



JAYHAWK CHAPTER

Lawrence, KS #486

# THE RESOURCE

February 2018



## Benefits - A Panel Discussion Tuesday, February 13, 2018



The benefits panel will discuss hot topics, trends, including 401(k) retirement plans, taxes, DOL/audit avoidance, and wellness. **This meeting has been certified for HRCI & SHRM credit.** The panel speakers are:

**Tony Hayden** - Tony has been a financial advisor for Keating & Associates, Inc./Raymond James Financial Advisory Services for 25 years. Tony advises in the following capacities: Retirement planning & financial planning for individuals and families, investment advisory services, business succession planning, estate planning, non-profit consulting, and retirement plan services.

**Charlie Upton** - Charlie is Executive Director of the Employee Benefits Division with Integrity Midwest Insurance, a full-service Property and Casualty and Employee Benefit Consulting firm. He works with HR managers and owners of various sized companies assisting with employee benefit plans, including group health, dental, disability, and life insurance and specializing in Health Care Reform, individual coverage and benefit consulting. He began working with Integrity Midwest Insurance in March/2015 and has been working in the employee benefit industry since 1997. Charlie's previous work history includes radio and television advertising sales in the Lawrence, KS area. Charlie received his BA Degree in Psychology from the University of Kansas. When Charlie is not working with his clients and prospective clients, he enjoys spending time with his wife and two children at his home in Lawrence, KS.

**Rich Cornell** - Rich has served employers and their teams in the employee benefits arena for 26 years. He focuses on proactively educating groups about maximizing value, awareness, and proactively containing costs. He's married with two kids and enjoys biking, gardening and cooking. He's the immediate past president of the Lawrence Breakfast Optimist Club.

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February Meeting Sponsor:



### Tuesday, February 13, 2018

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

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 \$20. \$25 after Thursday noon pre-registration deadline or walk in at the door. Guest in advance \$30 if pre-registered by Thursday noon deadline prior to chapter meeting.



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

## President's Message

Each of us is aware of the many benefits of being a Jayhawk SHRM chapter member, but how often do we share that information with other human resources professionals? This is the perfect time of year to spread the news about our chapter and the good works we do.

Becoming a SHRM member has helped me grow in the profession, as well as personally. I consider myself a liaison for the chapter and would love nothing more than to see us expand our reach.

I challenge each of you to become a “brand ambassador” for the chapter. Share with a co-worker or colleague the benefits of becoming a SHRM member. Bring someone to one of our meetings so they can enjoy a great presentation and meet other human resources professionals – and a good meal, too. Don't forget to tell them about our website and invite them to view it, as well as the SHRM national site.

When someone visits our chapter meeting for the first time, take a moment to say “welcome” and make them feel at home. Ask for a business card and send them an email afterward thanking them for the visit and ask them to come back anytime. Encourage them to become a member and suggest ways they can get involved with the chapter, such as the HR Aces and the book club. Invite them to our annual SHRMinar, taking place this April.

We have membership brochures available to have on hand when you are sharing information about the chapter and SHRM. Just ask one of the board members and we will see that you get a few to share.

The knowledge we receive as members of the chapter and the benefits of networking with the membership are invaluable tools in our growth as human resources professionals. Make it your mission to encourage others to come along with us on the journey.

Cynthia Colbert, SHRM-CP  
President, Jayhawk SHRM  
[president@jayhawkshrm.org](mailto:president@jayhawkshrm.org)



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[www.jayhawkshrm.org](http://www.jayhawkshrm.org)

## Financial Report

Current Assets: 2/5/2018

**CD's:**

91-Day	\$	n/a	Checking Account:	\$	17,440.68
182-Day (9/3/15)	\$	n/a	Pay Pal Account	\$	10,969.72
12-months (5/12/16)	\$	8,560.53	Petty Cash:	\$	290.00
			<b>Total:</b>		<b>\$ 37,260.93</b>

Prepared by: Heather Bunker SPHR, SHRM-SCP  
VP of Finance

## DECEMBER 2017 LABOR MARKET REPORT

Please find the links below to the December 2016 Labor Market report and the map of county unemployment rates/over-the-year change of unemployment rates.

