy Hour on Tuesday, May 6<sup>th</sup> at Celito Lindo from 5-7pm. Our local student chapter of SHRM has also been invited. This sounds like a great way to meet some of those just entering our profession not to mention engage with other members we may not get to visit with very much at our monthly luncheons.

The KS State Council of SHRM has two events happening. On May 1<sup>st</sup> there is a Diversity Conference going on in Wichita. There are some great speakers scheduled and should appeal to HR professionals at all levels. Additionally the Russ Blosser Golf Tournament is taking place on May 16<sup>th</sup> in Newton, KS. The proceeds from that event go to scholarships benefiting students majoring in an HR-related field of study.

Finally, it is time to start thinking about our chapter's nomination for the George Trombold Award. This award is presented annually to an individual who exemplifies the highest standards of the profession by promoting and contributing to the transformation of the HR profession in their business organization and in their community. The winner will be announced at the Kansas State Conference being held in Wichita in September. If you are interested in nominating an individual please let the Board of Directors know by June 1<sup>st</sup>.

Submitted by,

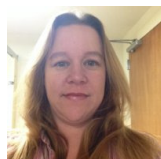
Heather Bunker, SPHR  
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### INSPIRATIONAL QUOTE FOR WORK

"Being busy does not always mean real work. The object of all work is production or accomplishment and to either of these ends there must be forethought, system, planning, intelligence, and honest purpose, as well as perspiration. Seeming to do is not doing." Thomas A. Edison

### **JOIN THE CONVERSATION VIA The Jayhawk Chapter of SHRM LinkedIn Group!**

Thank you to everyone who has participated in one of our LinkedIn conversations! We have gotten some great ideas about what books are helpful to read and how to better manage time. We will be having a drawing during the monthly meetings for everyone who has participated. If your company is interested in donating something for the drawing prize, please let me know.



Keri Rodriguez  
Social Media and Recognition.

## Mark Your Calendars – 2014 Upcoming Events

May 13<sup>th</sup>

### “How to Feel Good and Stay Positive No Matter What”

Presented by MK Mueller, Author of 8 to Great: The Powerful Process for Positive Change



June 10<sup>th</sup>

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

Presented by Lyne Tomlinson

July 8<sup>th</sup>

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

Presented by Kelly Tyler Byrnes



VP of Professional Development  
Debbie Snyder

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## Alternative Networking Opportunity – May Event Postponed

Unfortunately, due to low response rate, the May session of our virtual “book” club has been postponed until Wednesday, June 4<sup>th</sup>.

We hope that you will consider helping us test this alternative networking opportunity. Members who are interested in joining can contact Angela Fleming, VP of Membership at [membership@jayhawkshrm.org](mailto:membership@jayhawkshrm.org) to obtain teleconference information.

Those who participate will “virtually” discuss various books or articles that we have read that relate to specified topic – for June we will stick with Employee Engagement – which I’m sure many of you have great ideas on after hearing our April SHRMinar presentation by Leigh Branham!!



VP of Membership  
Angela Fleming, PHR

[membership@jayhawkshrm.org](mailto:membership@jayhawkshrm.org)

## Russ Blosser Annual Scholarship Fund Golf Tournament Coming in Mid-May

The event is set for Friday, May 16, at Sand Creek Station Gold Course in Newton, Kansas.

All proceeds raised will go to provide scholarships to full-time Junior/Senior undergraduates and graduate students at any State University in Kansas, who are majoring in a HR-related field of study with the demonstrated intent of working as an HR Professional.

Register online at [www.ksshrm.com](http://www.ksshrm.com) by Friday, May 9, 2014

Schedule: Check In & Lunch at noon  
4 person shotgun start at 1:00 p.m.

Cost: \$75 per individual or \$260 per team  
(cost includes green fees, cart, lunch, contest, prizes & fun)

### Contests!

- Longest Fairway Drive
- Closest to the Pin
- Longest Putt
- WIN A CAR Hole-in-One

### Prizes!

- Free round of golf
- Golf Bag
- Putter
- Gift Cards
- Cooler

and..... YES a CAR!



## Volunteer Update: Volunteering Helps Build Meaningful Relationships

By Micki Chestnut

When Janet Mills suddenly lost her husband of 59 years last spring, she couldn't bear to spend hours and hours alone in their home. So she sent up a flair to Allyson Leland, director of volunteer services at Lawrence Memorial Hospital. Mills needed to fill her schedule with volunteer work, STAT.

