



SHRM and MN SHRM State Council
Your Career Partners

SHRM

- 250,000 members in 140 countries
- SHRM is the world's largest association devoted to HR management
- Global/National Focus around multiple disciplines

MN SHRM

- 15 SHRM Affiliated Chapters
- 13 SHRM Affiliated Student Chapters
- Local networking and resources
- Minnesota focus

- **Information**
 - Access to Forms and Answers

- **Education**
 - Access to webcasts and conferences

- **Advocacy**
 - Make a difference in the future

- **Networking**
 - Build contacts locally and nationally

- Build and sustain **partnerships**
- Provide a **community** to share expertise and create innovative **solutions**
- Proactively provide **thought leadership**
- Serve as an **advocate**

What's in it for Me and my Organization?

- **Competitive edge** – Keep your HR skills and knowledge up-to-date and be that indispensable employee
- **Efficiency** – Leverage resources to save time and money
- **Involvement** – in your professional association offers connections needed to maintain your **network** and develop leadership skills through **volunteer** opportunities
- **Certification** – “free” SHRM webcasts

Information is what you want!



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Leading Organizations.

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Password

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**TARGET
SEEKERS
ON THE
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WHERE
THEY**



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Final Days to Save! Join by 6/15

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MANAGEMENT**

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Applications](#)

SHRM » HR Disciplines » Staffing Management

Staffing Management

Latest Articles



June Job Growth Will Trail Last Year's Pace

Job creation will continue in the manufacturing, services sectors in June, but the rate of growth will fall behind that of June 2011.

Stuck in the Middle

Instead of searching for the perfect job candidates, maybe it's time to find people who are good cultural fits for the company and train them to do the available jobs of the future.

Featured Articles

Flexibility Options Provide Strategic Workplace Tool

Workplace flexibility should be among the tools used to implement innovative talent management strategies that bring out the best in their people, Society for Human Resource Management President and CEO Henry G. "Hank" Jackson said during a recent congressional briefing in Washington, D.C.

Discipline Overview

Get an overview of terminology and issues associated with staffing management.

SHRM Resources

Leading Indicators of National Employment (LINE)

SHRM's **Leading Indicators of National Employment (LINE)** report tracks trends in the labor market on a monthly basis, including hiring projections released one month ahead of the Bureau of Labor Statistics (BLS) Employment Situation report.

Metro Economic Outlooks



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Staffing Management

[Avoiding Adverse Impact In Employment Practices](#)

[Closing a Business Operation](#)

[Conducting Background Investigations and Reference Checks](#)

[Employing Independent Contractors](#)

[Employing Interns](#)

[Employing Older Workers](#)

[Employing Part-Time Workers](#)

[Employing Persons with Disabilities](#)

[Guidelines on Interview and Employment Application Questions](#)

[Interviewing Candidates for Employment](#)

[Introduction to the Human Resources Discipline of Staffing Management](#)

[Managing Downsizing by Means of Layoffs](#)

HR Knowledge Center

- Get comprehensive answers to your questions on a wide range of topics from general HR practices to new regulations and policies
- Experienced, certified HR professionals are ready to respond to your HR related questions
- Contact the HR Knowledge Center by one of three options:
 - > Phone
 - > Live Chat
 - > Email

Express Requests – Available 24/7

- A self-service tool that allows you to request and receive information on a wide variety of HR topics via email

SHRM Labor Market and Economic Data

- Hiring and recruiting trends in the U.S.
- Jobs outlook survey
- Metro economic outlooks for largest metropolitan areas in the US
- Based on a quarterly survey of thousands of HR professionals

Webcasts

- Learn new HR information right at your desk
- More than 45 new webcasts per year
- Participation earns recertification credits
- Archived for viewing at your convenience

Award-winning Publications

- HR Magazine
- HR News (online only)
- HR Week (email)
- HR Discipline e-Newsletters



Education is what you want!

