



JOIN HR'S BEST

STUDENT MEMBER
BENEFITS GUIDE
SPRING 2011

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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
www.shrm.org/students

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

WHAT IS SHRM?



SHRM Membership Will Launch Your Career

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 individual members in more than 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 has subsidiary offices in China and India. Visit SHRM Online at www.shrm.org.

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. For an annual investment of just \$35, you will gain access to the largest and most reliable collection of HR resources available, plus webcasts, videos, news, research and legislative alerts that will keep you knowledgeable and up-to-date on all things HR.

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.



WHAT IS SHRM?



“The SHRM web site, e-newsletters and professional contacts have provided me with valuable guidance, support, and resources. SHRM is not just a membership, but a partner you can rely on.”

Shelley Green
Wilmington University
Graduated May 2010

Establish a Network of Highly Respected HR Professionals

Job search books and employment surveys show that nearly 70 percent of jobs are found through personal contacts or networking. Whether you are looking for a new job, advice or new ideas, opportunity abounds within SHRM.

You'll be able to network with leaders in the profession at seminars and conferences, HR Talk online bulletin boards, and SHRM's own social networking site, SHRM Connect. In addition, SHRM is connected to more than 575 professional chapters and 450 student chapters nationwide, plus over 250,000 working HR professionals and students pursuing HR-related degrees around the world.

SHRM provides you opportunities to meet and build relationships with HR professionals in your community who are potential employers.

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.

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 current Secretariat for the World Federation of People Management Associations (WFPMA).

CAREER GROWTH & EDUCATION



HR JOBS

Through HR Jobs, you can search the latest HR job openings and internship opportunities, add your resume to the searchable resume database, 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:

- » **Videos and Articles** on career advice.
- » **Career Webcasts** targeting students and young professionals.
- » **Online HR Career Advisor Chats** moderated by professionals in the field.
- » **Online Bulletin Board** to share job seeking tips and support.
- » **Job Seeker e-Newsletter** with tips for taking your HR career to the next level.

www.shrm.org/jobs

INTERSHIPS

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



PROFESSIONAL CHAPTERS

SHRM has a network of more than 575 SHRM professional chapters nationwide as well as member forums in eight countries outside the U.S. and more in development. Attend chapter meetings, listen to speakers and participate in other professional development programs. You will be able to explore how other local organizations handle various human resource situations and obtain valuable information that might otherwise be difficult or expensive to get.

SHRM-affiliated chapters are autonomous organizations, each with its own dues structure. Contact your local chapter for more information.

www.shrm.org/chapters

HR YOUNG PROFESSIONALS GROUP

SHRM's HR Young Professionals group creates a foundation for SHRM's professional members age 30 and under. It provides resources and educational opportunities relevant to the young HR professional and builds community for the next generation of HR leadership through social media and networking activities. After graduation, students who fit the age requirement are encouraged to convert to professional membership and participate in the group's activities.

www.shrm.org/yp

CAREER GROWTH & EDUCATION



“At SHRM’s local and national conferences, the network that I make with students of other universities and professionals from all around the world is worthwhile for every aspect of my career and personal life.”

Ilia Margarita Morales Toledo
University of Puerto Rico, Mayaguez Campus
Expected Graduation May 2011



REGIONAL STUDENT CONFERENCES

SHRM holds five 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.sbrm.org/conferences/studentconferences

SHRM ANNUAL CONFERENCE & EXPOSITION

June 26-29, 2011

Annual Conference & Exposition

June 25, 2011

Annual Student Conference | Las Vegas, Nev.

Held each June, this renowned conference features nearly 200 educational sessions, a one-day student conference, and attendance of more than 10,000 HR professionals from around the world and 300 students. Student members receive a special discount rate.

www.sbrm.org/conferences/annual

CAREER GROWTH & EDUCATION

SHRM ACADEMIC INITIATIVES

Based on a multi-year, multi-method research effort and with input from HR faculty, students and practitioners, SHRM has developed and recently revalidated its HR Curriculum Guidebook. The guidebook identifies 22 HR content areas, 16 of which should be included in the required course of study in a business-focused HR degree program. Currently more than 210 university programs align with SHRM's recommended guidelines.

www.shrm.org/hr/education

ASSURANCE OF LEARNING ASSESSMENT FOR GRADUATING HR STUDENTS

SHRM will debut an Assurance of Learning Assessment in May 2011 to help students show they have acquired the knowledge required to secure an entry-level job in HR. Based on SHRM's curriculum guidelines, this exam helps students differentiate themselves in the job market. Registration opens January 2011, and there are three one-month test windows each calendar year.