"I told Allyson I was going crazy and asked her if she would help me," Mills recounted. "She absolutely did."

Mills not only filled the empty hours with extra volunteer shifts at LMH, she also took a new volunteer position at Trinity In-Home Care, serving as the front end manager for this social service agency that provides supportive home care services and respite to caregivers. Trinity was so thrilled with all that Mills does to serve their clients that the agency nominated her for the United Way Roger Hill Volunteer Center's Wallace Galluzzi Outstanding Volunteer of the Year Award. She and more than 50 other volunteers will be recognized for their significant contribution to the community at the 2014 Celebration of Volunteers on April 10.

The friendships Mills has formed as a volunteer have had a significant impact on her life, especially in the hard months following her husband's death. "Some of the women brought us food, visited, and sat with me," she said, recounting how her fellow volunteers at LMH rose up to support her. "They have turned out to be my extended family. I feel needed, and they have provided me with belonging, something to do. You get so much more than you put into it."

"One of the biggest benefits volunteers experience is the opportunity to form new, and often deep and enduring, relationships with fellow volunteers, agency staff members and the people they serve," pointed out Shelly Hornbaker, coordinator of the United Way Roger Hill Volunteer Center. "Volunteering gives you a chance to connect with lots of new people, many of them folks you might not have a chance to meet any other way. Frequently the friendships transcend the volunteer experience and can be life-changing for the volunteer."

Forming personal connections is also what drew Molly Schemm to volunteer for StopGap Inc., which provides support for youths aging out of the foster care system. Schemm, a senior at Kansas University, teaches StopGap's outreach program that helps these students develop the skills they will need to survive in the world once they are 18, and, for many, completely alone.

"I thought StopGap was where I needed to be because I wanted to be a person in someone's life who said, 'Yes, you can!'" said Schemm.

"At the beginning of each semester of our outreach program the kids are very unruly, won't listen, talk over everyone, twirl around in their chairs, throw papers, etc. – you get the picture. Well, she claps her hands to get the kids' attention. Then, in softly spoken words, she discusses their aspirations. They seem to quiet down right away as though they have a sense of peace," described Justine Burton, the CEO and founder of StopGap, who nominated Schemm for the United Way Roger Hill Volunteer Center Wallace Galluzzi Outstanding Volunteer of the Year Award.

"We work on essential skills most kids would get from their families, like how to open a bank account, how to apply for a job," Schemm explained.

As she works with the students, they begin to trust her and friendships develop. So far, 100 percent of the students have graduated from the class, a testament to the personal connections Schemm forms with them.

"If I can walk away and one of these kids' lives is changed, they go to college and graduate, or get a successful job, I think I will have succeeded in my goal and I have really made an impact. I want to give these kids a sense of hope and a sense of purpose and desire to succeed."



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## Foundation News

One April 2nd, 2014 Mark Schmit, SHRM Foundation Executive Director, joined We Know Next for their #Nextchat live Twitter discussion series. The topic of discussion was the aging workforce. View the archived chat here: <http://www.weknownext.com/blog/nextchat-recap-the-aging-workforce>. Many thanks to We Know Next for allowing the SHRM Foundation the opportunity to discuss this increasingly important topic!



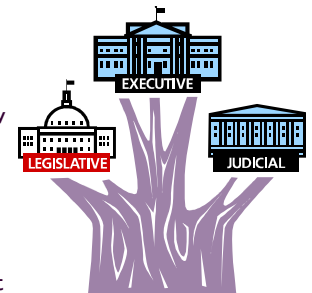
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## KANSAS LEGISLATIVE UPDATE

### IRS Clarifies Impact of Health FSA Carryover on HSA Eligibility

By: Jason Lacey

An internal IRS memorandum has provided much-needed clarification on the interaction between the new \$500 carryover rule for health FSA plans and eligibility to make contributions to a health savings account (HSA). The conclusions in the memo are generally favorable, but employers wanting to both offer the carryover rule in a health FSA and allow employees to be HSA-eligible will need to carefully design their health FSA plans to take advantage.



**Background.** In guidance issued last year, the IRS provided limited relief from the use-it-or-lose-it rule that applies to health FSA plans by allowing for a carryover of up to \$500 of unused amounts each year. (See my post here.) Among the open questions was how this carryover would affect an individual's eligibility to make HSA contributions and what steps, if any, could be taken to ensure an individual would be HSA-eligible if the individual had a carryover amount. In general, to be HSA-eligible, an individual cannot have any low-deductible health coverage, including coverage under a general-purpose health FSA.