- **Strategy Conference**
 - October 3 – 5, 2012
 - Palm Springs, CA
- **Diversity Conference & Exposition**
 - October 22 – 24
 - Chicago, IL
- **Talent Management Conference & Exposition**
 - October 22 – 24
 - Chicago, IL
- **2013 Annual Conference & Exposition**
 - The world's largest HR conference
 - June 16 - 19, 2013
 - Chicago, IL

www.shrm.org/CONFERENCES

SHRM e-Learning

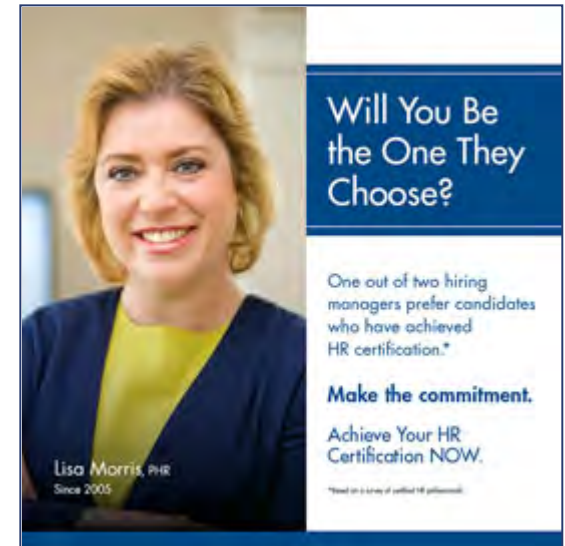
- > Your whole staff can receive training through eLearning
- > eTranscript keeps track of completed courses and total recertification credits earned
- > Over 100 courses, webcasts and conference sessions available online
- > Easy way to earn credits toward recertification

SHRM® Education Series

- > HR Generalist
- > SHRM Diversity & Inclusion Strategic Leadership Program
- > HR Metrics: Driving Success through Analytics
- > Strategic HR: Delivering Business Results
- > SHRM Essentials® of HR Management
- > PHR, SPHR, GPHR and California Certification Preparation Courses
- > Base Compensation
- > Leading Human Capital for Peak Performance

Certify as a PHR, SPHR, GPHR and California-specific

- Works with SHRM to deliver sound HR practices
- Member discounts available on exam fee and learning materials through SHRMStore
- Test your knowledge with the online assessment exam



Over 120,000
certified HR
professionals in
more than 70
countries

Certification gives you recognition, credibility, a competitive advantage, professional growth and increased earning potential.

Advocacy is what you want!

STATE AND LOCAL RESOURCES

Multistate Analysis of Employment Law

State and Local Statutes and Regulations

Alabama

Alaska

Arizona

Arkansas

California

Colorado

Connecticut

Delaware

District of Columbia

Florida

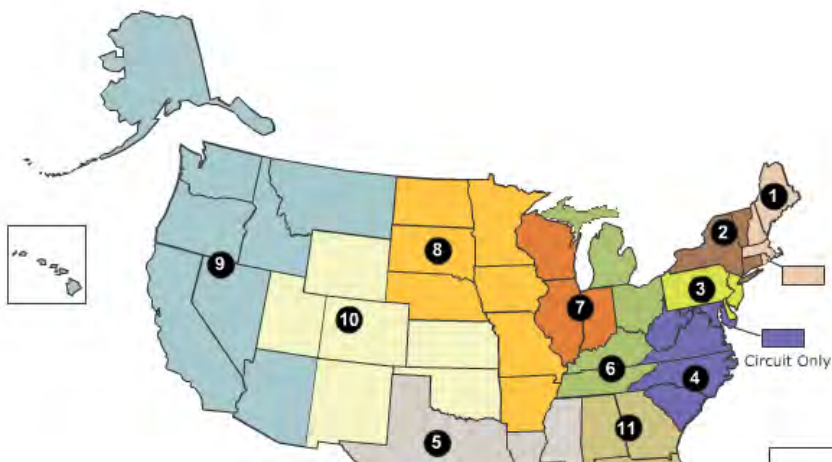
Georgia

Hawaii

State and Local Resources

States by U.S. Circuit Courts of Appeal

Click on a state for a state law update. For a list of state-by-state charts on state laws, click [here](#).





