

Consider Joining SHRM

Society for Human Resources Management

The Society for Human Resource Management (SHRM) is the world's largest professional association devoted to human resource management. Their mission is to serve the needs of HR professionals by providing the most current and comprehensive resources, and to advance the profession by promoting HR's essential, strategic role. Founded in 1948, SHRM represents more than 225,000 individual members in over 125 countries, and has a network of more than 575 affiliated chapters in the United States, as well as offices in China and India.

Affiliate chapters provide additional programming and networking opportunities in local areas and our area is no exception. SHRM chapters are autonomous organizations, so it is not automatic that you will be a member of your local chapter when you join SHRM at the national level, and vice versa. Information on how to join your SHRM local chapter is available at

<http://www.shrm.org/Communities/SHRMChapters/ProfessionalChapters/Pages/default.aspx>

Please note the following local chapters in the Houghton P.A.C.E. region:

Buffalo #0232

Buffalo Niagara Human Resource Association

Phone: (716) 887-2641

Home Page: <http://www.bnhra.org>

Jamestown #0665

SHRM - PANY Border Chapter

Phone: (716) 782-2000 x206

Rochester #0395

Genesee Valley Chapter SHRM - 100%

Phone: (585) 261-5039

Home Page: <http://www.gvcshrm.org>

SHRM STUDENT MEMBERSHIP PROGRAM

SHRM's student program was created in 1965 to promote mutually beneficial interaction between HRM students and practitioners. Membership offers students the opportunity to supplement their classroom education with real-world knowledge and hands-on experience.

Since the first chapter was chartered in 1965, the student program has continued to grow. The SHRM® student membership program now includes over 450 affiliated student chapters and nearly 15,000 student members. Visit <http://www.shrm.org/Communities/StudentPrograms/Pages/default.aspx> for more information and membership application. Please note that on the application there's a place for the student chapter number. When you join, please use Houghton student chapter number, which is #5563.

Student Membership Benefits (in part)

- Cost: \$35
- HR Magazine digital subscription
- Full access to SHRM website

- Access to and listing in online member Directory
- Echoes student e-newsletter
- Online access to SHRM Legal Report and Workplace Visions
- SHRM Annual Conference Discounted rate
- Special discounted rate for first year of regular (professional) membership

HR CERTIFICATION

More than 108,000 HR professionals have earned HR certification. Earning the PHR or SPHR credentials demonstrates to you and your organization that you commit to a higher standard. If you're an HR professional, when you become HR certified, you

- Show you know the most current principles and core practices of HR management
- Become more marketable when you compete for top HR positions
- Raise your professional confidence among your staff and your peers

One must satisfy certain requirements to be eligible to sit for the PHR or SPHR exam. Please note the following:

PHR Eligibility

- 1 year of demonstrated professional HR experience with a Master's degree or higher
- 2 years of demonstrated professional HR experience with a Bachelor's degree
- 4 years of demonstrated professional HR experience with less than a Bachelor's degree

SPHR Eligibility

- 4 years of demonstrated professional HR experience with a Master's degree or higher
- 5 years of demonstrated professional HR experience with a Bachelor's degree
- 7 years of demonstrated professional HR experience with less than a Bachelor's degree

Check out the HR Certification [Exam Eligibility Requirements FAQ's](#) section for more information!

Proof of PHR or SPHR Certification along with an essay summarizing your preparation for the exam and application of learning is worth up to six (6) elective credits, three (3) of which can be used to fulfill the Employment Law requirement of the P.A.C.E. HR minor. See your academic advisor for more information.

QUESTIONS

Should you still have questions after perusing the SHRM website, please feel free to contact Ken Bates or Katie Buvoltz for additional information. Our contact information follows:

Kenneth J. Bates, SPHR
 Associate Professor of Business
 Chair, Department of Business & Economics
 Houghton College
 One Willard Avenue
 Houghton, NY 14744
 585.567.9448 – office phone
Ken.Bates@Houghton.edu

Katie Buvoltz
 Associate Dean of Adult and Distance Education
 Assistant Professor of Business
 Houghton College at West Seneca
 810 Union Road
 West Seneca, NY 14224
 716.378.3215 – cell/office phone
Katie.Buvoltz@Houghton.edu