



Lawrence, KS #486

# THE RESOURCE

JULY 2017



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## Creating Your Personal Brand: The HR Professional's Value Proposition Tuesday, July 11, 2017

As a participant, you will learn the following from this seminar:

- The concept of a personal brand including establishing an inventory of your core competencies, expertise, demonstrated abilities, and existing level of recognition.
- The importance of creating a strong, consistent, and specific association between you and the value you bring to your organization-- your unique value proposition.
- How to create a personal brand and how to guide others in creating one.
- How to leverage your unique value proposition across platforms to enhance recognition in your field and to advance your career as an HR professional in your organization.
- How to use the personal brand process as part of a broad organizational strategy to create a high potential development program in your organization.
- How the strategic use of personal branding can support the acquisition and development of key talent by enhancing their motivation and engagement, and enable HR professionals to determine whether they have the right people in the right roles.

### Presenter: Dr. Lee Smithson Burd, Smithson Burd Advisors

Dr. Lee Smithson Burd is a management psychologist with eighteen years of experience helping senior leaders to achieve their business objectives. Drawing on her expertise in personality, motivation, and human behavior, Lee partners with executives to optimize their leadership and to build effective teams. In-depth individual assessments and 360s are central to her work. These assessments illuminate executives' strengths and development areas with respect to their current and future roles. Encouraging self-awareness, Lee challenges leaders to fully utilize their strengths and to make positive changes in their thinking and behavior. Her goal is to motivate executives to engage in their work with clarity and confidence. Lee earned her Ph.D. in psychology from Palo Alto University and her Bachelor's of Arts degree from Vassar College, where she graduated Cum Laude. She also is the co-creator of the Madam President Camp, which provides girls ages 10-14 with an introduction to leadership, governing, and civic engagement. Lee is married with two children and lives in Kansas City, Missouri.

**This event has been approved for one general credit by SHRM.**

### Tuesday, July 11, 2017

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

Keri Rodriguez and Lori MacDonald are currently working on opportunities that offer times for our chapter members to get together other than lunchtime.

Keri just finished hosting a social hour at Bon Bon on June 26 and is getting ready to put another on the calendar before the end of the summer. The wonderful thing about the social hour is that it is right after work and totally unstructured. We so seldom take the opportunity to get to know each other a little better by talking about those things that are important to us as individuals. Whether it be asking about how someone accomplished a new work based wellness program to where one's favorite restaurant is located this is a good chance to learn a little more about one another. I know that I really enjoyed talking with everyone!

Lori is busy selecting a venue and scheduling a breakfast meeting for this fall. We are currently contemplating discussion/presentation topics. We would like to use this time together to do something a little different, such as feature one of our own chapter members and their vast talents. We also like this chance to bring someone new who hasn't yet discovered Jayhawk SHRM. It's a good quick introduction for prospective members and gives the rest of us some additional networking time. Breakfast allows those early risers a chance to get together before they dive into their busy day. Wish me luck on being up and around on time for this one!

Please watch for announcements for a Breakfast meeting and future Social Hours. Your Jayhawk SHRM Board is continually looking for different ways to give all of us an opportunity to meet and interact with other human resource professionals. If there is an activity you would like to host, please let one of the board members know you are available to put an event together.

I hope all of you are enjoying your summer. I look forward to seeing you on Tuesday.

Oh! Don't forget, if you attend on Tuesday your name goes into a hat for a drawing for a free registration to the State SHRM Conference in September.