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MINNESOTA

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Workplace Law News
from MN

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Minnesota

State Workplace Law News

[Minnesota Police Officer Claimed Sexual Orientation Discrimination](#)

[Federal Gridlock Puts Focus on New State Legislation](#)

[Stroke-Related Mental Impairment Qualified Employee for Unemployment in Minn.](#)

[DOL Awards \\$7.6 Million to Five States for Innovative Re-employment Strategies](#)

[Minn. Court Adopts Aiding and Abetting Standard for Sexual Harassment Claims](#)

[More...](#)


Questions?

Contact Us

1-800-283-7476 **(U.S.)**

1-703-548-3440 **(Int'l)**

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Networking is what you want!

BETA

SHRMConnect

Welcome to the SHRM Connect Beta!

Please take a look around and let us know what you like and what you think is missing or not working - we want to hear from you. Click the feedback sign at the lower left hand corner of the site and send us your comments.

[Feedback](#)

Recent HR Talk Discussions

- HR in the Hospitality Industry**
by Alison Airey, PHR
76 members | [Join](#)
- HR in the Retail Industry**
by Debra Hultz, PHR
51 members | [Join](#)
- Public Sector - Municipalities/Local Govt**
by Julie Oldbury, SPHR
85 members | [Join](#)
- AZ - HR Practices in Arizona**
by Karen Verrico
131 members | [Join](#)

is H.R. out of touch?
See HR
today

Legal question
HR LAW
today

Favorite Youtube videos
HRExpert
1 day ago

Executive Rehab
Beth
1 day ago

Hair Rollers
HRQuery
1 day ago

Would You take the Opportunity...
Naay Mot

Auditing Your Human Resources Department: A Step-by-Step Guide to Assessing the Key Areas of Your Program
by John McConnell

Business units everywhere are under the gun to prove their effectiveness and strategic value especially human resources departments. Now they can accurately gauge how well they're doing with this new edition of *Auditing Your Human Resources Department*.

[VIEW THE DISCUSSION >](#)

Diversity & Inclusion Conference Washington, DC October 24-26, 2011

Feedback

HR Authors & Publishers
by Diane Pfadenhauer, SPHR

- Social networking platform enabling self-forming communities of interest.
- Network with HR professionals virtually
- Leverage online discussion boards to share information

Online networking

SHRM Membership

- \$165 for first-time SHRM members **\$15 DISCOUNT** – effective until 12/31/12
 - > **Chapter members** – if joining SHRM for the first-time use discount code **0118** when joining online
 - > If not a Chapter Member – use code **CHNCD**
- \$35 for students (6+ credit hours)
- Discounts are available for multi-year renewals

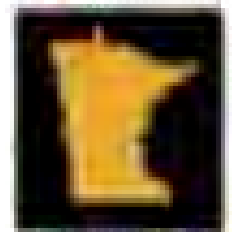
SHRM Membership Nets Positive ROI

- Cost is 45 cents a day
- Annual fee = cost of half-hour of consultant/attorney time
- Membership offers professional development in a variety of ways
- Share the SHRM benefits with your employer to convince him/her of value to your organization

www.mnshrm.com

SHRM Minnesota State Council

Affiliate of *Society for Human Resource Management*



SHRM Minnesota State Council Executive Board

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Lori Glanz-Gambrino, Secretary

lglanz@pouchtec.com

Core Leadership Areas

Larry Vander Plas, Risk Management Director

Bruce Tyler, Speakers Bureau Director

Joy Recker, Certification Director

Katie Jerde, College Relations Director

Janell Linville, Diversity Director

Sandy Foucquette, Foundation Director

Larry Bourgerie, Legislative Director

Joyce LeMay, Membership Director

Karen Gureghian, Membership Liaison

Jamie Janezich, Professional Development Director

David Wheeler & Josh Rock, Conference Co-Chairs

Kris Willert, Workforce Readiness Director

Connie Larson, Technology Director (interim)

Plus each Chapter President is a member

The purposes of the Council shall be to promote the educational and other non-profit purposes of the Society for Human Resource Management (SHRM) by providing a structure for SHRM members in the State of Minnesota (the State) to consult together concerning the affairs, activities, needs and problems of SHRM in the state and to adopt programs which will promote the progress and welfare of SHRM in the human resource profession as a whole, including, without limitation,

- the provision of **channels of communication** between SHRM Chapters, SHRM State Councils, and the appropriate SHRM Area Board,
- provision of **services to all members** of the human resource profession within the State, and
- the provision of **leadership training** at the State level.

