

THE RESOURCE



Valley Society for Human Resource Management

Saginaw, Bay City and Midland - Michigan

Published for Members of the Valley Society for Human Resource Management

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February Meeting Info

Date

Tuesday
February 14, 2017

Location

Horizons Conference Center
6200 State St. Saginaw
Saginaw, MI 48603

Topic

2016 Legislative Update

Speaker

Liz Peters

Time

Registration/Networking 11:30

Lunch

11:30-12:15

Program

12:15-1:15

Cost

Members \$22.00 & Guests
\$30.00

Please visit vshrm.org and
log in to RSVP

President Update Jennifer Westphal, SPHR, SHRM- SCP



I would like to take a moment to encourage our members to become involved in a leadership position with VSHRM. Volunteering has several advantages. It provides great networking opportunities, personal growth and a chance to earn re-certification credits. Now is the time to take that leap and become involved!

The VSHRM Board of Directors would like to announce the following open Board positions for the 2017 - 2018, program year. In the paragraphs listed below each open position, I highlighted some of the main responsibilities. To view a complete description, please go to the VSHRM website, Open Board Positions.

President-Elect/Certification Chair

The President-Elect's role is to assist the President in overseeing all the activities of the chapter. Some of the President-Elect's responsibilities include participating in short-term and long-term strategic planning, representing the chapter in the Human Resource community and coordinating certification efforts to increase the number of chapter members who are certified. Also, to work with the chapter program chair to secure HRCI and SHRM credits for chapter programs. This is a 3 year term, the first year serving as President-Elect, the second year as President and the third year as Past-President.

RSVP Chairperson

RSVP responsibilities include pulling information from the website for members/guests who RSVP for monthly meetings. Updates website with meeting attendance; runs reports from website; responds to meeting inquiries. Works closely with treasurer to monitor payments for monthly meetings. Maintains continuous communication with Program Chair regarding registration to ensure appropriate count is provided to venue.



Attend monthly membership and board of directors meetings. Please note, you would work with the present Chair for one year, to train and learn the position.

The Member Connections Committee

Member Connections Committee goals include encouraging networking among members and making new members and guest feel welcome at meetings. Assisting with membership renewal and follow up. Reaching out to SHRM members who are not VSHRM members. Supporting the VSHRM Board with special projects, for example the silent auction or charity drives. One MCC member is welcomed to attend the monthly board meeting and then they provide a report back to the committee. Some of the roles are Greeter, Gift Card Drawing, Microphone/Badge Collection and Ad Hoc Activities.

If you are interested, please do not hesitate to contact myself or any other VSHRM Board Member. The elections for these positions will be at the June meeting.

Thank You
Jennifer.westphal@gm.com



2017 Annual Conference

February 3: Deadline to take advantage of \$995 Volunteer Rate for 2017 SHRM Annual Conference (<http://annual.shrm.org> must be logged in; if you have issues, contact Member Care at 1-800-283-7476)

6 Reasons

WHY YOU SHOULD PURSUE SHRM-CP OR SHRM-SCP CERTIFICATION

- 1** The SHRM-CP and SHRM-SCP credentials are state-of-the-art certifications offered by the Society for Human Resource Management (SHRM), the world's largest HR membership organization and the industry leader in HR professional development. For more than 60 years, SHRM has supported more than 100,000 employers representing 140 million employees worldwide.
- 2** The SHRM certification exams **test your knowledge AND how you use that knowledge** to demonstrate your proficiency as a business leader.
- 3** The SHRM certification program was created to meet the needs of employers worldwide, driving business through the globally recognized competencies for HR professionals around the world. This is achieved through critical thinking, practical application and real-world experience.
- 4** Over 96,000 HR professionals have earned their SHRM-CP or SHRM-SCP. To date, **more than 5,000 employers are seeking SHRM credential-holders every month**. This includes *Fortune* 500 organizations from every sector and industry.
- 5** SHRM's recertification program provides a broad scope of eligible recertification activities, allowing **you to determine your professional development needs** based on your specific career path.
- 6** SHRM certifications directly link to on-the-job scenarios and realistic work situations, making them **the most relevant certifications available for HR professionals**. Seventy-five percent of examinees say the SHRM-CP and SHRM-SCP exams are more job-relevant than any other HR certification.

“The SHRM Certification program is a must-have for HR professionals. HR is more than knowing laws and policies; it's about applying concepts and demonstrating an understanding of the HR practice. The SHRM Certification program is built around the competencies and knowledge and, more importantly, the practices that make HR work—which is what employers demand from HR professionals in today's fast-paced workplace.”

John Acosta, MBA, SHRM-SCP
Director, Human Resources, Wisconsin College
Sports, LLC

THE FUTURE OF HR IS HERE

Learn more now at shrmcertification.org

Q: Why did SHRM create its own credentials?

