

July 2017 PW Region SHRM Update

Below is a list of some of the most current things we are doing for you; our valued volunteer leaders and members:

\$\$\$ Scholarships: Spring 2017 SHRM Foundation Certification and Seminar Scholarships Winners Are In! We're excited to announce the recipients of our Certification and Seminar Scholarships! The scholarships go to current student and professional SHRM members with financial need, relevant work and volunteer experience, and a passion for HR. We have several individuals (check out the list at [Click here](#)) and 2 chapters (congratulations Anchorage & Lower Columbia HRA Chapters) from the Pacific West that were recipients of the scholarships.

Speaking of the SHRM Foundation: SHRM Foundation was recently awarded a 4-Star rating from Charity Navigator, the nation's largest and most-utilized charity evaluator. This status is given to organizations that demonstrate strong financial health and commitment to transparency. SHRM Foundation is among the quarter of charities rated to have received this distinction. This award sets SHRM Foundation apart from its peers and promotes public trustworthiness from donors and supporters. Did you know 100% of your donation goes toward funding scholarships and research programs – not for administrative costs.

2016-2017 Student Merit Award Winners are posted in the Student Member Center in the VLRC at <https://community.shrm.org/vlrc/resources-shrm/viewvlrcarticle?DocumentKey=1aa16ef8-514f-43ea-85f2-9351424f2806>. We recognized Honorable Mention, Merit and Superior Merit Award winners via rolling PPT and "group recognition" at the Student & YP Super Sunday session at SHRM Annual Conference in New Orleans. Outstanding Award winners in attendance were recognized individually and presented with a plaque. Students and YPs also had special seating and were recognized at the Wednesday's general session.

New SHRM Student Strategy: SHRM believes the HR profession is at its best when we connect with each other to share best practices and collective wisdom, enabling us to elevate the standards of the HR profession together. This is especially important for student members, the future of our profession. Our refreshed focus is to foster and establish a career-long partnership between student members and SHRM through expanded outreach and broader engagement at the local level.

More details on the refreshed student engagement strategy's outcomes, toolkits and resources will be shared later this year as they are finalized. However, to allow time for budgeting and planning for the coming year, we wanted you to be aware now of the following enhancements, which include:

- Transitioning SHRM's three national Case Competition and Career Summits to optional locally-held competition events hosted by states (or a combination of neighboring states.) State councils who wish to participate will be provided "plug and play" toolkits, materials and resources from SHRM to ensure a smooth transition and successful event
- Developing several new initiatives and programs to reach a greater number of students, including enhanced virtual and in-person opportunities, such as sample HR Career Day agendas at local organizations and recorded mini-sessions on a variety of HR topics, for use when engaging student members.
- Identifying increased opportunities to locally connect student and professional members through our existing state/local networks and chapters.

FREQUENTLY ASKED QUESTIONS ABOUT THE NEW STUDENT STRATEGY

Does this new student engagement strategy include a review of student chapters? Are student chapters going away?

The student engagement strategy refresh does not include a review of the current student chapter structure, requirements or staff support. However, support of the student chapter structure is integrated into the Chapter Review project currently underway. In the interim, there is a “hold” on chartering new student chapters, although existing, inactive chapters are continuing to be reactivated upon request.

The national Case Competitions and Career Summits were very successful. Why has SHRM decided to transition them to locally-based competitions?

Although feedback from students and advisors confirmed that there is perceived value with HR competition-style events, only a small portion – around 500-600 students a year out of 21,000 student members– could participate due to financial and travel restraints. Transitioning these events to locally-held competitions would increase the participation of a wider segment of the student population. It also allows you to engage with them directly encouraging them to become members of local professional chapters after graduation.

How is SHRM going to ensure students and HR professionals stay connected? The Career Summits were important opportunities to engage students with practitioners.

A critical component of SHRM’s refreshed student engagement strategy is to better connect student and professional members via local/state affiliates. SHRM will be identifying new opportunities and provide support to ensure these connections continue, including toolkits, materials and resources for State Councils who wish to hold local student competition events. This new focus not only helps to connect students at the local level, but also provides a direct pipeline to new members and leaders to your chapter. We are addressing all their areas of interest to ensure their career development needs are met.

What if our state does not want to offer a case competition?

Offering the case competition will be optional for states to offer, although we are encouraging states that do offer a case competition to allow teams from adjoining states to also participate. This localizes the events. Some states may not conduct a competition in 2018, but may decide to do so in 2019. Additionally, one of the other formats being developed may fit your state’s needs better including an additional competition format and a corporate experience day outline.

Per the study, what are students asking for from SHRM?

