

Upcoming Deadlines:

SHRM® Assurance of Learning Assessment for Graduates of HR Degree Programs

Fall Registration Opened on August 1
Registration Deadline: September 30, 2011

Encourage students who are graduating to register for SHRM's Assurance of Learning Assessment. It is the new universal benchmark for graduate and undergraduate level HR students. The Assurance of Learning assessment will help distinguish students applying for entry-level HR positions. When a student passes the exam they receive a certificate of learning informing hiring managers that they have sufficient knowledge to enter the workforce. **Registration opened on August 1 for the October 15-November 15 testing window.** Hiring managers can expect to start seeing this achievement on recent graduates' resumes starting summer 2011. Visit <http://www.shrm.org/assessment> for more information.

2011 SHRM Pinnacle Award Program

Application Deadline: September 9, 2011

The SHRM Pinnacle Award Program is designed to honor SHRM affiliates for high-level development and contribution that enhance the development of effective human resource management. All SHRM chapters and state councils are eligible to submit applications. Up to seven \$1,000 Pinnacle Awards will be made to chapters and up to two \$1,000 Pinnacle Awards will be awarded to state councils. In addition to the awards and monetary grants, this impressive program provides increased prestige among your peers and enhanced recognition in the human resource industry. The 2011 Pinnacle Award Information Packet and Application Form are now available at

http://www.shrm.org/Communities/VolunteerResources/ResourcesforChapters/Pages/award_info.aspx

Mark Your Calendars:

CLA Conference Call/Webinar Schedule

The 2011 schedule is available at <http://www.shrm.org/Communities/VolunteerResources/Pages/CLACoCallWebinarSchedule.aspx>

CLA leaders will receive an email with call-in information for these events.

AUGUST

8/3 – Certification CLA
8/18 – College Relations CLA @ 2:00 pm ET

SEPTEMBER

9/7 – SHRM Foundation CLA
9/8 – Government Affairs CLA *[webinar]*
9/15 – Workforce Readiness CLA
9/21 – Membership CLA *[webinar]*
9/22 – Membership CLA *[webinar]*
9/28 – HR Certification Institute CLA *[webinar]*

*Unless otherwise noted, all conference calls begin at
4:00 ET/ 3:00 CT/ 2:00 MT/ 1:00 PT*

The call-in number for ALL conference calls is the same

Call-in number: **(800) 745-6370**

Participant code: **747279**

Chapters by Size Conference Call/Webinar Schedule

Chapter presidents have the opportunity to discuss topics specific to chapter size and share successful practices.

Chapter presidents will receive an email with call-in information for these events.

Super Mega [1,001+]	8/24 @ 3:00 ET/ 2:00 CT/ 1:00 MT/ 12:00 PT
Mega [501-1,000]	8/18 @ 4:00 ET/ 3:00 CT/ 2:00 MT/ 1:00 PT (Mega pass code 5356015)
Large [301-500]	9/20 @ 2:00 ET/ 1:00 CT/ 12:00 MT/ 11:00 PT
Medium [101-300]	12/15 @ 4:00 ET/ 3:00 CT/ 2:00 MT/ 1:00 PT
Small [up to 100]	8/16 @ 3:00 ET/ 2:00 CT/ 1:00 MT/ 12:00 PT

Special Focus Conference Call/Webinar Schedule

Volunteer leaders in these special focus areas will receive an email with call-in information for the following events.

