Philadelphia SHRM
Emerging HR Leaders

SHRM Student Leadership Retreat

October 12, 2013
Sponsored by Villanova SHRM
## Agenda

### How We’ll Use Our Time

<table>
<thead>
<tr>
<th>What</th>
<th>When</th>
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<tbody>
<tr>
<td>Arrival</td>
<td>9:30-10:00</td>
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<tr>
<td>PSHRM Welcome</td>
<td>10:00-10:15</td>
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<tr>
<td>“SHRM 101” Panel – About Us and Chapter Development</td>
<td>10:15-11:00</td>
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<tr>
<td>Lydia Bailey</td>
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<td><em>U.S. Environmental Protection Agency</em></td>
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<tr>
<td>Erik Johnson, PHR</td>
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<td><em>Comcast</em></td>
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<tr>
<td>Catherine Preim, PHR</td>
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<tr>
<td><em>Nelson</em></td>
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<td>Jameel Rush, PHR</td>
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<td><em>Aramark</em></td>
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<td>Katina Sawyer, Ph.D.</td>
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<td><em>Villanova University</em></td>
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<td>Group Activity – Chapter Profiles</td>
<td>11:00-11:45</td>
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<tr>
<td>Wrap-Up</td>
<td>11:45-12:00</td>
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Philadelphia SHRM

www.phillyshrm.org

- We provide resources, tools and skills to inspire new thinking and to successfully navigate the business environment
- Second oldest regional SHRM compromised of over 1,400 members (est. 1949)

**Philly SHRM Benefits**
- Professional Development: in-person workshops, webinars, etc.
- Networking
- Certification support

**Emerging HR Leaders**
- Dedicated to serving HR professionals with 0-8 years of experience by providing various resources and educational opportunities
- Career Development Series, Networking Events, Support for Local chapters
Philadelphia SHRM Symposium
www.phillyshrm.org

Our Main Event

- One day conference that provides educational programs about Human Resources & Business, and networking with organizational leaders

- Student Volunteer/Sponsorship Opportunities available

- 2014 Philadelphia SHRM Symposium
  - Friday, March 21, 2014 (7:30 a.m. – 4:00 p.m.)
    The Philadelphia Marriott Downtown
  - Keynote Speaker: Steve Forbes, Chairman & Editor-in-Chief of Forbes Media

- http://pshrmsymposium.com/
Fall Emerging HR Leaders Events
2013-2014

**Fall Event**

**What:** fun, informal networking event

**When:** November 21, 5:30-8:30

**Where:** Tavern on Broad

**How:** Register on our website

**Cost:** $20/student

**Spring Event**

**What:** fun, informal networking event

**When:** TBD

**Where:** TBD

**How:** Register on our website

**Cost:** TBD, likely $20/student

**Career Development Series**

**What:** Event to support HR career development

**When:** Spring Semester

**Where:** Aramark Tower

**How:** Register on our website

**Cost:** FREE

[Event Calendar]
National SHRM

SHRM Student Chapter Merit Awards

- Recognizes outstanding activities and projects of SHRM Student Chapters

- Award categories:
  - Merit
  - Honorable Mention
  - Superior Merit
  - Outstanding Chapter

- Chapters must apply every year and collaborate with chapter officers to meet the requirements of the award

- SHRM Website > Communities > student Programs > Documents
  - Click Here
National SHRM

SHRM Student Chapter Merit Awards

- **Tips on Successfully Completing the Merit Award Application**
  - Read the Student Chapter Planning Workbook carefully and thoroughly
  - Ask for Help!
  - Collaborate with all officers in the chapter and delegate responsibilities
  - Plan the majority of events in the Fall semester
  - Research past practices of recipients of Chapter Merit Awards

- **Ideas for receiving Outstanding Chapter**
  - Complete all requirements for Superior Merit Award
  - Create a mentoring program at your University
  - Complete “Bonus” requirements
  - Promote /provide assistance with Assurance of Learning Exam
  - Create a unique/innovative idea that supports SHRM
    - Ex. Creating study guides for Assurance of learning exam
Appendix