Students are asking for more job placement resources/postings on the website, increased networking events to connect students with peers and HR professionals (both locally and nationally) and help connecting students with local chapters. We are addressing all their areas of interest to ensure their career development needs are met.

Are the case competitions the only new local engagement opportunities being offered by SHRM?

These case competitions are just one of many new engagement opportunities that we are excited to share with you in the future. We are working on another competition type format as well as an outline for Corporate HR Experience Day.

Feel free to contact Dianna at Dianna.gould@shrm.org if you have additional questions.

Phishing Scam: Be on the lookout for a new and sophisticated phishing scam that is hitting our chapters and state councils. The scammers are getting public information off the chapter & state council websites (e.g. regarding state conferences, etc.) and saying that the venue where the event is being held is requiring a payment immediately to get the preferred rate negotiated. It looks very authentic. Please confirm with your State Council Director or Chapter President before making any payments to ensure it is valid.

When Work Works Award Winners: SHRM recently announced the winners of the [2017 When Work Works Award](#)! The winners provide insight into the practices of effective and flexible workplaces and emerging trends. There are 298 award winners from 44 states and the District of Columbia. Among the winners there are 100-percent-virtual workplaces, worksites that have holistic and family-first approaches to work, employers that trust employees to manage when and how they do their work, organizations with top leaders who set positive examples, and supervisors that support job success. The When Work Works Award is part of SHRM's When Work Works project, a national initiative to help businesses of all sizes and types become more successful by transforming the way they view and adopt effective and flexible workplaces. When Work Works is one of the foremost providers of [resources](#), [rigorous research](#) and [best practices](#) on workplace effectiveness and flexibility in the nation. To learn more about winners: Read SHRM's press release [HERE](#), See emerging trends from winners [HERE](#), View winners by state [HERE](#), and Read winner best practices [HERE](#).

Mandatory State Law Posters: In 2017, there are already 27 mandatory state changes!!! Make sure you are up-to-date with these recent changes by [visiting the Labor Law Posters section](#) on the SHRMStore to order your posters today! When you order posters from the SHRMStore, J.J. Keller's Labor Law Poster Update Service is included to help make sure you're always in compliance. This subscription update service provides:

- Monitoring of changes in labor law that affect potential poster updates
- **Free replacement posters when mandatory changes occur**
- Fast shipment to multiple locations
- Posters are available in [English](#) and [Spanish](#).

Email SHRMStore@JJKeller.com or call 844-840-3449 for pricing on purchases (bulk and multi-year discounts available) of multiple posters.

Pinnacle Award Application due Sept. 9: Be acknowledged! Be recognized!

<https://community.shrm.org/vlrc/resources-shrm/viewvlrcarticle?DocumentKey=637af0d1-f0cf-4b76-8e46-6e0f4c92f68a>. Sample State Council and Chapter submissions are available for your viewing pleasure.

Put this on your calendar - Volunteer Leader Summit – Each Chapter President **or** President-Elect are provided free registration and hotel accommodations (from 2-3 nights depending upon the status of your chapter. 100% SHRM chapters get 3 nights vs. 2 for non-100% chapters). State Council Directors & State Council Director-Elects, State Council Membership Directors, State Council Certification Directors and State Council District Directors are also eligible to attend (covered hotel nights vary depending upon volunteer leader position). Please plan now and budget for travel expenses (e.g. airfare, transportation, etc.) for this educational and fun volunteer leader experience.

SAVE THE DATE
2017 SHRM Volunteer Leaders' Summit (VLS)
November 16-18, 2017
Washington, DC

\$\$\$ for Chapters & State Councils for SHRM-SCP & SHRM-CP Recertifications – SHRM Chapters and State Councils in good standing will be eligible for enhanced financial support based on the number of SHRM members who recertify between January 1, 2017 and December 31, 2017. *Chapters in good standing will receive \$20 per each chapter member who is a SHRM member in good standing, primarily coded to the chapter, and recertifies for SHRM Certification during 2017. State Councils will receive \$10 per each SHRM member in good standing (in-chapter and at-large) in the state who recertifies for SHRM Certification during 2017.* Payment will be made to affiliates in good standing in early 2018 based on the number of recertified members meeting the above criteria as of December 31, 2017.

How to Redesign Your Performance Appraisal Template: Here is an interesting viewpoint of how one company changed their performance appraisal system ([Click Here](#)). "Performance review templates should be dynamic, not static, to reflect your organization's changing priorities." For example, a startup company might focus on the key core competencies of creativity and innovation, strategic and critical thinking skills, and culture and values, while a mature organization might emphasize its top three competencies as policy compliance, communication and leadership, and process improvement."

Remember PAC WEST is the BEST and it is because of you.

Cheers from,

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