MEMBER ADVOCACY

SHRM's Government Affairs team 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.

www.shrm.org/advocacy

SHRM WEBCASTS

SHRM hosts free and member-discounted webcasts regularly, providing insightful analysis and practical advice on issues that affect HR professionals. Each year, more than 40 programs are available for viewing live or on-demand. These webcasts are great professional development resources and most are approved for recertification credits.

www.shrm.org/webcast

HR CERTIFICATION INSTITUTE

Many employers require certifications as a prerequisite for their open HR positions. With more than 108,000 certified professionals worldwide, the HR Certification Institute, a strategic partner of SHRM, offers three certifications for HR practitioners: Professional in Human Resources (PHR®), Senior Professional in Human Resources (SPHR®), and Global Professional in Human Resources (GPHR®).

Professional HR experience is now required to sit for the exams. Visit the web site to view full eligibility requirements.

www.hrci.org



NETWORKING



Nearly 70% of jobs are found through personal contacts or networking. When you become a SHRM member, you are automatically connected to more than 250,000 HR professionals.

HR TALK

HR Talk is SHRM's online discussion forum for members to post questions, explore ideas and share expertise across various areas of HR. Topic areas include diversity, employment & recruitment, global HR, not-for-profit HR, and workplace safety & health, or start your own discussion.

www.shrm.org/hrtalk

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.

community.shrm.org

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

PROFESSIONAL CHAPTERS

In addition to professional development opportunities, SHRM's 575 autonomous professional chapters allow you to make contacts and build relationships with local HR professionals and companies. You will have face-to-face time with working practitioners in the area to exchange ideas and share experience. Membership in a SHRM local chapter is separate from membership in SHRM. Contact your local chapter for more information.

www.shrm.org/chapters



HR RESOURCES & TOOLS

“I know that the information I’m getting from SHRM is reliable and up-to-date. The sample forms, policies and how-to articles have been particularly helpful to my school projects.”

Nathan Peterson, Utah State University
Expected Graduation May 2011



HR DISCIPLINES

SHRM Online’s HR Disciplines pages provide news, features, tools, networking opportunities and other resources for HR professionals in the following major HR areas:

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

www.shrm.org/hrdisciplines

SAMPLES, JOB DESCRIPTIONS & TOOLS

Access a variety of time-saving, customizable HR tools for your assignments from school and at work. You can tailor sample forms, company policies, job descriptions, metrics calculators and other tools to your needs. A collection of how-to-guides and FAQs also help guide you through HR tasks and answer your HR-related questions.

www.shrm.org/lc

SHRM’S STUDENT RESOURCES

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.

Also visit SHRM Online at www.shrm.org to get resources for coursework, research and class projects. It is the world’s most popular human resource web site with daily news updates, HR job openings and HR resource tools.

www.shrm.org/students

HR RESOURCES & TOOLS



SHRM PUBLICATIONS

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

HR Magazine[®]

The Society's flagship publication is delivered electronically and features in-depth analysis of trends and events affecting human resource management.

HR Week

Delivered each week, this popular e-newsletter provides the latest HR news, SHRM program announcements and web site highlights.

HR Disciplines e-Newsletters

These HR-specific opt-in e-newsletters provide updates on trends, research, legal and regulatory activity and more.

SHRM Legal Report[®]

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

www.shrm.org/pubs

Special Quarterly Student Supplement to *HR Magazine*

A special supplement, published digitally four times per year, featuring student chapter news, career articles and awards recognition. This supplement will automatically be included with students' digital *HR Magazine*.

www.shrm.org/students

Supervisory Articles

A 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.

www.shrm.org/supervisory

Workplace Visions[®]

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

www.shrm.org/trends

SHRMSTORE[®]

As leading online source for human resource management books and products, SHRMStore offers a comprehensive collection of HR management products, including surveys, handbooks, videos, software and more, that provide valuable insights into understanding HR. SHRM maintains a large selection of best-selling items and continuously adds new titles. Members receive discounts on all products in the store. Plus, get your favorite SHRM, "I Love HR" and HR Certification Institute accessories such as mugs, padfolios, key chains and clothing.

shrmstore.shrm.org

HR RESOURCES & TOOLS



“SHRM membership continues to be worth the investment because the resources are tremendously helpful—the magazine and frequent e-newsletter updates are a great addition to my education.”

