



Join HR's Best

SHRMTM
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

2009–2010 Student Member Benefits Guide

www.shrm.org

TABLE OF CONTENTS

What is SHRM?	1
Why SHRM?	2
Career Growth.....	3
Education/Networking.....	6
HR Resources	7
FAQs	10
Eligibility/Membership Policy	12
Benefits at-a-Glance.....	13
Application.....	14

How to Contact SHRM

SHRM
Student Programs
1800 Duke Street
Alexandria, VA 22314-3499
USA

Phone: +1-800-283-7476 (U.S. only)
+1-703-548-3440 (Int'l)
Fax: +1-703-739-0399
TTY/TDD: +1-703-548-6999

E-mail: shrm@shrm.org
shrmstudent@shrm.org
Web site: www.shrm.org

SHRM Member Care
hours of operation:
Monday through Friday,
8:00 a.m.–8:00 p.m. ET.



What Is SHRM?

The Society for Human Resource Management (SHRM) is the world's largest association devoted to human resource management. Representing more than 250,000 members in over 140 countries, the Society serves the needs of HR professionals and advances the interests of the HR profession. Founded in 1948, SHRM has more than 575 affiliated chapters within the United States and subsidiary offices in China and India. Visit SHRM Online at www.shrm.org.

SHRM Membership Will Launch Your Career

Establish a Career Partnership

Whether you are studying human resources or looking for your first job, SHRM is the only professional HR association that provides the depth and breadth of resources that all HR professionals need. As your career partner, SHRM is dedicated to providing the resources and opportunities needed to make important decisions.

Earn Professional Recognition

Employers, professionals and academics recognize SHRM as the leading HR organization. By joining SHRM, you will demonstrate your commitment to your current or future profession and your own continuing professional development. SHRM is the world's largest professional society dedicated to serving human resources professionals at all levels and functions. In addition, SHRM serves as an important resource for professionals in other business units that work closely with HR or HR issues.

Establish a Network of Highly Respected HR Professionals

Whether you are looking for advice, new ideas or a new job, opportunity abounds within SHRM. You'll be able to network with leaders in the profession at SHRM seminars and conferences, on online bulletin boards, and through SHRM's new mentor program.



WHY SHRM?

Advantage: SHRM

Competition for jobs is tough and you need every advantage you can get. Job search books and employment surveys show that nearly 70% of jobs are found through personal contact or networking. For an annual investment of just \$35, you will gain access to our more than 575 professional chapters and 450 student chapters nationwide, plus access to more than 250,000 working HR professionals and students pursuing HR-related degrees.

Although SHRM does not offer formal placement assistance, we provide opportunities to meet and build relationships with HR professionals in your community who are potential employers. Many SHRM student members have obtained jobs and internships—never advertised to the public—through the connections they made as active members of SHRM. Not only do more than 15,000 students in the United States find SHRM’s resources to be of value, but more than 200 students from 48 countries outside the United States belong to SHRM.

As part of SHRM’s commitment to developing the global HR profession, SHRM has offices in Beijing, China, and Mumbai, India. SHRM’s presence in these regions helps establish important relationships, provides educational opportunities and facilitates the advancement of the HR profession.

SHRM is an active member of the North American Human Resource Management Association (NAHRMA) and the World Federation of People Management Associations (WFPMA).

“Seeing all the activities and resources SHRM offers demonstrates that SHRM is dedicated to advancing the HR profession which excites young HR professionals like myself who are eager to gain valuable educated information into the world of HR that they can utilize as they embark on their chosen HR career path.”

Ashlie N. Sklenicka
Indiana Tech
Anticipated graduation
May 2010



Internships

Access resources for participating in an internship program as well as an online listing of human resource internship opportunities across the United States.

www.shrm.org/students/intern_published

HR Jobs

Through HR Jobs, you can search the latest HR job openings and internship opportunities, manage your applications and resumes, and sign up for free specialized e-mail alerts when jobs are posted.