Lori Carnahan  
President, Jayhawk SHRM  
[president@jayhawkshrm.org](mailto:president@jayhawkshrm.org)



# Have a Great Summer!



**2017 Board of Directors****President**

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

## Financial Report

Current Assets: 7/5/2017

## CD's:

91-Day	\$ n/a	Checking Account:	\$ 11,117.85
182-Day (9/3/15)	\$ n/a	Pay Pal Account	\$ 13,741.69
12-months (5/12/16)	\$ 8,534.93	Petty Cash:	\$ 384.00
		<b>Total:</b>	<b>\$ 33,778.47</b>

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

### MAY 2017 LABOR MARKET REPORT

Please find the links below to the May 2017 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://klic.dol.ks.gov/admin/gsipub/htmlarea/uploads/LR%20May2017%20Maps.pdf>

**We are looking for someone to join our board as Volunteerism Chair, as Cassie Gilmore has taken on the role of VP of Membership. Serving as Volunteerism Chair is a very fun and rewarding opportunity to be a part of our HR Aces Program. If you are interested, please reach out to Cassie for more details.**

## Membership



We would like to thank everyone who has already renewed their membership for 2017! 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 2017. If you are not sure if you have renewed please feel free to reach out to me. If there is a barrier to your renewal please let me know. You may also reach out to me regarding payment plans. You can complete the online registration form at [www.jayhawkshrm.org](http://www.jayhawkshrm.org) and pay for your membership via PayPal. If you have any questions please feel free to reach out to me at [membership@jayhawkshrm.org](mailto:membership@jayhawkshrm.org). Thank you all for your continued support! We are working hard to make this chapter better each year.

## Legislative Update

The 2017 Kansas legislative session adjourned June 10th, immediately following passage of the state budget bill. Sine Die, the official ending of the session, took place June 26. At 113 days, this year marks the second longest in Kansas' history, just one day short of the record 114 days in 2015. Next year's legislative session will begin on January 8, 2018.

### **State Budget, Senate Substitute for House Bill 2002**

After two long nights of negotiations in the House Appropriations and Senate Ways and Means Conference Committee, the Legislature passed a two-year budget as their last piece of business before adjourning on Saturday. The bill passed the House by a vote of 88-27 and the Senate 27-11 and spends roughly \$6.3 billion in both FY18 and FY19 from the State General Fund. Below are some of the key spending provisions in the bill:

**State Employee Pay Raises** – \$12.2 million in FY 18 to provide a 2.5% raise for all state employees with less than five years of service (except Legislators, Highway Patrol, Schools for the Deaf and Blind, Kansas Bureau of Investigation employees part of the recruitment and retention plan, and other statewide elected officials), 5% for all state employees that have not had a pay adjustment in the last five years, and 2.5% for judges and non-judicial staff.

Taking into consideration new spending on K-12 education and increased revenue from the tax plan, the approved budget leaves an ending balance in the State General Fund of \$157.6 million in FY18 and \$209.7 million in FY19.

### **Tax Package, Senate Bill 30**

The Legislature finally passed an income tax plan, followed by a successful override of Governor Brownback's veto. The bill is expected to raise \$1.2 billion over two years – \$591 million in FY18 and \$633 million in FY19. Below is a summary of the bill:

- **Non-Wage Business Income** – 100% repeal of the non-wage business income tax exemption effective January 1, 2017. Reinstatement of the federal loss carry-forward.
- **Individual Income Tax Rates** – A three-bracket system will be implemented beginning in tax year 2017 of 2.9%, 4.9% and 5.2%. No taxpayer shall be assessed penalties and interest arising from the underpayment of taxes due to changes to the rate that become law on July 1, 2017, so long as such underpayment is rectified on or before April 17, 2018.
- **2018 Individual Income Tax Rates** – Low income exclusion threshold is reduced to \$5,000 for married filers and \$2,500 for single filers. A three-bracket income tax system will be implemented of 3.1%, 5.25% and 5.7%
- **Itemized Deductions, Credits, Other Provisions** – 50% of medical expenses, mortgage interest and property taxes paid in 2018; increased to 75% in 2019 and 100% in 2020 and thereafter. Dependent care tax credit will be set at 12.5% of allowable federal amount in 2018, 18.75% in 2019 and 25% in 2020. Subtraction modification provision relating to net gains from certain livestock and Christmas tree sales is repealed in 2017.
- **STAR Bonds** – Extends the sunset date for the STAR Bonds Financing Act to July 1, 2020. For the first year of the extension, there will be one year moratorium on the approval of new STAR Bond Districts (effective July 1, 2017)

### **School Finance, Senate Bill 19**

A new school finance formula establishing funding for K-12 education in Kansas for the next ten years. The measure boosts spending on schools by \$295 million over two years – \$194 million in FY18 and \$100 million in FY19.

