



Lawrence, KS #486

THE RESOURCE

November 2015



“Keeping Your Retirement Plan Out of the Spotlight: 10 Steps to Reducing Risk & Managing a More Effective Plan”

Presented by: Jessica Maldonado

November 10, 2015

Presentation:

A retirement plan is a “must have” for any organization competing for talent, but there are many responsibilities that often get overlooked when setting up and managing a retirement plan. This presentation will outline the steps an HR professional should help plan sponsors take in order to reduce their risk of audits and/or lawsuits.

Learning Objectives:

- Find out what the Department of Labor is looking for and what triggers plan audits
- Learn what the requirements are for effective plan management
- Identify ways to reduce risk to the plan sponsor and the participants
- Determine the health of your company’s retirement plan

Expect to walk away with checklists and materials to help you implement day-to-day processes to keep your organization’s retirement plan humming. The presentation will be delivered by retirement industry expert, Jessica Maldonado of Searcy Financial Services, Inc., an Overland Park, KS based Registered Investment Advisor.

Speaker: **Jessica Maldonado, AIFA®, GFS™, C(k)P®, PPC™**

Vice President
Searcy Financial Services

Jessica Maldonado, vice president of Searcy Financial Services, Inc., is a recognized expert in retirement plan management and organizational leadership. She advises retirement plan sponsors and other stewards in leadership, stewardship and governance responsibility of managing well-run retirement plans and helping employees retire with dignity.

As an industry thought-leader, she serves on operation panels and advisory boards for national companies, like TD Ameritrade and Orion Advisor Services that serve the financial industry, helping them enhance and refine their offerings to advisory firms. She frequently publishes articles and white papers covering a broad range of topics from fiduciary risk management for 401(k) plan sponsors to social media and business growth tips for financial advisors.

As a speaker, Jessica contributes to both industry and non-industry related conferences and events, educating attendees on operations best practices, human capital, social media and growing a retirement plan business. She also presents strategies to help financial advisors utilize technology to build high performance teams and efficient practices.

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Tuesday November 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.

Pricing: Member in advance \$15, Guest in advance \$20 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

2015 Board of Directors

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Foundation News

It is almost that time of year again! The December meeting will include a raffle to raise donations for the SHRM Foundation. The support received from SHRM allows the SHRM Foundation to use every dollar raised to advance our mission through scholarships, educational resources, HR research and thought leadership.

If you are interested in donating items for the raffle please contact Holly Goodman during any meeting or at foundation@jayhawkshrm.org or by phone at [913-731-6936](tel:913-731-6936). Any donations would be greatly appreciated; no donation is too small!

Examples from the past include: wine, novels, cookbooks, kitchen utensils, water bottles, candles, lotions and many more!

We will also have a Gift Exchange to end the year with a bang! The theme this year is "In the Kitchen". You can bring edible items, cookware, utensils, etc. We are excited to try a theme this year! If you wish to participate please bring an item that is worth at least \$10 in value.

Thank you all for participating!

Submitted by: Holly Goodman
Foundation Chair



Membership Drive – Help Us Grow Our Chapter!!

Do you know someone who would benefit from membership with the Jayhawk Chapter of SHRM? If so, now may be a good time to suggest that they consider giving our group a try. **From now until the end of the year, our Chapter will be running a special that allows individuals to join the Chapter for the remainder of 2015 and all of 2016 at our current dues price (\$50 for dual National members/\$60 for non-National members).**

We appreciate your commitment to help grow our Chapter!



VP of Membership
Angela Fleming, PHR, SHRM-CP
membership@jayhawkshrm.org



2015 JAYHAWK CHAPTER OF SHRM CALENDAR OF EVENTS

<p>January 13</p> <p>“2015 Chapter Strategic Initiatives, Meet the Board, and Hot Topics”</p> <p>Facilitated by Jayhawk Chapter of SHRM Board Members</p>	<p>February 10</p> <p>“Reducing Turnover and Increasing Placement Success with Pre-Employment Tools”</p> <p>Gretchen Adamson, SPHR John Wright, SPHR Beyond HR Solutions</p>	<p>March 10</p> <p>“Why Don’t They Understand Me? Live Communication in Business Today”</p> <p>Mike Bayly Bayly Presentations</p>
<p>April 14 8:00 am – 12:30 pm</p> <p>“Creating a Thriving Workplace Culture” WorkWell SHRMinar</p> <p>Rosie Ward, Ph.D.</p>	<p>May 12</p> <p>“See The Forest for the Trees: Integrating HR Metrics, Analytics and Financials for Strategic Advantage”</p> <p>Dina Cox, SPHR</p>	<p>June 9</p> <p>“Leadership & Solutions for The Sandwich Generation at Work”</p> <p>Hannah Rues Concierge Care</p>
<p>July 21(3rd Tuesday)</p> <p>“The future of HR” Scott Ferrin, SPHR SHRM</p>	<p>August 11</p> <p>“2015 Legal Update”</p> <p>Tim Davis, Attorney Constangy, Brooks, Smith & Prophete</p>	<p>September 8</p> <p>“The Motivational Interview”</p> <p>Jim Mellon</p>
<p>October 13</p> <p>“Disability Inclusion in the Workplace”</p> <p>Brenda Perkins, CEBS Rob Hoffman</p>	<p>November 10</p> <p>“Keeping Your Retirement Plan Out of the Spotlight: 10 Steps to Reducing Risk & Managing a More Effective Plan”</p> <p>Jessica Maldonado</p>	<p>December 9</p> <p>Social Event</p>