Highlights and Quotes: <https://klic.dol.ks.gov/gsipub/index.asp?docid=472>Kansas Map w/county unemployment rates (not seasonally adjusted unemployment rates): <https://data.bls.gov/map/MapToolServlet>

## Legislative Update

**Employment Law & Employee Benefits Conference**

Review employment law and employee benefit issues that impact HR today. The conference also includes HR Day on the Hill at the Kansas Statehouse to learn the legislative process that forms HR laws in Kansas. Network with other HR professionals, and learn the tips, tools and resources to help your company mitigate risk.

The KS SHRM 2018 Employment Law &amp; Employee Benefits Conference will include a full day of Employment Law issues on Tuesday and Employee Benefits on Wednesday. Additionally, 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 Wednesday. Don't miss this opportunity to gain up to 13 hours of recertification credit, network with other HR professionals, and learn the tips, tools, and resources to help your company mitigate risk.

Join us for drinks and appetizers at our social networking event immediately following the first day of the conference. We will meet at The Burger Stand starting at 4:30 p.m. on Tuesday, February 27th. Be sure to RSVP when you register for the conference! The Burger Stand at College Hill is located at 1601 SW Lane Street, just blocks from the Library.

You can register for the conference at the Kansas SHRM website, [www.ksshrm.org](http://www.ksshrm.org), and see the full agenda for both days.Submitted by: Dennis Meier, SPHR, SHRM-SCP  
Legislative Affairs Chair

# Certification

## Understanding the SHRM Certifications

The SHRM Certified Professional (SHRM-CP®) and SHRM Senior Certified Professional (SHRM-SCP®) credentials address the role HR professionals have in leading organizational success. Based upon a core set of competency and knowledge, the SHRM Body of Competency and Knowledge™ (SHRM BoCK™), the SHRM-CP and SHRM-SCP illustrate to employers that certified professionals think strategically, perform effectively and are able to implement practices for optimal organizational efficiency.

Here is the model and an explanation of what is measured:

## SHRM Competency Model

SHRM's competency model is the culmination of over three years of research and reflects the combined input from major corporations, universities and over 35,000 members of the HR profession from 33 countries. This model identifies nine competencies—eight behavioral competencies and one technical competency—needed for success in any HR role, regardless of organization size or sector. The SHRM Competency Model and the resources developed based on the model provide the foundation for talent management throughout the HR lifecycle. [shrm.org/hrcompetencies](http://shrm.org/hrcompetencies)



## How to Prepare for the Exam:

### SHRM Learning System for SHRM-CP/SHRM-SCP

The 2017 SHRM Learning System® for SHRM-CP/SHRM-SCP reflects the SHRM BoCK—upon which the SHRM-CP and SHRM-SCP exams are based—and delivers the most effective preparation for the SHRM certification exams. Historically ranked the #1 HR certification prep tool, the SHRM Learning System provides everything needed to prepare for your SHRM-CP or SHRM-SCP certification exam, in a fully online format.

You'll be able to:

Save time and money by choosing one preparation program with relevant content, tests, learning tools and access to expert advice.

Access the Online Resource Center for an interactive, personalized path toward success, including:

- Assessment test results to create a personalized study plan based on your strengths and weaknesses.

- Learning modules accessible online via the embedded e-reader or on-the-go, when downloaded to your e-reader device.

- Practice questions and flashcards.

Complete a post-test that mimics the SHRM-CP/SHRM-SCP exam format and weighting to build exam-day confidence.

Choose the certification preparation method that meets your learning preference:

### Self-Study Program

The flexibility to design a study plan that fits your schedule

### SHRM-CP/SHRM-SCP Certification Preparation Seminars

In-person and virtual options, led by a SHRM-certified instructor

### SHRM Education Partner Programs

A traditional classroom setting, an online format or a hybrid of the two, led by a SHRM-certified instructor

### Organizational Training & Development Programs

A custom program to meet the specific needs of your organization

View a free demo at [shrmcertification.org/learning](http://shrmcertification.org/learning).

Submitted by: Jana Tuttle  
Certification Chair

# Diversity

## Viewpoint: Uber's New Four-Step Guide to Inclusion and Diversity

Taken from [www.shrm.org](http://www.shrm.org)

It was quite a year for Uber in 2017: a year of revelation, reflection, re-evaluation and practical steps toward optimistic reinvention. In short, it was a roller coaster ride of epic proportions.