A: SHRM is committed to ensuring that the certification HR professionals achieve is best in class and distinguishes them in the marketplace. Therefore, SHRM determined that it was necessary to move forward independently with the development of a competency-based certification—an urgent need for the advancement of the HR profession and HR practitioners.

Q: What are the credentials?

A: The SHRM Certified Professional (SHRM-CP®) and SHRM Senior Certified Professional (SHRM-SCP®) are universally-recognized competency- and knowledge-based credentials.

Q: What is the foundation for the SHRM-CP and SHRM-SCP?

A: As the leading advocate for HR professionals worldwide, SHRM conducted an intensive study—that included employers, academics and practicing HR professionals at all levels—to define the competencies and knowledge relevant to today's HR professional. Through these efforts, a clear picture emerged of what is necessary for HR professionals to become future leaders.

The SHRM-CP and SHRM-SCP certifications are built upon the SHRM Body of Competency and Knowledge™ (SHRM BoCK™). The [SHRM BoCK](#) is more than an exam outline. It defines the standards for knowledge, strategies and competencies required of effective HR professionals around the world.

To maintain this industry-leading level of excellence and relevancy, SHRM brought together some of the best minds in the HR profession to review and validate the current SHRM BoCK, which shaped 2017 updates.

Q: Who was involved in the research study?

A: SHRM certification is the culmination of over three years of research, and based on the SHRM Competency Model, which was validated by more than 35,000 HR professionals from 33 countries. These HR professionals identified the skills needed to grow and succeed in HR careers.

Q: Are the SHRM certification credentials accredited?

A: Yes, the SHRM-CP and SHRM-SCP exams have been accredited by The Buros Center for Testing, a pronouncement that the HR credentials meet the highest standards in testing. The Buros Center is the premier test review center located at the University of Nebraska-Lincoln; it accredited SHRM Certification less than two years after the credentials were launched. For more information, visit shrmcertification.org/accreditation.

Q: What is the cost to take the exam?

A: The SHRM-CP and SHRM-SCP exams are each \$300 for SHRM members and \$400 for nonmembers. (This price includes a \$50 nonrefundable processing fee.) A \$75 USD nonrefundable late application fee will be applied if you apply for the exam during the late application periods.

Q: How do I schedule my exam appointment?

A: The SHRM-CP and SHRM-SCP exams are administered by computer by SHRM's test delivery vendor, Prometric. Once your application is complete, you will receive an Authorization to Test (ATT) letter via e-mail. This letter has the contact information for Prometric and your Eligibility ID that you will need when you contact Prometric to schedule your exam appointment. Visit prometric.com/shrm to find the exam location nearest you.

Q: When can I take the exam?

A: Apply at shrmcertification.org/apply. The exam windows are:

2017 SHRM-CP AND SHRM-SCP EXAM SCHEDULE	
SPRING WINDOW: May 1-July 15, 2017	WINTER WINDOW: December 1, 2017-February 15, 2018
APPLICATION ACCEPTANCE BEGINS January 3	APPLICATION ACCEPTANCE BEGINS May 15
APPLICATION DEADLINE March 24	APPLICATION DEADLINE October 20
LATE APPLICATION DEADLINE* April 14	LATE APPLICATION DEADLINE* November 10



Did you know that HR Certification Institute™ (HRCI™) has adjusted its recertification requirements to make them more flexible than ever?

Based on the feedback from many of our certified professionals, we've provided more time-saving options in addition to traditional HR continuing education. You can now earn more credits - up to 40 - for personal achievements such as on-the-job activities, leadership, HR Membership and more.

For example, you can earn you can earn recertification credits via:

- **On-the-job experience** - Get credit for a new HR activity that adds to your HR knowledge gained through work experience.
- **More flexible instruction options** - We've increased the number of hours you can earn for formal HR-related presentations and instructions from one to two credit hours. This includes workshops, webinars, in-house training and book club

facilitation.

HR Membership - Now you can receive more credit hours for your local, national and international HR membership (Maximum: 12 hours).

President-Elect
Yvette Serrato

Choose Expert Guidance to Lead You to Success on the SHRM-CP/SHRM-DCP Exam

Prep course combines expert instruction with 2017 SHRM Learning System for SHRM-CP/SHRM-SCP

Saginaw Valley State University

Location: Saginaw

Date: 2/3/2017

Registration: SHRM Online Learning - Winter 2017

REMINDER:

Our meeting on March 14, 2017 will be at:

Courtyard - Bay City - Uptown

2 E. Main Street

Bay City MI 48708

We look forward to seeing everyone!

Communications and Web Chair
Mike Major



Michigan Committee for Employer Support
of the Guard and Reserve
3423 N. Martin L. King Blvd
Lansing, Michigan 48906

05 January 2017

**ANNOUNCEMENT: Invitation to the ESGR / US Coast Guard "Ice Breaker
Cruise" on Monday, March 6th or Tuesday, March 7th, 2017**

Each year, we conduct "Bosslifts" for civic and business leaders to promote a better understanding of the mission and activities of the Guard and Reserve, and those of ESGR. We would like to invite you to join us for a tour of the St Ignace Coast Guard Station and a "Cruise" aboard the US Coast Guard Cutter "Hollyhock" through the Straits of Mackinac on either 6 or 7 March 2017.