SHRM provides resources for job seekers such as free HR Career Advisor web chats, featured articles, and an online bulletin board for job seekers to ask questions and share stories and advice.

www.shrm.org/jobs

SHRM Academic Initiatives

Based on a multi-year, multi-method research effort and with input from HR faculty, students and practitioners, SHRM developed its HR Curriculum Guidebook and Templates in 2005. The guidebook identifies 24 HR content areas, 13 of which are strongly recommended as part of a required HR degree program of study—taught in a business school or with a formal business focus. Currently more than 100 university programs align with SHRM’s recommended guidelines.

www.shrm.org/hreducation

Professional Chapters

SHRM has a network of more than 575 SHRM professional chapters nationwide. Attend chapter meetings and build relationships with local HR practitioners. SHRM-affiliated chapters are autonomous organizations, each with its own dues structure. Contact your local chapter for more information.

www.shrm.org/chapters



“SHRM will prepare you to understand what it is like to work in HR, keep you updated in the field, open opportunities to develop your leadership skills, and give you the opportunity to network and know key people that may hire you in the near future.”

Maricarmen Bladuell
Carlos Albizu University, San Juan Campus
Graduated December 2008

HRGames Academic Competition

The HRGames are an exciting way to prepare for PHR® certification. The HRGames consist of a series of game-show-style matches, between teams of up to three undergraduate students from affiliated student chapters. The questions for the matches are divided into categories similar to those used in the PHR certification exam (i.e., management practices; selection & recruitment; training & development; compensation & benefits; employee/labor relations; and health, safety & security). The games also provide opportunities for networking with other students and HR practitioners.

www.shrm.org/students/hrgames



Regional Student Conferences

SHRM holds five free regional student conferences each spring. These conferences, open to all student members, provide the opportunity to network with HR professionals, other students and student chapter advisors from their regions. These events are also the best time to explore careers in human resources, expand your knowledge of human resource management, and share experiences and ideas.

www.shrm.org/conferences/studentconferences

SHRM Mentor Program

This enriching program provides mentees with a unique opportunity to benefit from the experience and guidance of a seasoned HR professional while their mentors enjoy the satisfaction of passing on their wisdom and advice.

SHRM Mentor Program is now embarking on a new path as Triple Creek Associates comes on board to lend its mentor-matching expertise to what promises to be SHRM's most popular, and important, member benefit. After viewing a list of possible matches, mentees will be able to select a mentor that meets their individual needs.

www.shrm.org/volunteer/mentor.asp

HRVoice™

Through the HRVoice program, SHRM facilitates members' involvement in the political process through events where you will have face-to-face interaction with elected officials to discuss HR issues. Regular e-mail alerts keep you up-to-date on the latest federal and state public policy developments.

www2.shrm.org/government/writecongress.asp



SHRM Webcasts

SHRM hosts regular hour-long webcasts each year, providing insightful commentary and facts on current issues that affect HR professionals. Archives of previous webcasts are posted online. Most webcasts are approved for recertification credits.

www.shrm.org/multimedia

SHRM Annual Conference & Exposition

Held each June, this renowned conference features more than 150 educational sessions, a one-day student conference, and attendance of more than 15,000 HR professionals and 300 students.

www.shrm.org/conferences/annual

PHR® and GPHR® Certification

More employers recognize the value of certification and are requiring Professional in Human Resources (PHR) certifications as a prerequisite for their open HR positions. The HR Certification Institute®, SHRM’s credentialing affiliate, welcomes students and those within 12 months of graduating with a bachelor’s or master’s degree to take the PHR or GPHR (Global Professional in Human Resources) exams.

www.hrci.org

HR Talk

HR Talk is a series of online bulletin boards featuring active discussions of HR and management with SHRM members around the world. The SHRM Student Union is a bulletin board created exclusively for students to communicate with each other and with HR practitioners.

www.shrm.org/brtalk

Member Directory

Students have access to this exclusive member benefit, which is searchable by name, company, city, state, industry, job title, job function or several other criteria.

www.shrm.org/members

SHRM Connect

A social-networking site dedicated to HR professionals, SHRM Connect is a member-exclusive benefit. Interact with SHRM members worldwide, join communities of interest, participate in discussion groups and post content to your very own HR-related blog.

www.community.shrm.org



“SHRM’s information is very practical, cutting-edge and unique. You cannot get the same kind of information from other articles.”

Kozue Tominaga
The George Washington University,
The Graduate School of Education and Human Development
Graduated May 2008

SHRM Publications

As a free benefit of membership, you have access to SHRM’s award-winning publications. Current and archived issues are available online.

www.shrm.org/pubs

HR Magazine[®]

The Society’s flagship publication features in-depth analysis of trends and events affecting human resource management.