When I first arrived at Uber last January, I spent my first few months talking to anyone and everyone who wanted to chat. I was on an intense fact-finding mission to understand the culture, both the bright spots and pain points. What I found in nearly every interaction were people who cared passionately about inclusion and diversity but who were paralyzed by the fear of saying or doing the wrong thing and who, therefore, missed opportunities to speak up or express support.

Many technology companies have an important goal to do something innovative and groundbreaking with their inclusion and diversity (I&D) program. The reality is that HR cannot be innovative if we don't have a mastery of the basics. What inclusion and diversity efforts ultimately suffer from is not being intentional, deliberate or strategically comprehensive from the outset.

I quickly realized that Uber was at an inflection point. We needed to intensify our focus on inclusion by making sure we are building an environment where everyone is welcome and that accentuates belongingness and values uniqueness.

We decided to approach inclusion and diversity in a holistic, intersectional way by focusing on four key steps:

- **Individual employees:** We want employees to feel an increased sense of belonging and be able to both model and mirror inclusion.
  - **Systems:** We want to create systems that decrease bias and improve fairness and equitable treatment, no matter who you are or where you are from.
  - **Leadership:** We want leaders at every level to understand why inclusion and diversity matters and amplify the message throughout the company so that it becomes fully embedded in our DNA.
- Citizenship:** We want to do meaningful work at our jobs, make a difference in society and plant seeds to positively impact others.

These four steps cannot be done in isolation but instead must be accomplished in parallel to be most impactful in creating change. I&D is continuous, and the work is never ending, so the effort must be meticulously comprehensive. It's also important to accept that there will be bumps and bruises, as well as lapses and setbacks. But progress comes from iterative innovation, big and small, that helps repel reversion.

Each step is critically important and interlocks with one another to functionally create an unshakeable foundation to build on.

Empowering Individuals with Tools to Support I&D and Be Allies  
Reviewing and Revamping Our Systems to Reduce Bias  
Engaging Leaders to Be Champions and Role Models for Inclusiveness  
Working in Partnership with Our Communities to Advance I&D

A cultural shift of this magnitude requires an all-hands approach, and everyone's effort is integral to its development and ongoing sustainability. It is intellectual arrogance to think that this process ends or that just moving numbers is success. I&D is a perpetual effort, without end. Success is progress.

*Bernard Coleman is Global Head of Diversity & Inclusion at Uber in San Francisco and former member of SHRM's Government Affairs staff. For the entire article, please see the [SHRM.org](http://SHRM.org) website.*

Submitted by: Michelle Stegman  
Diversity Chair

## Stories by Cynthia Colbert

Recruitment Specialist with the City of Lawrence

By: Cynthia Colbert and Lori Carnahan

I met Cynthia Colbert twenty one years ago when I began my employment with the City of Lawrence. She was a member of the Human Resources Team at the City. For over two decades Cynthia and I have watched each other move through not only our professional lives but our personal lives. One of the many treasures that I have taken away from this time is the stories that Cynthia has told me about her early life in Kansas City, MO and Lawrence, KS. They are probably my best barometer to try to understand what it is like to live as a black woman in a predominantly white community. It's certainly something I have not nor could not experience. I asked her to share a couple of those stories with you this month as we celebrate Black History Month. I feel that Cynthia is one of the unsung heroes that helped shape the Lawrence we all enjoy today. Cynthia, thank you for championing positive change in Lawrence.



Lori: Cynthia, where did you grow up and what brought you to Lawrence? When did you move here and about what age?

**Cynthia: I grew up in Kansas City, Missouri but I moved to Lawrence in 1988 at age 30 to have a better place to raise my sons who were in 1<sup>st</sup> and 2<sup>nd</sup> grades.**

Lori: What is one thing you would like your co-Jayhawk SHRM members to take away from the experiences you have had living in Lawrence?

**Cynthia: I would like the Jayhawk SHRM members to know that I have learned the chapter specifically and HR in general, being a supportive, encouraging, and accepting group.**

Lori: I love the story about when you first arrived in Lawrence and went shopping for toiletries and panty hose (yes, women used to be required to wear those at work every day).