Umbrella over the chapters in Minnesota

Provide leadership training and support

Resource for information on HR issues

Liaison between chapters and national SHRM

Sponsor an annual HR conference that is well-attended

Work on state-wide initiatives

Provide scholarships for HR studies

State Council Website:

www.mnshrm.com

15 Chapters in Minnesota

12 Student Chapters

Twitter - @MNSHRM and #MNSHRM

Also on Facebook and LinkedIn

Partnerships

- > When Work Works – Sloan Awards
- > Workforce Development
- > ASTD
- > Workplace Wellness Awards (Health Partners)
- > ESGR
- > The Alliance for a Healthier Minnesota

Rochester, Minnesota
October 14-16, 2012

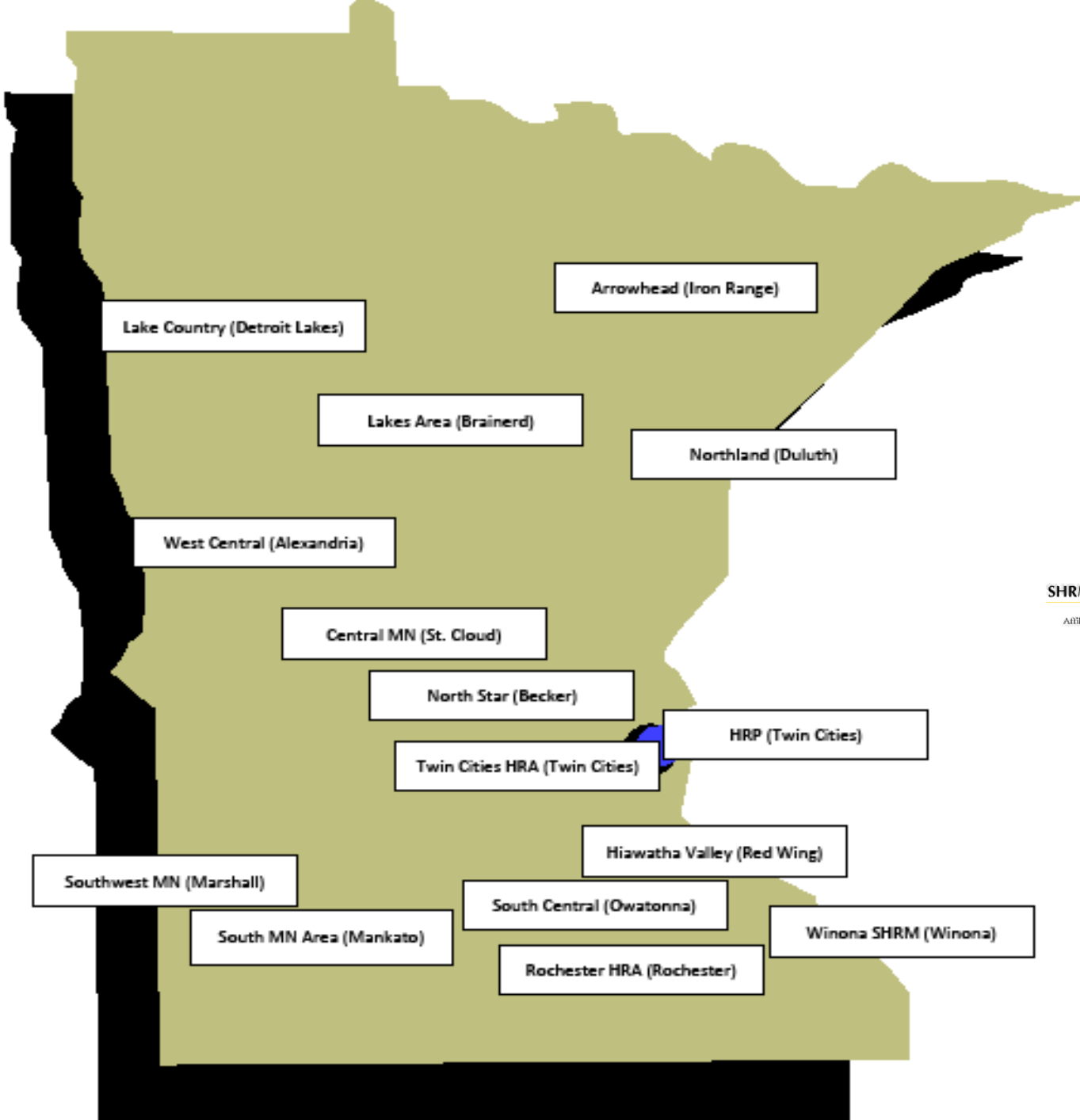
“Empowering People through Knowledge”