8/16/ - Staffing Management Association (SMA) @ 4:00 ET
[conference call] (pass code 700696)
8/17 – District Directors *[conference call]* (pass code 5356015)
8/18 – Chapter Study @ 3:00 ET *[conference call]*
8/25 – Volunteer Leader Webcast Series @ 4:00 ET *[webinar]*
“From VolunTold to Volunteer”
9/22 – Chapter Study @ 3:00 ET *[conference call]*
9/29 – Volunteer Leader Webcast Series @ 4:00 ET *[webinar]*
“Working with Difficult Volunteers”

LeadersEdge Blog

<http://www.shrm.org/Communities/VolunteerResources/Blog/default.aspx>

SHRM 2011 Chapter Study:

Join the discussion on the Chapter Study Blog

<http://www.shrm.org/Communities/VolunteerResources/SHRMChapterStudyBlog/default.aspx>

The Chapter Study project has been in full swing for the last few months. We've had 100+ individual phone conversations, reviewed and analyzed data from over 22,000 surveys, met with the Chapter Study Taskforce for 1 ½ days, met with key staff players at SHRM numerous times. Our next steps in this process are to develop the framework around the enhancements of partnerships with our affiliates. We will host 2 additional conference calls with volunteers at **3:00 pm ET on August 18th and September 22nd**. Invitations will be sent approximately one week prior to the Chapter Presidents and State Council Directors – all volunteers are welcome to join. Audio recordings of past conference call updates are available at <http://www.shrm.org/Communities/VolunteerResources/Pages/SHRM2011ChapterStudy.aspx>. Questions and comments may be e-mailed to ChapterStudy@shrm.org.

Membership:

CHSWD

Southwest Central Region's **JOIN NOW!** New Member Discount Code

Be sure to use the **Promo Code CHSWD** to save **\$15 off** the \$180 **first-time/new member** rate. \$180 for renewing members. \$35 for students enrolled in at least 6 hours.

Having difficulty "selling" membership to your boss? Consider this:

- The annual membership costs less than about one hour of an attorney's or consultant's time
- You get professional development and quick answers to your questions without leaving the office
- If you want to ensure that your company continues to pay your membership fee, whenever you get an answer, an article, or a resource from the SHRM website, be sure to tell your boss where you got it
- Show him or her the value your company is getting from SHRM.

Updated Membership Star and Superstar Goals for 2011

We recognize that sustained SHRM membership growth from year to year can be challenging, especially in the current economic climate. As such, for 2011, we have revised the membership star and superstar targets. These changes will also be reflected in SHAPE. Revised Targets for 2011: Membership Star: 0% - 2.9% • Membership Superstar: 3%+.

This has been communicated to chapter presidents and state council directors. Please refer any questions to a member of your regional team.

Get \$25 or more to Amazon.com with SHRM's "Member-Get-A-Member Campaign"

Help spread the word about SHRM and get rewarded! Join SHRM's Member-Get-A-Member campaign to help grow your professional organization by recruiting new professional members AND get \$25 toward Amazon.com to use on whatever you want! As you have indicated that you work for a multinational organization, you could consider reaching out to your cross-border colleagues, as SHRM is steadily growing our international memberships (Internet-only memberships are available for US\$95) and we have [member forums](#) in 12 countries dedicated to connecting SHRM members locally. **Simply visit shrm.org/getamember** and you'll see the full program information, including links to the [special online application](#), a downloadable application and an e-mail that you can easily customize and send off. As long as your contacts include your name as the referrer when they apply, we'll track everything for you. The campaign runs now through August 31, so don't delay!

FYI:

Volunteer Leader Briefing at SHRM Annual Conference

Over 300 attendees participated in the Volunteer Leader Briefing held in conjunction with last month's SHRM Annual Conference. Wondering what was covered? View the session's PowerPoint slides in the Volunteer Leaders Resource Center, under "What's New on the VLRC" at <http://www.shrm.org/Communities/VolunteerResources/Pages/default.aspx>.

"What's New at SHRM" Rolling PowerPoint Presentation

We know that many of you have monthly meetings where the registration and check-in time is used for networking and milling around the meeting room. We have created a PowerPoint slide show, which is updated each quarter, preset to change slides automatically every 5-10 seconds, which contains 11 slides with the latest benefits and news from SHRM. We hope that you will be able to use it during the networking and registration time so that your members get a look at some of the benefits on the SHRM website or current information of interest to them. The slides are located at <http://www.shrm.org/Communities/VolunteerResources/Pages/default.aspx> under the "What's New at SHRM" heading. We frequently hear from members, "I had no idea SHRM had that benefit," so we hope this helps your members understand their benefits and helps your chapter retain SHRM members. We hope this is effective for you, and thanks for all you do!