**Cynthia: I was dismayed to find out I not only couldn't find darker shades of brown pantyhose but also could not find darker shades of makeup. Many shades of beige and ivory but nothing darker than that. I held a mini-campaign, party of one, to get the local stores to respond to my requests for a better selection of cosmetic items and hosiery. JC Penney staff hated to see me coming in the door! I give Kudos to Dillon's for being the first to respond and stock darker shades of brown pantyhose. Over the 30 years I have been in Lawrence things have changed for the better! Now I don't need to drive to Kansas City or Topeka to find what I need. Hair care products can still be a challenge, but it has improved in that arena also. I do take exception to their being "beauty" aisles in the store and then a smaller "ethnic" section elsewhere. Beauty is beauty. No need to segregate it.**

(Continued on next page)

Lori: I understand that you have been a member of Lawrence Alliance and NAACP Lawrence Chapter. Do you have something from those experiences that would be helpful for today's human resource professionals?

**Cynthia: Those experiences mainly taught me how important it is to be involved, at many levels, in your community. Nothing gets accomplished by sitting around complaining. Both the Lawrence Alliance and the NAACP are strong voices for the minority and disenfranchised communities in Lawrence.**

Lori: What is something that you feel Lawrence or at least people you know in Lawrence are doing that is promoting and advancing multi-racial and/or multi-cultural community?

**Cynthia: Again, I have to mention the Lawrence Alliance and the NAACP for their work. The Alliance teaching cultural differences to groups seeking the knowledge as well as the exceptional Festival of Cultures they host I believe truly help to make a difference.**

Lori: What is the most illustrative story from your youth that I would likely never experience?

**Cynthia: There are quite a few, from the shock and outrage I felt the first time I was called the n-word to my face, to going to cosmetology school and having a customer adamantly demand that she not have her hair done by a "colored girl". I recall living in Kansas City during the riots of the late 60's and early 70's. I felt fear and pride all at once. I recall being told by my elders, which towns in Missouri, as a black person, to be sure not to be caught in after dark. Some, I wouldn't dare go to during the day. I recall my great-grandmother being a housemaid because that was the only job she was allowed to have. My maternal grandfather was killed by the Klan in the early 1940's, when my mom was just a child. I have so many more stories.... Sadly, so many more. In many ways, life has improved for minorities, but in many ways there are a lot of things that need to improve and/or change. I remain hopeful.**

Lori: What do you think could be our most valuable next step?

**Cynthia: As far as the Jayhawk Chapter is concerned I would love to see us work through our HR Aces and teach anyone from high school to out-of-school how to craft a resume and cover letter that will get them the job they seek. I have seen so many poorly-done resumes from people of all socio-economic levels.**

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The origins of Black History Month began in 1915 when Harvard-trained historian Carter G. Woodson and Minister Jesse E. Moorland founded the Association for the Study of Negro Life and History (ASNLA) today known as the Association for the Study of Negro Life and History (ASNLH). The organization is dedicated to researching and promoting achievements by Black Americans and other people of African descent. Each year the organization designates a theme. The 2018 theme is "African Americans in Times of War" commemorating the centennial of the end of the First World War in 1918.

Daryl Michael Scott, professor of history and Howard University and ASALH president, says that the purpose of the themes is to shy observances of Black History Month away from the individual accomplishments of Black people, and focus on deeper reflections of history that stop Black people in particular from seeing ourselves as people with no past. (Ball, 2015)

For more information on Black History Month 2018, please see the links below.  
<http://www.history.com/topics/black-history/black-history-month>  
<https://asalh.org/african-americans-in-times-of-war/>

Events Occurring in Lawrence:

**Watson Library, Floor 4**

On **Wednesday, February 25, from 3 - 4:30 p.m.**, come learn about Black Writers with a Kansas Connection at the HBW Black Literary Suite, co-sponsored by the KU Libraries!

**Aimee's Coffeehouse, 1025 Massachusetts Street #A**

**Friday, February 23, 2018 from 6:00 – 8:30p.m.**

Come experience & engage with the art, writing, and music of local black artists in our community!