Some lawmakers argued that the amount of additional dollars is not enough to satisfy the court's adequacy ruling and warned that the Legislature may be called back to Topeka for a special session sometime this summer.

Submitted by: Dennis Meier, SPHR, SHRM-SCP  
Legislative Affairs Chair



## Certification

### Get Recertification Status Updates via E-mail

SHRM certificants will now know at a glance where they are in their progress toward recertification, thanks to SHRM's recently launched e-mail campaign to deliver regular status updates. The easy-to-read Recertification Progress Reports are an efficient way for SHRM-certified professionals to stay informed of how many professional development credits (PDCs) they have accumulated so far. The campaign was designed to help keep HR professionals on track throughout the process of maintaining their SHRM-CP or SHRM-SCP credential.

**SHRM CERTIFICATION**  
SOCIETY FOR HUMAN RESOURCE MANAGEMENT

### SHRM Recertification Progress Report

Dear Certificant,

Your SHRM-CP recertification due date is **5/31/2018**.

To maintain your SHRM credential, you must earn 60 professional development credits (PDCs) prior to your recertification renewal date. Here is a quick look at your recertification progress:

**51.25 PDCs Entered/  
60 PDCs Required**

**Due by: 5/31/2018**

Log in to the SHRM Certification Portal using the e-mail address [Certificant@sample.org](mailto:Certificant@sample.org) for a more detailed view of your PDC history. You can also download the SHRM Certification App (available for iOS and Android users) to easily track your progress, enter your continuing education PDCs, locate recertification opportunities near you and more!

Find additional information about recertification opportunities and guidelines online at [shrmcertification.org](http://shrmcertification.org) or by e-mailing [recertification@shrm.org](mailto:recertification@shrm.org).

Best,  
The SHRM Certification Team

**NEXT-GENERATION CREDENTIALS  
FOR HR PROFESSIONALS**

CONTACT US  
1800 Duke Street | Alexandria, VA 22314 | Phone US: 800.283.SHRM (7476) |  
Phone International: +1.703.548.3440 | Email: [certification@shrm.org](mailto:certification@shrm.org)

Some tips to make the best use of your report:

An e-mailed report tells you how many PDCs you've submitted for approval up to the date of the notice; PDCs entered after the date of the notice are not reflected in that total. To get your most timely PDC balance, log in to the [SHRM Certification Portal](#).

To submit your recertification application, you need 60 PDCs. Always check to make sure that you're earning PDCs that qualify. Consult the [SHRM Recertification Handbook](#) for a detailed breakdown of eligible categories and PDC maximums within each category. Log in to the [SHRM Certification Portal](#) to ensure that you're earning credits that count.

Are there discrepancies between your report and what it says in the portal? Verify that you've logged in using the e-mail address specified in the report—that's the e-mail linked to your SHRM credential.

Questions? E-mail [recertification@shrm.org](mailto:recertification@shrm.org) for the quickest response.

Download the SHRM Certification App (for iOS and Android users—available from [iTunes](#) or [Google Play](#)) to make your recert connection even easier.



Submitted by: Jenny Hiatt  
PHR, SHRM-CP  
Certification Chair

## SHRM Member Spotlight



**John Bullock** is a partner with the law firm of Stevens & Brand, LLP. He likes to help his clients solve problems including interpreting and applying laws relating to employment policies, wages, overtime, leave, and other workplace issues. He also assists in responding to complaints before the EEOC and Kansas Human Rights commission including defending those claims in court when necessary. When asked what is exciting about Human Resources right now, John reports that he has been fielding a lot of questions about non-compete agreements and various kinds of medical leave as well as an uptick in DOL wage audits. John is proud of his work with the group that set up a Medical Legal Partnership between KU Law School and LMH to provide legal services to low income patients whose legal problems are adversely impacting their health while allowing law students a chance to gain clinical experience under the supervision of an attorney/law professor. When he's not working, John enjoys long-distance running and is currently training for a 25K that goes through the Konza Prairie outside of Manhattan. His favorite part about summer is the warm summer nights and Royals baseball.

