



San Antonio Human Resource Management Association

ART EDGARIAN/CHARLES UMSHIED SCHOLARSHIP APPLICATION

To be eligible for the Art Edgarian/Charles Umshied Scholarship, candidates must:

- Be enrolled in an undergraduate or graduate degree from an accredited four-year college or university in the United States at time of application and award of scholarship.
- Applicants must submit a completed scholarship application for each scholarship that they are applying for. A previous application submission may not be used towards a later scholarship application.

DIRECTIONS: This application must be filled out completely and accurately. Return this application with an essay on the topic outlined below and your letter of recommendation (and transcript if required).

All submissions must be received at student@sahrma.org no later than 9:00 pm on the deadline:

- April 6, 2018 for spring
- October 31, 2018 for fall

Scholarship Application Checklist

- Application
- Essay
- Recommendation Letter
- Unofficial Transcript

Application Form

NAME:

PHONE NUMBER:

EMAIL ADDRESS:

PERMANENT ADDRESS:

CURRENT ADDRESS:

UNIVERSITY CURRENTLY ATTENDING:

MAJOR FIELD OF STUDY:

EXPECTED DATE OF GRADUATION:

LIST ALL COURSES REQUIRED IN YOUR MAJOR:

LIST OPTIONAL OR ELECTIVE COURSES IN HUMAN RESOURCES WHICH YOU HAVE TAKEN:

LIST OPTIONAL OR ELECTIVE COURSES IN HUMAN RESOURCES WHICH YOU PLAN TO TAKE:

CLASSIFICATION: GRADUATE SENIOR JUNIOR SOPHOMORE FRESHMAN

CUMMULATIVE GPA: _____ GPA IN MAJOR: _____

NUMBER OF HOURS CURRENTLY ENROLLEED: _____

NATIONAL SHRM STUDENT MEMBER: NO YES, Year Joined: _____

SAHRMA MEMBER: NO YES, Year Joined: _____

CAMPUS SHRM STUDENT CHAPTER MEMBER: NO YES, Year Joined: _____

IF YOUR COLLEGE OR UNIVERSITY DOES NOT HAVE A STUDENT CHAPTER, HAVE YOU ATTENDED ANY SAHRMA FUNCTIONS? YES NO If so please describe:

LIST OFFICES HELD OR ACTIVITIES YOU HAVE PARTICIPATED IN WITH STUDENT CHAPTER:

Signature: _____

Date: _____

By sending this application from your e-mail address/ university e-mail address or mailing a signed application you attest that all of the information provided is true and correct to the best of your knowledge. In addition, you are also acknowledging that your essay may be part of a SAHRMA publication in recognition of your scholastic work and achievement.

Essay Instructions

A 2016 article published by SHRM (<https://www.shrm.org/hr-today/news/hr-magazine/0316/pages/the-big-issues-facing-hr.aspx>) cited the following as the biggest issues facing HR in the near future.

- Stepped-up competition for talent
- New developments in technology
- A rising sense of insecurity
- The impact of the economy
- Demographic changes
- Data-driven HR practices

While each of these poses a significant threat to firms, many also present great opportunity. Choose one of the issues above which you think poses the greatest threat and/or opportunity and discuss:

- The impacts that the issue might have on business operations
- The impacts that the issue might have on human capital and human resources management
- Specific strategies for how HR managers can add value to their firms by exploiting the opportunity or mitigating the threats you discuss above.

Essays should be at least one page, but should not exceed two pages. They should be typed in MS Word. References should be properly cited in a bibliography, which will not count against the page limit.

JUDGING CRITERIA

You will be judged on the following criteria with a weighted score from 1 to 5.

Categories and Values

1. Course Work: Courses related to Human Resources – Factor X1
2. Membership: You will be awarded 5 points for membership in SHRM or SAHRMA – Factor X1
3. Student Chapter Participation: You will be awarded points on active participation with local student chapter or SAHRMA events
4. GPA: 2.0 - 2.4 = 1 pt; 2.5 - 2.9 = 2 pts; 3.0 - 3.4 = 3 pts; 3.5-3.8 = 4 pts; 3.8 - 4.0+ = 5pts
5. Volunteer Activity – Factor X2
6. Essay: You will be scored on grammar, spelling, organization, the use of reference material, and how you state, support and defend your position. You will not be scored on the position you take on your topic. – Factor X2
7. Additional factors: Any additional information the student feels that supports their commitment to the Human Resource field. – Factor X1