Jayhawk Chapter SHRM meetings are held on the second Tuesday of each month with registration and buffet beginning at **11:15 a.m.** and the presentation from **Noon to 1:00 p.m.** at Maceli’s, 1031 New Hampshire, Lawrence, Kansas.

Mary McKenzie, SPHR
VP of Professional Development
professionaldevelopment@jayhawkshrm.org

Diversity

Are Gender Diversity Programs Hitting a Brick Wall?

By Dana Wilkie

Shortly after news broke that Google ads for CEO positions targeted mostly men, a leading academic journal reported that some men are so threatened by female executives that they compensate by being aggressive toward female superiors.

In an era when women are told gender equality will follow if they “lean in,” news and studies like these prompt questions on whether bias against women in the C-suite is so deeply ingrained - so much a part of our culture - that even the most proactive workplace diversity programs are fighting a losing battle.

“Bias is formed in our unconscious mind without our knowing,” said Sara Taylor, founder of deepSEE Consulting, which provides organizations with diversity training. “We make decisions and believe them to be true because we trust what our brains tell us. What we can do in our organizations is teach people how to recognize their bias, question it, test it and bring the unconscious to the conscious level. You need leadership to not only support and drive that work, but also to reduce their own personal bias.”

Google Bias

The *Washington Post* reported in July 2015 that a team of researchers from Carnegie Mellon University built a tool called Ad Fisher that tracked how user behavior on Google influenced the personalized Google ads that each user saw. The researchers used fake accounts representing theoretical job seekers who searched for employment strictly online. Some accounts listed their sex as male and some as female.

The Ad Fisher team found that when Google believed the accounts belonged to male job seekers, those accounts were far more likely to be shown ads for high-paying executive positions. Google showed these high-paying ads 1,852 times to the male group—but just 318 times to the female group.

Moreover, a simple search under “Google Images” using the keyword “CEO” shows dozens of pictures of men before finally showing a female. And the female shown is not a human woman, but instead is a Barbie doll that illustrates a decade-old story from news satire website The Onion titled [“CEO Barbie Criticized For Promoting Unrealistic Career Images.”](#)

“Unfortunately, Google's algorithms are indicative of much larger issues,” said Matt Brosseau, chief technology officer and head recruiter at Instant Alliance, an HR staffing and consulting firm. “The system tracks behavior and patterns across all its users, and the fact that an image search for CEO shows predominately men is a problem with our perception of a leader, not a problem with the algorithm that shows it to us.

“A company like Google has managed to break ground in many ways, including gender issues, but until our society changes, results like this will continue to be the norm.”

Taylor has done a lot of work around unconscious bias, which she calls the next frontier in HR's approach to diversity at work.

“The people at Google are like the rest of us ... they have a human brain” Taylor said. “That brain relies on past experiences to make sense of current reality. Think of it as our brain creating files about every subject we encounter and storing those files in a deep locker that we don't have access to. A subject like ‘CEOs’ comes up and the unconscious brain accesses the file. If the folks at Google are like most of us, their past experiences with CEOs have been that CEOs are male. When they create algorithms related to a CEO, they don't realize that it's actually their unconscious brain that's already decided what gender a CEO is.”

Diversity

Are Gender Diversity Programs Hitting a Brick Wall?, cont'd

Study Shows Ingrained Bias

On July 10, 2015, a study appeared in the *Personality and Social Psychology Bulletin* titled [“A Man’s \(Precarious\) Place: Men’s Experienced Threat and Self-Assertive Reactions to Female Superiors.”](#) Researchers from Bocconi University in Milan, Italy, and from Northwestern and Washington State universities in the U.S., investigated men’s reactions to women in superior roles.