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**Ann Stephens, SPHR, SHRM-SCP**, is the Director of Human Resources and Administration at KaMMCO in Topeka. The best part of her job is adding value to a growing organization that offers services to the healthcare profession. She has had to learn about the insurance and health care industries and how they've changed since the introduction of the ACA. In addition to KaMMCo, she supports KaMMCo Health Solutions, Kansas Medical Society, Kansas Health Information Network, Kansas Healthcare Collaborative, and Kansas Medical Society. Ann thinks it is exciting that today's HR professionals have the opportunity to be at the center of all strategies, decisions, goals, and objectives where that hasn't always been the case. HR is in a partnership with other subject matter experts and is expected to contribute to the mission and vision of the company. She is proud to have completed her MBA at KU after being in the field for 15 years. She was able to then take on more responsibility which allows her to help other people grow and develop their careers. In her free time, Ann likes to spend time with friends and family as well as attend social activities and events at the Lied Center, Dole Institute of Politics, and KU Theater. She is looking forward to long days of sunshine and daylight this summer when she can catch up with her neighbors.



## Job/Career Fairs, Aug. – Dec. 2017

(Please confirm dates before registering)

### Summer/Fall University Events:

Fort Hays State University Fall Career-Internship Fair – Hays, KS – Sept. 13, 2017 <http://www.fhsu.edu/career/fairs/cfairs/>

Washburn University 2017 Fall Career & Graduate School Fair – Topeka, KS – Sept. 13, 2017 <http://washburn.edu/current-students/career-services/career-events/index.html>

Emporia State University Fall Career & Graduate School Fair – Emporia, KS – Sept. 14, 2017 <https://www.emporia.edu/careerservices/events/>

Kansas State All-University Career Fair – Manhattan, KS – Sept. 19, 20, & 21, 2017 <http://www.k-state.edu/careercenter/students/events/kstatefairs.html>

Pittsburg State University Majors Career Fair – Pittsburg, KS – Oct. 26, 2017 <http://www.pittstate.edu/calendar/event-detail.dot?id=8baa30b7-a4e3-4ee6-abe6-ff11a95ec727#.WPEliWckuos>

Kansas University Career Fairs – Lawrence, KS – <http://career.ku.edu/employers>

Wichita State University recruitment events – Wichita, KS – [http://webs.wichita.edu/?u=careerdevelopment&p=/employers/recruitment\\_events/](http://webs.wichita.edu/?u=careerdevelopment&p=/employers/recruitment_events/)

### Military/Veteran Events:

Fort Leavenworth Job & Education Fair – Aug. 8, 2017 - POC – [brett.i.rosene.civ@mail.mil](mailto:brett.i.rosene.civ@mail.mil), Phone: 913-684-2590

Fort Leavenworth Job & Education Fair – Nov. 7, 2017 - POC – [brett.i.rosene.civ@mail.mil](mailto:brett.i.rosene.civ@mail.mil), Phone: 913-684-2590

Ft Riley, KS – Nov. 16, 2017 (tentative) – [tasha.d.jones.civ@mail.mil](mailto:tasha.d.jones.civ@mail.mil), Phone – 785-239-9435  
McConnell AFB – POC - Dong Kim - [dong.kim.7@us.af.mil](mailto:dong.kim.7@us.af.mil), Phone: 316-759-3280

### Other:

Get Hired! - Sept. 7, 2017 – Wichita, KS – POC – George Marko - [gmarko@workforce-ks.com](mailto:gmarko@workforce-ks.com), Phone – 316-771-6643

- **Save the Date - Statewide Job Fair** (multiple locations) – March 8, 2018

[www.kansasworks.com](http://www.kansasworks.com) – click on “**Job Fairs**” on the scrolling banner; (You can set up an employer account on the site & post your job opportunities and/or search resumes at no cost.)



(877) 509-6757