Information we want you to have but won’t cover today

- National SHRM Information
- Student Benefits of National SHRM
- HR Certification Institute
- Assurance of Learning Exam
- National SHRM Scholarships
National SHRM

www.shrm.org

- World’s largest professional association dedicated to HRM
- More than 210,000 individual members in over 100 countries
- Over 550 affiliated local professional chapters

- **Dues:**
  - Professional: $180 per year
  - Student: 35 per year
  - *Conversion Dues: graduating student members can convert to a professional membership at a discounted rate*

- **SHRM Student Chapters**
  - Created to promote collaboration between students and HR professionals
  - Over 450 affiliated SHRM Student chapters
National SHRM Student Membership

Benefits of Student Membership

- **Publication**
  - **HR Magazine**: monthly magazine designed to educate and inform HR professionals about various topics in every discipline of HR
  - **HR Week**: weekly newsletter that features current events and issues affecting the HR profession
  - **White Papers**: research articles that examine HR-related issues and offers guidance on how to address them

- **SHRM Store**
  - Online store where members can purchase books, audio, and video on HRM topics as well as SHRM accessories

- **Member Directory**
  - Provides a database where you can search and network with SHRM professionals across the world

- **SHRM Annual Conference**
  - Provides speakers and over 150 educational programs for HR professionals and students
  - **2014 Annual Conference & Exposition**: held on June 22-June 25 in Orlando, Florida
HR Certification Institute

Certification

- **PHR/SPHR/GPHR Certification**
  - Professional Certification given by the HRCI for HR professionals that demonstrates knowledge and practical experience of Human Resource Management
  - **PHR (Professional in Human Resources) $350/$400**
    - Focuses on technical and operational aspect of HR
  - **SPHR (Senior Professional in Human Resources) $475/$525**
    - Designed for HR professionals who implement HR policies in their organization
  - **GPHR (Global Professional in Human Resources) $475/$525**
    - Designed for HR professionals who implement global HR strategies
  - **Exam Content**: Business Management & Strategy, Workforce Planning, HR Development, Compensation & Benefits, Employee & Labor Relations, & Risk Management
  - [http://www.hrci.org/HRCertification/](http://www.hrci.org/HRCertification/)
National SHRM
Benefits of Student Membership

- **SHRM Assurance of Learning Exam**
  - Exam for graduating HR students who have little to no HR work experience
  - 160 multiple choice, scenario based questions covering 18 HR content areas
  - Exam Windows:
    - March 15 – April 15
    - July 15 – August 15
    - October 15 – November 15
  - Exam Fees: **SHRM Members:** $135
    **Nonmembers:** $210
  - [www.shrm.org/assessment](http://www.shrm.org/assessment)
National SHRM Scholarships

Benefits of Student Membership

- **SHRM Foundation Scholarships**
  - 10 Undergraduate Education Awards ($2,500)
  - 1 Lisa Burke Award ($2,500)
  - 4 Graduate Education Awards ($5,000)
  - 25 Awards for the Assurance of Learning Exam ($200)
  - Applications due November 1, 2013!
  - [http://www.shrm.org/about/foundation/scholarships/Pages/ags.asp](http://www.shrm.org/about/foundation/scholarships/Pages/ags.asp)

- **The Susan R. Meisinger Fellowship for Graduate Study in HR**
  - Provides funding for first-time Master’s degree students in HR

- **SHRM Foundation Research Grants**
  - Funds rigorous research projects that advance the HR profession

- **HR Impact Award**
  - Recognizes organizations that have outstanding evidence based HR management practices

- **Student Chapter Merit Awards**
1. Identify the top 3 highlights of your chapter or the top 3 highlights that you wish your chapter would have.
   - What characteristics should you possess or do you possess to have your chapter be successful?
   - What are some changes you would like to see that could improve your chapter?

2. Identify 3 bottom highlights of your chapter.
   - What causes these issues?
   - What challenges hold you back from fixing the issue?