- New Exciting Featured Speakers
- Meet MEME Cards
- Social Events
- Diversity & Inclusion sessions
- Over 100 vendors
- Pre-Conference Sessions

Future Conferences:
2013 – Duluth, MN
2014 – St. Cloud, MN
2015 – possibly Mankato, MN

Minnesota SHRM Affiliated Chapters

Arrowhead Human Resources Association - Iron Range
Central Minnesota SHRM - St. Cloud
Hiawatha Valley SHRM - Red Wing
Human Resource Professionals of Minnesota - Twin Cities
Lake Country HRA - Detroit Lakes
Lakes Area HRA - Brainerd
North Star SHRM - Becker
Northland HRA - Duluth
Rochester HRA - Rochester
South Central SHRM - Owatonna
Southern Minnesota Area HRA - Mankato
Southwest Human Resources Association - Marshall
Twin Cities HRA - Twin Cities
West Central MN SHRM - Alexandria
Winona SHRM - Winona



www.mnshrm.com

SHRM Minnesota State Council

Affiliate of Society for Human Resource Management



Get engaged and become active by joining a committee in a local chapter!

Membership

Programs: Professional Development & Networking

Community Outreach

Sponsorship

Marketing & Communications

Awards and Recognition

Minnesota SHRM Affiliated Student Chapters

Winona State University SHRM Club
Southwest Minnesota State University
University of St. Thomas
University of Minnesota-Morris
Mavericks for SHRM, Minnesota State University, Mankato
Walden University Student SHRM
University of Minnesota - Duluth
St. Cloud State University
MSCTC-Student Human Resource Organization
Southwest Minnesota State University
Concordia University - St. Paul
Walden University Student SHRM Chapter
Bemidji State University Student SHRM Chapter

- Information, education, advocacy and networking
- Staying on top of the latest HR news, both nationally and locally
- Becoming and staying certified in HR using both the local and national resources
- Developing the competencies needed for a successful HR career

**SHRM & MNSHRM together
ARE THE SOLUTION**

2011 Winners

First time for MN! Mankato SMAHRA “Your Face Here”

OH - “HR 101 seminar for small business owner & operators”

TX – “Overcoming Homelessness through Employment Readiness”

GA – Workplace Violence Awareness & Preparation Initiative”

2010

IN – partnering with the food bank “Weekend Food for Kids Program”

NM – Methamphetamine Pilot Project

LA – “Seat at the Table: HR’s Role in the Honorable Mich Landrieu’s
Mayoral Transition”

Partnering with local Chambers

- Winnona
- Rochester
- Twin Cities

Promoting Work Life Flexibility

Work/Life Expo September 13

For more information about local chapters and SHRM membership, please go to:

www.mnshrm.com

www.shrm.org

Thank You For Your Time Today!

MN SHRM State Council

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MN SHRM State Council

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