Chapter Leader Information Form (CLIF)

Remember, if your chapter board terms ended this spring and summer, be sure to submit a new Chapter Leader Information Form which can be found at <http://www.shrm.org/Communities/VolunteerResources/ResourcesforChapters/Pages/clif.aspx>. The CLIF is important to us because this is the vehicle we use to contact leaders in your chapters and state councils. Whenever there is a change in your leadership, make sure you submit a CLIF. For Chapters and State Councils that are on a calendar year, your CLIFs are due December 1st for the next calendar year.

Direct Deposit

Want to save time? Want to save paper? Sign up for direct deposit. Receive your chapter support payments via ACH deposits. This will be mandatory of all chapters and state councils by the end of 2011. To access the Direct Deposit Request Form, visit <http://www.shrm.org/Communities/VolunteerResources/ResourcesforChapters/Pages/CHAPRfin.aspx>

At-Large Member List – How to Request

There are forms to complete when requesting an at-large member list. One form is used to mail information to at-large members and the other form is used for internal chapter communication to at-large members.

1. Mailing: Complete the request form and provide a copy of what is being planned to send to the at-large members. The form can be found at:
http://www.shrm.org/Communities/VolunteerResources/ResourcesforChapters/Documents/Chapter_Member_Label_Request_20090730.doc
2. Internal communication: If a copy of the at-large member list is to be used for internal chapter purposes, complete and return the following request form:
http://www.shrm.org/Communities/VolunteerResources/ResourcesforChapters/Documents/Chapter_At-Large_Lists_Request_20090730.doc

SHRM Technology Update

Look for exciting all the technology changes SHRM is making. Go to:

- www.SHRM.ORG to see our new redesign – the new home page and discipline pages went live on July 27.
- SHRM Connect got a facelift and several functional enhancements
- SHRM Tech microsite – new vehicle to engage the members in our technology initiatives

SHRM Tech includes announcements about major launches/initiatives, a SHRM Tech blog charting our progress, a feedback forum on design prototypes, and a Twitter feed showing all communication and feedback reported using the #SHRM Tech hashtag. This represents a unique way to engage our members by leveraging the power of social media. Check it out at <http://shrmtech.shrm.org>

SHRM Affiliate Website Program Update

Over 250 chapters and state councils have their websites hosted through the SHRM Affiliate Program. Would you like your chapter/state council to join them? If you would like to learn more, please visit the "SHRM Affiliate Website Program" <http://hosting.chapters.shrm.org/> to view the following information: • Program FAQs • Overview of the CMS • Sample sites using the new software platform • SHRM Affiliate Agreement. If your chapter/council decides that you would like to participate, the first step would be to submit the SHRM Affiliate Agreement. Once the agreement is submitted, you will then be contacted by the Webchapter Help Desk for the information needed to create your site under the new program guidelines. If you have any questions or concerns, please send an email to the Webchapter Help Desk at webchapter@shrm.org. A help desk representative will contact you.

Leaders Lounge @ SHRM Annual Conference was the Place to be!

If you attended Annual Conference this year, I hoped you stopped by to see us at the Leaders Lounge. This year's Lounge offered even more than last year – a great place to relax, share with your peers and network with volunteers from across the US. We had 303 people visit the Lounge and many of you came back more than once as we tracked 763 total number of visits. Plan to join us in Atlanta next year as we are already planning how we can make the Leaders Lounge an even better experience.