They hypothesized that when a woman has a superior role in an organization, men in subordinate positions feel threatened, which leads them to behave more assertively toward her and advocate for themselves. In two studies, the researchers demonstrated that men feel more threatened by women in superior roles than they do by men in superior roles and, as a result, engage in more assertive behaviors toward these women. In a third study, they demonstrated that a woman in a superior role who displays qualities associated with “administrative agency”—that is, she tends to be direct and proactive—elicits less assertive behavior from men than a woman who displays qualities of “ambitious agency”—characterized by self-promotional and power-seeking behavior.

In short, the bias against a female boss is so deeply ingrained in some men that they find such leadership threatening and start to advocate for their own self-interest more aggressively than when they have male superiors.

Todd Thibodeaux, president and CEO of CompTIA, a nonprofit trade association for the information technology industry, said that the only thing that will break down barriers to gender diversity in the executive suite is a strong commitment by boards of directors to do just that.

“They have the opportunity to force companies out of their cultural shells and provide a framework for gender diversity—and cultural diversity, for that matter—in the C-suite,” he said, pointing out that minority players became more prevalent as leaders on professional football teams only after the NFL’s governing board required teams to start interviewing at least one minority candidate for these positions.

Getting Around C-Suite Bias

It can be tricky for an HR manager who answers to senior leaders to turn around and instruct those same executives on why they should consider more women for top positions—especially if the HR manager is a woman and most of those in the C-suite are men.

Taylor said it’s possible to have this discussion in a nonthreatening way if HR practitioners shift the focus from bias and instead focus on effectiveness.

“It’s much easier for [leaders] to engage in a conversation that’s about how they and the organization can be more effective and successful,” she said, adding that when it comes to diversity, HR professionals need to make executives understand that the organization won’t become more effective at diversity if they don’t first take a hard look at themselves.

“We tell them that we’ve never seen an organization that is at a higher stage of development than its leaders. That means that until they develop themselves, the organization can’t move forward. That not only makes sense to them, but it’s also quite a motivator. I have seen leader after leader have that ‘aha’ moment.”

This week, Facebook released [a series of anti-bias training](#) videos, writing in a release that it hopes “to achieve broader recognition of the hidden biases we all hold, and to highlight ways to counteract bias in the workplace.”

“We believe that understanding and managing unconscious bias can help us build stronger, more diverse and inclusive organizations,” the release said.

Diversity

Are Gender Diversity Programs Hitting a Brick Wall?, cont'd

Anthony G. Greenwald, a University of Washington psychology professor and creator of the Implicit Association Test (IAT)—a well-respected tool designed to uncover hidden biases about everything from race to gender to age—said he questions just how aggressively HR departments train senior leaders on gender diversity.

“I’m curious to know more about this training,” he said. “Are any of the methods being used ones that have been established as effective via any scientific study? Is some assumption made that training intended to combat gender bias is effective, even without empirical study? Maybe the thing to [ask] is the way in which these training programs are used and evaluated—if at all.”

Thibodeaux said one approach is to present to boards and executives the statistical case for putting more women in the C-suite. He noted that a January 2015 study by the management consultancy McKinsey & Co. found that companies in the top quartile for gender diversity are 15 percent more likely to have financial returns above their respective national industry medians.

“If, as the McKinsey data suggests, companies that commit themselves to diverse leadership are more successful, positive financial results may be the strongest argument yet for boards of directors to welcome more women into corporate boardrooms and executive suites,” he said.

Dana Wilkie is an online editor/manager for SHRM.

Submitted by: Catherine S. Espinosa
Diversity Chair



Financial Report

Current Assets: 10/31/15

CD's:					
91-Day	\$	n/a	Checking Account:	\$	4,777.31
182-Day (9/3/15)	\$	n/a	Pay Pal Account	\$	49.41
12-months (5/12/16)	\$	8,509.33	Petty Cash:	\$	100.00
			Total:		\$13,436.05

Prepared by: Barry Kingery
VP Of Finance



SHRM Member Spotlight



Matt Baker is a Shared Service Center HR Manager with the University of Kansas within the Campus Administration & Operations Shared Service Center. He is currently working toward his Master's degree in Public Administration at KU as well. While he initially began studying other subjects, Matt realized he had experience in the HR field as well as a love of helping others which lead him to his current path. He enjoys being able to help his staff develop and shape their careers as well as helping the departments he supports streamline business processes for better efficiency and effectiveness. Matt credits his mother and wife with being influential in becoming the person he is today. He also has grown in his career thanks to his current supervisor who empowers him to take risks and be the best professional he can be. When he's not working or studying, Matt can be found spending time with his wife and three young children. They are expecting baby #4 next February! He loves the upcoming holidays because they promote gratitude and family.