Echoes

This student e-newsletter features chapter news, job search articles and awards recognition. It is sent bimonthly via e-mail to all student members.

HR Week[™]

A weekly e-newsletter that highlights the latest HR news and information from SHRM.

HR Disciplines e-Newsletters

A series of free, HR-specific, opt-in e-publications providing updates on trends, research overviews, legislation and more.

SHRM[®] *Legal Report*

This quarterly online newsletter provides in-depth analysis of current legal issues affecting HR management.

Workplace Visions[®]

Quarterly online reports highlighting emerging issues and their implications for the workplace.

Staffing Management[™]

This quarterly magazine focuses on trends and best practices in recruitment and hiring. The online version is free to members. Print subscriptions are available.

Managing Smart

A quarterly series of online articles that address communication, training, rewarding and motivating employees, compliance, and other issues faced by line managers. Members may download articles for free and include them in their coursework.



SHRM Online

The premier human resource web site with daily news updates, HR job openings and HR resource tools. SHRM Online is a terrific resource for coursework, research and class projects. Visit the Student Programs pages for student chapter ideas, HR career information, links to graduate school directories and a complete listing of SHRM student chapters nationwide.

www.shrm.org or www.shrm.org/students

HR Tools, Templates and Resources

Save time by using SHRM's online resources and databases, including research articles, sample employment policies, competitive practices, job description databanks, HR forms databases, HR basics and much more.

www.shrm.org/kc

SHRMStore®

The leading online source for human resource management books and products. The SHRMStore offers a comprehensive collection of HR management products, including books, manuals, surveys, handbooks and more, that provide valuable insights into understanding HR. SHRM maintains a large selection of best-selling items and continuously adds new titles. Receive discounts on publications, videos, software and SHRM logo accessories such as hats, mugs and T-shirts.

www.shrmstore.shrm.org

"Membership in SHRM is very important, especially if you're just starting out as a student majoring in HRM. It not only helps you learn more about the practical side of HR, but it also builds your network."

Stephanie Bozung
Michigan State University
School of Labor &
Industrial Relations
Graduated
May 2009



HR Disciplines

Network, find resources and discover professional development opportunities by specific HR function or industry. SHRM's disciplines offer webcasts, e-newsletters, articles, daily news updates, bulletin boards and more on:

- » Benefits
- » Business Leadership
- » Compensation
- » Consulting
- » Diversity
- » Employee Relations
- » Ethics & Sustainability
- » Global HR
- » Labor Relations
- » Organizational & Employee Development
- » Safety & Security
- » Staffing Management
- » Technology

www.shrm.org/hrdisciplines

Scholarships

National SHRM student members are eligible to apply for one of 25 scholarships through the Student Scholarship Program. The SHRM Foundation awards a total of \$50,000 annually:

- * 10 Undergraduate Awards at \$2,500 each
- * 4 Graduate Awards at \$5,000 each
- * 10 PHR/GPHR Awards at \$500 each

One additional \$2,500 scholarship, named in honor of former student chapter advisor Dr. Lisa Burke, SPHR, is also awarded to undergraduate applicants, bringing the total number of available scholarships to 25.

Scholarship recipients are selected primarily on merit, and the application deadline is October 15. Applications are available online at www.shrm.org/foundation under "Scholarships and Awards."

Next Application Deadline: Oct. 15, 2009

www.shrm.org/students/scholarships

SHRM Membership After Graduation

As a student member, when you convert to SHRM professional membership you will receive a discount on your first year of membership.



Am I eligible to join SHRM as a student member?

You are eligible for student membership provided that:

- » You are a college student taking the equivalent of at least six credit hours per term in a degree-seeking program.
- » Your coursework, taken or planned, supports a demonstrated interest in the field of human resource management.

Can membership help me find a job after graduation?

Yes. Job search books and placement studies all agree that 60%-70% of jobs are found through personal contacts or networking. Becoming part of SHRM gives you access to our network of more than 250,000 members, 575 professional chapters, and 450 student chapters nationwide. While SHRM does not offer formal placement assistance, we do offer the opportunity to meet and build relationships with the HR professionals who represent potential employers. Many of our student members have obtained entry-level jobs and internships (that were never advertised to the public) through the connections they made as active members of SHRM.