We will be conducting two "cruises", one in the morning and one in the afternoon, each day. We anticipate those participants in the Upper Peninsula and the northern half of the Lower Peninsula to join us for one of the morning "cruises". Those from the southern half of the Lower Peninsula will join us for one of the afternoon "cruises".



What to bring: Cameras will be permitted. You may remain inside the ship for the entire cruise if you wish, but wear warm clothes and boots if you want to venture onto the weather decks!

If you, or a member of your staff, would like to participate, please submit the enclosed response form to cwo.ashby@gmail.com as soon as possible, as there are very limited seats available. We hope you can join us for an informative and exciting "cruise" aboard the US Coast Guard Cutter "Hollyhock". Once your participation is confirmed, I will be sending you more detailed information about the "Cruise". If you have any further questions, please feel free to contact Roland Ashby at 616-291-1005 or CWO.Ashby@gmail.com

Sincerely,


LTC Gary D. Aten (Ret)
Michigan Committee for ESGR

[2017 Ice Cruise Invite - Response Form](#)

*College Relations Chair
Jennie Wideman, SHRM-CP*

College can be expensive and any assistance one can get is always helpful. If you or anyone of our current member are looking to sponsor a HR Scholarship or currently have one that their business offers please let me know and I will help connect our Student Members to the information. Please do not hesitate to contact me at (989) 791-5099 or jennie.wideman@morley.net.

Workforce Readiness

Kathy Harris and Louann Lerche

Interviewing is an important step in the employee selection process. Workforce Readiness is looking at expanding into Employer Exportation Area. We would like to get a panel of experts together to discuss what employers look for in candidates and/or what methodology is used. We would like to give job seekers insight into what employers are looking for during this crucial step in the job search process.

More details to come.



RSVP Chair
Suzanne Schreiner

STEADY EDDIE PROGRAM REMINDER

Don't forget about the chapter-sponsored Steady Eddie Program. The program recognizes those members who "steadily attend" chapter meetings throughout the year. At the June meeting, we recognize those members who attend all meetings from September through May. We then draw a name from the hat, and the winner receives a one year SHRM membership!

Programming Chair Update
Sheryl Bivins

VSHRM would like to invite you to our March 14, 2017 meeting at the **Courtyard by Marriott in Bay City**. The presentation will be "Violence in the Workplace - Run, Hide, Fight." We are hearing more about workplace violence in the newspapers and social media than ever before. So many times we feel "bad things" only happen at "other" places, but unfortunately, we need to be prepared for the unexpected. Chris Izworski and Ryan Manz from Bay County 911 will be giving us ideas on how to better manage emergency situations.

We look forward to seeing you next month at our March event.

Please remember to respond to the Surveys that ask about the monthly VSRM event. The surveys are through Survey Monkey and the email address that you will receive them from is sherylbivins@gmail.com. Your input is important to us when we are

considering how to improve our programing. Typically, the email will go out to each of the attendees within 72 hours of the event. Taking the time to give us feedback allows us the opportunity to have successful events and your survey results are an extremely important part of that process.



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INCOME/EXPENSE BY CATEGORY

12/1/2016 through 1/23/2017

Category	Dec-16	Jan-17	OVERALL TOTAL
Income			
Meeting Receipts	\$2,783.43	\$1,833.11	\$4,616.54
Memberships	\$130.00	\$0.00	\$130.00
TOTAL Income	\$2,913.43	\$1,833.11	\$4,746.54
EXPENSES			
Advertising	\$25.00	\$25.00	\$50.00
Annual Membership Fee	\$0.00	\$0.00	\$0.00
Board Meeting	\$0.00	\$124.42	\$124.42
Charity/CMU University	\$0.00	\$1,100.00	\$1,100.00
Gifts Given	\$351.02	\$0.00	\$351.02
Luncheon	\$1,619.23	\$1,289.02	\$2,908.25
Name tags	\$0.00	\$60.00	\$60.00
Refund	\$0.00	\$30.00	\$30.00
SHRM Leadership Conf	\$633.40	\$0.00	\$633.40
Shrm State Conference	-\$290.00	\$0.00	-\$290.00
Website Fees	\$0.00	\$959.24	\$959.24
TOTAL EXPENSES	\$2,338.65	\$3,587.68	\$5,926.33
OVERALL TOTAL	\$574.78	-\$1,754.57	-\$1,179.79
Balance as of Dec 1, 2016	\$32,401.24		
Ending Balance as of December 31, 2016	\$34,584.84		
Trial Balance as of January 23, 2017	\$31,185.86		

Communications Update

Mike Major, SPHR



[VSHRM FACEBOOK](#)

-Join our group on LinkedIn



[VSHRM LinkedIn](#)