Annual Student Conference a Success

This year's student conference held in conjunction with Annual Conference was attended by over 350 student SHRM members and advisors. The conference included networking events, meet-to-eat, a variety of speakers and awards ceremonies. Jeffrey Walls, SPHR, professor of business at Indiana Institute of Technology and founding advisor of the Indiana Tech SHRM Student Chapter, was named 2011 SHRM Foundation Advisor of the Year. Thanks to everyone for their support of our student chapters this year.

Leadership Conference – November 17-19, 2011

Interested in the details for Leadership Conference? This year's conference, Innovative Leadership, Engaging Today's Leaders for Tomorrow's Success, will be held November 17-19 in Arlington, VA. The conference will focus on the results of the chapter study and important information regarding how to plan for the future. Chapters and state councils are strongly encouraged to send a representative. Back by popular demand is the Capital Hill visit on Thursday morning along with the SHRM Open House that evening. The website will be updated soon, although conference and hotel registrations will not open until early September. Stay tuned for additional information and when the link is available.

Mentoring Program Update

Thank you to everyone who took the time to complete the survey regarding mentoring programs. As you recall, our online mentoring program was "retired" in June to put more of a focus on the importance of in-person mentoring. Currently the survey data is being assessed and additional information is gathered about successful practices from chapters. A resource will then be created for chapters who have an interest in developing a program, but don't have the time to develop a program from scratch.

If you did not complete the survey, but would like to contribute information, please contact Robert LaGow at robert.lagow@shrm.org.

SHRM / FWI Partnership on Workplace Flexibility

Earlier this year, SHRM and the [Families and Work Institute \(FWI\)](#) launched a groundbreaking, multiyear partnership to help employers become more successful by transforming the way they view and adopt workplace flexibility. A key component of this new partnership is [When Work Works](#) – a nation-wide initiative to bring research on workplace effectiveness and flexibility into community and business practice. By leveraging SHRM's vast network, the partnership seeks to grow this initiative to continue to offer the Sloan Award for Business Excellence in Workplace Flexibility, which honors employers who are leading the way on effective and flexible workplace strategies. In 2011, SHRM will roll-out the When Work Works initiative in CA, OR, TX, IL, MD, and VA by conducting educational programming on the business case for workplace flexibility. Please contact Lisa Horn with SHRM at lisa.horn@shrm.org with any questions regarding the FWI partnership or the When Work Works program.

SHRM FOUNDATION:

The Foundation Online Auction- A Success!

The SHRM Foundation would like to thank all the supporters of our Online Auction. It was a great success that raised over \$20,000 that will help fund our scholarships, research grants and free educational materials. If your chapter did not get a chance to donate an item, the Foundation is still looking for great auction items for the November silent auction during the Leadership Conference. Some ideas for auction items include, weekend getaways, Apple products, wines and wine accessories, spa packages, unique artwork, jewelry and gift certificates to popular restaurants. For more information or ideas on what to donate, please email Janée Nouët-Morales at jane@shrm.org.

SHRM Foundation joins the world of social media

The SHRM Foundation has joined twitter, **@SHRMFoundation!** We hope to provide our followers and supporters with fast updates about our work and a chance to give us instant feedback. The Foundation has its own hash tag as well, **#shrmfdn**. As the months go by, we hope to add accounts with facebook, LinkedIn and SHRM Connect. We would love to see you tweet about everything you are doing to help the SHRM Foundation! Please follow us on twitter at @SHRMFoundation and use the hash tag #shrmfdn.

Be an All-Star!

Plan your fall donations in time to be listed as an All-Star during the Leadership Conference. Chapters and State Councils that raise the most money will be posted at the SHRM headquarters during the Leadership Conference open house. Don't forget to encourage your members to donate and use the [recognition credit form](#) to give credit to their Chapter or State Council. Donations that accompany this form, which lists *either* a Chapter or State Council, will be counted towards your All-Star totals.