What is my chapter number?

Check with your student chapter advisor or a student chapter officer. A complete list of all student chapters and numbers is also posted at www.shrm.org/students.

What if no student chapter exists at my school?

If no chapter exists on your campus, use chapter number 5000, which indicates that you are a student member-at-large. For more information on starting a student chapter at your school, visit www.shrm.org/students or contact SHRM at +1-800-283-7476 (U.S. only), +1-703-548-3440, ext. 6405, or e-mail shrmstudent@shrm.org.

There shall be no discrimination in individual memberships or chapter affiliation because of race, religion, sex, age, national origin, disability, veteran status or sexual orientation.



"My SHRM membership is worth the value for the subscription to *HR Magazine*, their webinars and webcasts, along with their helpful networking events."

Rebecca Call
Loyola University Chicago
Graduated
November 2008

What is the difference between student and professional membership?

Professional membership is designed to meet the needs of people currently working in the HR field, while student membership is designed for individuals just exploring human resources and preparing to enter the profession. If you plan to use the membership to assist in your work as an HR practitioner, we recommend that you join as a regular member to gain full access to all services and benefits. Contact SHRM at +1-800-283-7476, option 3 (U.S. only), or +1-703-548-3440, option 3, or visit www.shrm.org (for more information on professional membership).

Student Membership:

- » U.S. \$35/year
- » *HR Magazine*[®]
- » Full access to SHRM Online
- » Access to and listing in Member Directory
- » *Echoes* student newsletter and online access to SHRM[®] *Legal Report* and *Workplace Visions*[®]
- » SHRM Annual Conference discounted rate
- » Special student membership discount for first year of professional membership

Professional Membership:

- » U.S. \$160/year
- » *HR Magazine*[®]
- » Full access to SHRM Online
- » Access to and listing in Member Directory
- » Full access to the SHRM HR Knowledge Center
- » Print versions of SHRM[®] *Legal Report* and *Workplace Visions*[®]
- » Ability to vote and hold office in the Society



Because student dues are subsidized, the SHRM Board of Directors has established qualifications for acceptance as a national student member. For verification of your student status, **all applicants must attach a copy of their current course schedule to the application.**

Graduation dates and credit hour information are audited annually. Students must convert to professional membership upon graduation provided they are not continuing on for an advanced degree. Graduating SHRM student members may upgrade to full regular SHRM membership at a discounted rate. Applications must be submitted within six weeks of graduation to receive this special offer. *(Please note that your student membership will continue until its expiration date, but with full professional member benefits. Your professional membership will begin immediately once your student membership expires.)*

Current HR practitioners planning to use SHRM for work-related support should join as professional, general or associate members.

Professional membership offers many additional benefits not available to students, such as printed research reports and assistance through the SHRM HR Knowledge Center. Student membership is not recommended for these individuals.

“Thanks to SHRM, I have grown as a future HR leader, not just a college-educated student. I know professionals in the area, and they know me. I have options when it is time to search for a job, and I have received scholarships and praise.”

Sarah Johnston
North Carolina State
University
Graduated August 2008



Student Membership Benefits at-a-Glance

These are among the numerous benefits available to you as a student member of SHRM. Most are accessible at www.shrm.org.

HR Resources:

- » HR Jobs searches
- » Advocacy
- » Toolkits
- » HR Basics
- » HR News
- » Research Papers
- » HR Talk Bulletin Board
- » Webcasts
- » Online Chats
- » HR FAQs
- » HR Disciplines
- » Competitive Practices
- » Government Representation
- » Federal and State Compliance Resources
- » HRVoice
- » Sample Forms Database
- » Sample Policies and Job Descriptions
- » LINE™- SHRM Leading Indicators of National Employment

Research:

- » Surveys on HR Topics
- » HR Salaries Surveys
- » Job Satisfaction Surveys
- » Workplace Forecasts
- » Staffing Metrics
- » SHRM Foundation-Sponsored Research

Electronic Publications:

- » *HR Magazine*®
- » *Staffing Management* magazine
- » *HR Week* (weekly HR issues e-newsletter)
- » *Workplace Visions*®
- » SHRM® *Legal Report*
- » e-newsletters (opt-in)
- » *Managing Smart*
- » *Echoes* e-newsletter

The following benefits are discounted to members:

- » SHRM Annual Conference and Annual Student Conference
- » SHRM e-Learning
- » PHR®/SPHR®/GPHR® Certification through the HR Certification Institute
- » SHRMStore® books, products and SHRM logo items
- » Seminars and professional development

And more!