HR Certification

For those interested in taking the certification exams, the testing windows and deadlines are listed below:

SHRM-CP/SHRM-SCP TESTING WINDOW

2015 Winter Window: Dec. 1, 2015 - Feb. 15, 2016; Late Application Deadline – November 13

2016 Spring Window: May 1, - July 15, 2016; Regular Application Deadline – March 25, 2016

EXAM FEES

SHRM Member - \$300/Nonmember price - \$400

HRCI-PHR/SPHR TESTING WINDOW

2016 Spring Window: May 1 – July 31, 2016; Registration – October 17, 2015 – March 31, 2016

EXAM FEES

PHR - \$400; SPHR - \$525

Individuals who are HRCI certified who wish to receive SHRM certification may do so by using the Pathway. You may use this link: <http://www.shrm.org/certification/pathway/pages/default.aspx>. This opportunity is available through the end of 2015. For every SHRM national member that does this, our chapter is eligible to receive a \$20 incentive. Once you have done this, please update your credentials on the Jayhawk SHRM website, www.jayhawk.shrm.org.

Also, the presentation for the November 10th meeting has been preapproved for one hour of general credit from HRCI and one PDC for SHRM.

Submitted by: Dennis Meier, SPHR, SHRM-SCP
Certification Chair



The SHRM Experience Sponsor Form



Sponsor Information: _____

Enroll and submit payments online at: <http://topeka.shrm.org/events>

Areas of Concentration:

- | | |
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| <input type="checkbox"/> Human Resources Generalist | <input type="checkbox"/> Employee Relations |
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| <input type="checkbox"/> Recruitment | <input type="checkbox"/> Accounting/Payroll |
| <input type="checkbox"/> VP or Human Resources Director | <input type="checkbox"/> HRIS |
| <input type="checkbox"/> Other _____ | |

_____ agrees to host _____ professionals, as indicated above, to include the following:

SHRM Luncheon (\$14.50 per person, before 11/13/2015. \$19.50 per person, thereafter)
 Membership Materials
 Student Membership, if applicable, and available
 Professional or Student Shadowing, to include a SHRM Feedback Form

 Sponsor Signature

 Date

**Please e-mail Sponsor Forms and resumes to Andrea Gilchrist: agilchrist@midlandcc.org
 Questions? Call Andrea at (785) 232-2044, x1028**

The SHRM Experience Sponsor Form



Are you pursuing a career in Human Resource Management? Would you welcome the opportunity to network with experienced and certified professionals in the HR field?

Gain valuable knowledge and insight from seasoned Human Resource Management professionals by participating in The SHRM Experience. Participants will attend a SHRM Topeka Chapter luncheon, network with professionals in the HR field, receive student or professional membership information and shadow a designated HR professional during the afternoon. Participant is responsible for his/her transportation. This event is free, as it is sponsored by the SHRM Topeka Chapter. Enroll now as seating is limited!

Who: Human Resource Management Students and/or Professionals

When: Thursday, November 19, 2015, 11:00 a.m. to 5:00 p.m.

Where: Capitol Plaza Hotel, 1717 SW Topeka Boulevard, Topeka, KS 66612

Participating Companies include: TBD

Enroll online at: <http://topeka.shrm.org/events>

Contact: Andrea Gilchrist
(785) 232-2044, x1028
agilchrist@midlandcc.org

A resume is required. Please e-mail resumes to Andrea Gilchrist.

AFFILIATE OF
SHRM
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT
SHRM Topeka
Affiliate of the Society for Human Resource Management
Chartered in Topeka, KS



December Social Meeting

When: December 8th
 Where: Maceli's
 Time: 11:30am

It is almost that time of year again! The December meeting will consist of a raffle to raise donations for the SHRM Foundation. The support received from SHRM allows the SHRM Foundation to use every dollar raised to advance our mission through scholarships, educational resources, HR research and thought leadership.

If you are interested in donating items for the raffle please contact Holly Goodman during any meeting or at foundation@jayhawkshrm.org or by phone at 913-731-6936. Any donations would be greatly appreciated, no donation too small. Examples from the past include: wine, novels, cookbooks, kitchen utensils, water bottles, candles, lotions and many more! You may also sign up on the sheet on your table, which Holly will collect at the end of this meeting.

We will also have a White Elephant exchange to end the year with a bang! If you wish to participate please bring an item that is worth at least \$10 in value. We received feedback last year that items from other people's workplace were not always highly received so please be mindful of what you put in the exchange.

Thank you all for participating!

Holly Goodman
 Foundation Chair

Name	Donation Item	Email	Phone Number