Conferences:

Upcoming State Conferences: A complete listing of all state conferences by month is available at <http://www.shrm.org/Conferences/StateAffiliateConferences/Pages/default.aspx>

Online State Conference Posting Request Form: **REMINDER!!!** Post your state conference info on the SHRM website! http://apps2.shrm.org/www/conferences/conf_posting_request.asp

2011 Southwest Central State Conferences:

- MO State Conference; August 3-5, 2011; Osage Beach, MO
- AZ State Conference; August 30-September 2, 2011; Phoenix, AZ
- KS State Conference; September 14-16, 2011; Wichita, KS
- UT State Crossroads Conference; September 27-28, 2011; Layton, UT
- CO State Conference; September 28-30, 2011; Keystone, CO
- TX State/HRSouthwest Conference; October 30-November 2, 2011; Ft. Worth, TX

2011 Southwest Central Leadership Conferences:

- AR State Leadership Conference; October 28, 2011; Russellville, AR
- MO State Leadership Conference; November 4, 2011; Lake of the Ozarks, MO
- LA State Leadership Conference; November 4, 2011; Marksville, LA
- AZ State Leadership Conference; December 1, 2011
- KS State Leadership Conference; December 2, 2011; Salina, KS

2011 Southwest Central – Other Major Conferences:

- OK State Workforce Readiness Summit; September 7, 2011; Oklahoma City, OK
- AR State Employment Law & Legislative Conference; September 21-22, 2011; Little Rock, AR
- MO State Diversity Expo; September 23, 2011; Columbia, MO

2011 SHRM Conferences: (*Announce at your chapter meetings*)

<http://www.shrm.org/Conferences/Pages/default.aspx>

- SHRM Strategy Conference; October 5-7, 2011; Chicago, IL
- SHRM Diversity & Inclusion Conference & Exposition; October 24-26, 2011; Washington, DC
- **New!** Work-Life Focus 2012 and Beyond (presented in partnership with the Families & Work Institute); November 8-10, 2011; Washington, DC
- SHRM Leadership Conference; November 17-19, 2011; Arlington, VA

2012 Southwest Central State Conferences:

- NM State Conference; March 26-27, 2012; Albuquerque, NM
- AR State Conference; April 25-27, 2012; Springdale, AR
- OK State Conference; April 25-27, 2012; Tulsa, OK
- LA State Conference; April 26-27, 2012; New Orleans, LA
- MO State Conference; August 8-10, 2012; Lake of the Ozarks, MO
- KS State Conference; September 12-14, 2012; Topeka, KS
- AZ State Conference; September __-__, 2012; Phoenix, AZ
- UT State Crossroads Conference; September 25-26, 2012; Layton, UT
- TX State/HRSouthwest Conference; October 14-17, 2012; Ft. Worth, TX
- CO State Conference; No conference in 2012

2012 Southwest Central Leadership Conferences:

- UT State Leadership Conference; January 6, 2012; Salt Lake City, UT
- OK State Leadership Conference; January 20, 2012; Oklahoma City, OK
- NM State Leadership Conference; January 21, 2012
- CO State Leadership Conference; April 20, 2012; Denver, CO
- TX State Leadership Conference; May 4, 2012; Waco, TX
- AR State Leadership Conference; October __, 2012
- MO State Leadership Conference; November 2, 2012; Lake of the Ozarks, MO
- LA State Leadership Conference; November __, 2012
- AZ State Leadership Conference; December __, 2012
- KS State Leadership Conference; December __, 2012
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2012 Southwest Central – Other Major Conferences:

- CO – Colorado HR Association Conference; January __, 2012; Denver, CO
- KS State Employment Law & Legislative Conference; February 9-10, 2012; Topeka, KS
- AZ State Employment Law & Legislative Conference; February __, 2012; Phoenix, AZ
- OK State Legislative Conference; February __, 2012; Oklahoma City, OK
- TX State Global Conference; February 8, 2012; Houston, TX
- MO State Labor & Employment Law Conference; March 23, 2012; Lake of the Ozarks, MO
- AR State Employment Law & Legislative Conference; September 19-20, 2012; Little Rock, AR
- NM State Legislative Conference; TBD