**Carryover Affects HSA Eligibility for Entire Year.** In this recent memorandum, the IRS confirmed that an individual who has a carryover amount in a general-purpose health FSA is ineligible to contribute to an HSA for the entire carryover year, even after the individual exhausts the balance in the health FSA. For example, if at the end of 2014 an individual has \$400 remaining in a general-purpose health FSA and that amount carries over to a general purpose health FSA for 2015, the individual will not be eligible to contribute to an HSA for all of 2015, even if the individual obtains reimbursement of the full \$400 in January 2015.

**Options.** But the IRS also outlined some options for managing the carryover in a way that will allow the individual to remain HSA-eligible in the carryover year.

- (1) **Elective Carryover to HSA-Compatible FSA.** Certain health FSA plans will, by design, allow an individual to remain HSA-eligible. For example, a limited-purpose health FSA that only reimburses dental, vision, and preventive-care expenses is permissible. So is a health FSA that only provides reimbursement after the individual has met their deductible under the associated high-deductible health plan (HDHP). The IRS has confirmed that an individual with a carryover amount in a general-purpose health FSA may elect, prior to the beginning of the plan year, to have that amount carried over to an HSA-compatible health FSA. That individual will then be HSA-eligible for the entire plan year (assuming all other eligibility requirements are satisfied).
- (2) **Automatic Carryover to HSA-Compatible FSA.** A health FSA plan may also provide that an individual who elects HDHP coverage for a plan year will be automatically enrolled in an HSA-compatible health FSA and any carryover amount will automatically carryover to the HSA-compatible health FSA.
- (3) **Election to Decline Carryover.** A health FSA plan may give an individual an election, prior to the beginning of the plan year, to decline any carryover that might otherwise apply. (The declined carryover amounts would be forfeited.) The individual would then be HSA-eligible for the entire carryover year.

**Relationship to runout Period.** The IRS's memorandum also clarified that an individual who is carrying over an amount from a general-purpose health FSA to an HSA-compatible health FSA can continue to obtain reimbursement during the runout period of general expenses incurred before the end of the prior plan year. For example, assume an individual has a \$600 balance remaining in a general-purpose health FSA on December 31, 2014. The individual elects to have any carryover credited to a limited-purpose health FSA for 2015 and also elects to contribute \$1,000 to the limited-purpose health FSA for 2015. The individual incurs \$1,100 in dental expenses during January 2015 and is immediately reimbursed for \$1,000 of those expenses. In February 2015 (during the runout period for 2014), the individual submits a claim for reimbursement of \$200 of medical expenses incurred in 2014 and is reimbursed out of the \$600 balance remaining at the end of 2014. At the end of the runout period for 2014, the \$400 balance remaining for 2014 carries over to the limited-purpose health FSA for 2015, and the individual obtains reimbursement of the remaining \$100 in dental expenses incurred in January 2015. And all is right and good in the world.



Submitted by:

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# DIVERSITY

## Building a Diverse Workforce

“Know Thyself.” Does this sage advice apply to HR professionals doing employee selection?

Loretta Summers, SHRM Leadership Seminar speaker, admonishes HR professionals to Know Your Biases! I, for example, am biased in favor of people who come on time, are clean shaven, wear clean and appropriate clothes, and look me in the eye. Did you see the movie “Pursuit of Happiness?” The main character was forced to show up at his job interview at a major brokerage firm in the muscle shirt and stained pants that he was wearing while painting his apartment. He was not freshly showered or carrying a portfolio like the other candidates. Put in his place, I couldn’t have made decent eye contact to save my life! And yet a lazy and unethical candidate might arrive early, dressed to the nines, with a practiced smile and nary a hair out of place!

We must recognize our biases or we may jump to wrong conclusions. We all know that a good con-man (con-woman?) can pay for a resume and fake an interview. Knowing our biases will help us identify talent and dedication better, no matter how it looks, acts, talks or behaves.

(Loretta Summers, SPHR, of the Summers Advisory Group, Inc., presented “How to Build, Develop and Engage Diverse and Inclusive Work Teams” at the Kansas SHRM Leadership Training in February, 2014.)