Education and Employment

***Academic Major:**

- Human Resource Management
- Human Resource Development
- Business Administration & Management
- Industrial/Organizational Psychology
- Labor Relations
- MBA
- MBA/HR
- Organizational Behavior/Organizational Development
- Sociology
- Other: _____

Academic Minor: (if applicable)

- Human Resource Management
- Human Resource Development
- Business Administration & Management
- Industrial/Organizational Psychology
- Labor Relations
- MBA
- MBA/HR
- Organizational Behavior/Organizational Development
- Sociology
- Other: _____

***Year in School:**

- Freshman Sophomore Junior Senior
- Master's Ph.D.
- Anticipated Graduation Date: _____ / _____
Month Year

***Currently enrolled in _____ credit hours per**

- Semester Quarter Compressed term

Employment Status:

- Not employed in a regular full-time HR position
 - Employed in a full-time nonexempt** (hourly) HR position
 - Employed in a full-time exempt** HR position
 - U.S. Military active duty—Enlisted
 - U.S. Military active duty—Commissioned Officer
- **As defined by the Fair Labor Standards Act (FLSA)

Demographic Information: (optional)

The completion of the following allows SHRM to track its membership diversity and develop additional programs and services.

Date of Birth: _____ / _____ / _____
MM DD YYYY

Gender:

- Female Male Undefined

Race/Ethnic Identification (check options):

- American Indian/Alaskan Native
- Asian
- Black/African American
- Hispanic/White Latino
- Hispanic/Other Latino
- Multicultural/Other
- Native Hawaiian/Pacific Islander
- White

Membership Dues:

SHRM membership is nonrefundable and nontransferable.

- 1 Year SHRM Student Membership: U.S. \$35

Please indicate method of payment:

- Check or Money Order (U.S. \$/U.S. bank only)

Charge My: VISA MasterCard American Express

I authorize SHRM to charge my credit card \$35

Credit Card #

Expiration Date

Name (as it appears on credit card)

Signature

SHRM annual dues are not deductible as charitable contributions for federal income tax purposes but may be deductible as necessary business expenses except that, under IRC section 162(c), 8% of the SHRM annual dues are nondeductible. I understand my membership will not start until SHRM receives and processes my application and payment.

I hereby apply for student membership in SHRM and agree to pay the current applicable membership dues. I will abide by the SHRM Code of Ethical and Professional Standards in Human Resource Management as detailed online at www.shrm.org/ethics.

I certify that the information contained within this application is accurate and correct.

*Signature/Date

*SHRM Chapter Advisor's Signature/Date (optional)

If no active SHRM chapter exists on your campus, please have your academic advisor or other school official sign your application.

Please send completed application with payment and a copy of your current course schedule:

By Mail: (Allow 4–6 weeks for processing.)

SHRM
Membership Processing Center
P.O. Box 79482
Baltimore, MD 21279-0482

By Fax: (Allow 2–3 weeks for processing.)

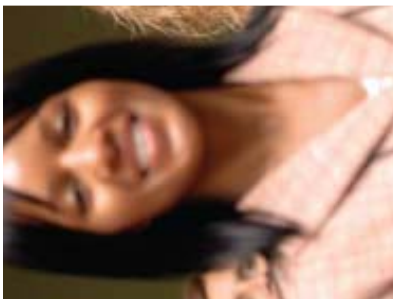
+1-703-535-6490

Or join online: www.shrm.org/students

You will still need to submit a course schedule as proof of enrollment and must provide a credit card payment in order to complete the process.

For more information:

Phone: +1-800-283-7476
TTY/TDD: +1-703-548-6999
E-mail: shrm@shrm.org
shrmstudent@shrm.org



1800 Duke Street
Alexandria, VA 22314-3499 USA

Nonprofit Org.
U.S. Postage
Paid
Society for Human
Resource Management