2012 SHRM Conferences: (*Announce at your chapter meetings*)

<http://www.shrm.org/Conferences/Pages/default.aspx>

- SHRM Employment Law & Legislative Conference; March 4-7; Washington, DC
- SHRM Talent & Staffing Management Conference & Exposition; April 30-May 2; Washington, DC
- SHRM Annual Conference & Exposition; June 24-27; Atlanta, GA
- SHRM Strategy Conference; October 3-5; Palm Springs, CA
- SHRM Diversity & Inclusion Conference & Exposition; October 22-24; Chicago, IL
- Work-Life Focus 2012 and Beyond (presented in partnership with the Families & Work Institute); November; Date & Venue To Be Announced
- SHRM Leadership Conference; November; Date & Venue To Be Announced

2012 SHRM Regional Student Conferences:

The dates/locations for the 2012 regional student conferences are being finalized and plan to communicate the information later this month. We have reviewed survey results from this year's conferences and specifically the case competition format. As always your feedback is appreciate and is being taken into consideration as we plan for 2012.

Future SHRM Annual Conferences:

- 2013 – Chicago, IL
- 2014 – Orlando, FL

New on the Web:

New information is continuously being added to the website. Here's just a few of the new items posted recently:

HR Q & A's *(members only)*

[I've been searching for a law that addresses a specific situation I am dealing with, but I can't find one. What can I do?](#)

[Metrics: Which HR metrics should we measure?](#)

[Should HR be included in all disciplinary meetings?](#)

[What if an employee states he or she needs an accommodation but doesn't have any documentation to back it up?](#)

[What if an employee with an ADA-covered medical condition refuses to ask for/accept accommodation and the condition is affecting the employee's work performance?](#)

[Are employers required, under the recent health care reform act, to impute the value of employer-provided health care benefits for those employees with adult-aged dependent children covered by their group health care plan?](#)

[Can we require an employee to use paid time off \(PTO\) if he or she hasn't requested it? Can we limit when an employee can use PTO?](#)

[Does HIPAA restrict us from announcing when an employee's baby is born, an employee is having surgery or an emergency happened to an employee's family?](#)

[Can European Union \(EU\) citizens work in any EU country?](#)

[Can interns be independent contractors?](#)

[What responsibilities does HR have when an employee is getting divorced?](#)

[What is an employer's responsibility when an employee with an H-1B visa is terminated?](#)

[What are the federal record retention requirements for employers?](#)

[What is the "key" employee provision under the FMLA?](#)

[How does COBRA apply to health flexible spending arrangements?](#)

How To Guides *(members only)*

[Update or Reverify I-9 Forms](#)

Resources for HR Educators *(members and non-members)*

[PAC Resources, Inc.: A Case Study in HR Practices](#)

Samples *(members only)*

Forms

[Notice of Employee Tip Credit](#)

[EEO-1 Reporting Checklist](#)

[FMLA Leave Periodic Status Report](#)

[Hiring Practices Checklist](#)

State Law Charts *(members only)*

[Severance Pay Requirements](#)

Survey Findings *(members and non-members)*

[The State of Consumer-Directed Health Plans in the Workplace SHRM Poll](#)

[2011 Employee Benefits Research Report](#)

[Employee Recognition Programs Survey Findings](#)

[SHRM Poll: The Hiring of 2011 Graduates](#)

Toolkits *(members only)*

[Employing Interns](#)

Your Regional Team:

Sherry Johnson, PHR, Field Services Director - Southwest Central Region [AR, LA, MO, OK, TX]

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Regional Administration: 1-800-283-7476 ext. 3333 SHRM.MemberRelations@shrm.org

Volunteer Leaders' Resource Center (VLRC) <http://www.shrm.org/vlrc>