Peter Steimle  
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## HR NEWS

### Trombold Nominations Now Being Accepted

It is time to nominate deserving Kansas HR Professionals for the 2014 George Trombold Award. The winner will be announced at the Kansas State Conference being held in Wichita in September. All nominations must be submitted via the Kansas SHRM website. A link to the PDF application is available on that page to assist in gathering the data needed for each candidate

To recognize outstanding achievement in the field of human resource management and community leadership, the Kansas State Council of SHRM established the George Trombold Achievement Award in 1992. This award is presented annually to an individual who exemplifies the highest standards of the profession by promoting and contributing to the transformation of the HR profession in their business organization and in their community. The recipient will receive a plaque and recognition at the Kansas State SHRM Conference.

### Eligibility

- Must be an active professional in the human resource management field
- Must have a minimum of 5 years experience in the profession
- Must be a National SHRM member or member of an affiliated local chapter
- Preference may be given to certified professionals

### Awards Selection Criteria

- Demonstrated performance and leadership in the human resource profession
- Demonstrated participation and leadership in the community
- Participation in SHRM activities

If you are interested in nominating an individual please let Heather Bunker or the Board of Directors know by June 1<sup>st</sup>.

## IRS Reminds Taxpayers that Phone Scams Continue After Tax Season

**Scammers take advantage** of taxpayers by pretending to be from the IRS. Fake phone calls, e-mails and texts inform taxpayers the IRS wants to talk to them about their tax returns and that makes most people feel on edge and less guarded about security.

While tax season emboldens these thieves, the IRS wants taxpayers to remember, just because April 15th has passed, the scams have not slowed down. In its guidance, (IR-2014-53), the tax agency reminds the public:

*The IRS will always send taxpayers a written notice of any tax due via the U.S. mail. The IRS never asks for credit card, debit card or prepaid card information over the telephone.*

Frequent targets may include recent immigrants who may be seen as more vulnerable. Victims are often threatened with deportation, arrest, having their utilities shut off, or having their driver's licenses revoked. Callers may be insulting or hostile, apparently to scare potential victims into cooperating.

In other variations of the fraud, potential victims may be told they are entitled to big refunds, or conversely, they may be told they owe money which must be paid immediately to the IRS. Some taxpayers have also received calls which purported to be from the IRS informing victims about lottery or sweepstakes winnings, or soliciting donations for debt relief funds related to a well-publicized disaster, such as a flood or hurricane. Scam artists who are unsuccessful the first time may call back with a new strategy.

The IRS lists other common characteristics of this type of phone-scam to watch for:

- The perpetrators use fake names and IRS badge numbers. They generally use common names and surnames to identify themselves.
- They may be able to recite the last four digits of a victim's Social Security number.
- They spoof the IRS toll-free number on caller ID to make it appear that it's the IRS calling.
- They sometimes send bogus IRS e-mails to some victims to support their bogus calls.
- Victims may hear background noise of other calls being conducted to mimic a call site.

After threatening victims with jail time or driver's license revocation, scammers hang up and others soon call back pretending to be from the local police or Department of Motor Vehicles, and the caller ID supports their claim.

### What to Do

If you've been targeted by this scam, you can contact the Federal Trade Commission and use its "FTC Complaint Assistant" at [FTC.gov](http://FTC.gov). Please add the words "IRS Telephone Scam" to the comments of your complaint.

If you receive an e-mail claiming to be from the IRS, do not open any attachments to such an e-mail, and do not click on any links within the e-mail. Instead, forward the message to [phishing@irs.gov](mailto:phishing@irs.gov).

Consult your tax adviser for additional information on scams related to the IRS.

### Current Assets: 04/30/2014

Checking Account: \$ 7,769.89

CD's:

91-Day (2/4/14) \$ 1,136.25

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

12-months (5/13/14) \$ 8,450.08  
\$14,715.11

Pay Pal Account \$ 103.44

Petty Cash: \$ 100.00

**Total: \$ 22,688.44**

## Financial Report

Prepared by:  
Barry Kingery  
VP Of Finance

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## Stress Buster

Since it is Mother's Day this month, let's discuss stress and working women. Studies show that working mothers, (regardless of whether they are married or single), and especially those with young children, often report high stress levels and more adverse health effects. This may be because working mothers often have a greater work load than men or other women. The American Psychological Association ([apa.org](http://apa.org)) shares these tips. 1. Get rid of the guilt. Studies show that what matters most to a child's development is not whether their mother works, but whether they are raised in a loving, supportive home. 2. Ask for help—partner, relatives and friends are often very happy to pitch in, if they know specifically what is needed. 3. Cut corners. Example: cook in quantity on weekends, freeze some, and then use the frozen meal on a weekday. 4. Make yourself a priority. Even 10 minutes a day for "you," is vital to physical and mental health. Read, walk, relax



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