Robert Wayne Locklin
Institute of Technology
Expected Graduation January 2011

SHRM FOUNDATION STUDENT SCHOLARSHIPS

**Next application deadline
October 14, 2011**

National SHRM student members are eligible to apply for 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
- » Assurance of Learning Exam Scholarships totaling \$5,000

One additional \$2,500 scholarship, named in honor of former student chapter advisor Dr. Lisa Burke, SPHR, is also awarded to undergraduate applicants.

Scholarship recipients are selected primarily on merit, and the next application deadline is October 14, 2011. Applications are available online at www.shrm.org/foundation within the “Scholarships and Awards” section.

www.shrm.org/students/scholarships

CONVERTING TO PROFESSIONAL MEMBERSHIP

Gain access to professional SHRM member benefits for half the investment. Upon graduation, student members can convert to professional membership and receive a \$100 discount on their membership for two consecutive years.

www.shrm.org/conversion



MEMBERSHIP ELIGIBILITY POLICY



“Joining SHRM has allowed me to hold leadership positions, receive local scholarships to aid my education, and further my research in HR.”

Kirsten V. Jarrell
Peace College
Expected Graduation May 2011

STUDENT MEMBERSHIP ELIGIBILITY

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.

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.

www.shrm.org/studentfaq





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 provide 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.

I'M ALREADY AN HR PRACTITIONER. CAN I JOIN AS A STUDENT MEMBER?

SHRM recommends joining as a professional member to receive additional benefits not available to students, such as assistance through the SHRM HR Knowledge Advisors who can answer your specific HR questions by e-mail and phone. Please see page 12 for more information on professional membership.

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 or e-mail shrmstudent@shrm.org.

For other common questions, visit www.shrm.org/studentfaq

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.

FAQS



“SHRM membership has supported my HR education in many ways, including providing opportunities to network with other professionals and offering educational resources that help evaluate my career path in the HR field. SHRM membership has definitely helped groom me into a future HR professional.”

Guadalupe Leiva Escareno
Kaplan University Online
Graduated November 2010

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	PROFESSIONAL MEMBERSHIP
Cost	U.S. \$35 / year	U.S. \$180 / year
<i>HR Magazine</i> [®]	Digital	Hard copy or Digital
SHRM Online	Full access	Full access
Access to and listing in Member Directory	Yes	Yes
Special Quarterly Student Supplement in <i>HR Magazine</i> [®]	Yes	No
Annual Conference Rates	Special low student rates	Discounted member rates
SHRM Knowledge Center Access <small>MEMBER FAVORITE!</small>	No	Yes
Ability to Vote & Hold Office in Professional Chapters	No	Yes

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:

- » Sample Forms Database
- » Customizable Policies & Job Descriptions
- » How-To Guides
- » HR Basics
- » Competitive Practices
- » Federal and State Compliance Resources
- » HR FAQs
- » HR News
- » Webcasts
- » Videos
- » HR Talk Bulletin Board
- » SHRM Connect social networking site
- » Online Chats
- » HR Jobs Searches
- » Member Advocacy

RESEARCH:

- » Surveys & polls on pressing HR topics
- » Labor market & economic data
- » Future-focused workplace trends data and reports
- » In-depth & brief research articles

ELECTRONIC PUBLICATIONS:

- » *HR Magazine*[®]
- » *HR Week* e-newsletter
- » *Workplace Visions*[®]
- » *SHRM Legal Report*[®]
- » HR Disciplines e-Newsletters (opt-in)
- » Supervisory Articles
- » Special Quarterly Student Supplement in *HR Magazine*

THE FOLLOWING BENEFITS ARE DISCOUNTED TO MEMBERS:

- » SHRM Annual Conference and Annual Student Conference
- » SHRM e-Learning
- » SHRMStore[®] books, products and SHRM logo items
- » Seminars and professional development programs



AND MORE!

Member benefits are subject to change.

SPRING 2011 SHRM STUDENT MEMBERSHIP APPLICATION

Fields marked with * are required. Your application cannot be processed without this information.

MEMBER INFORMATION

Please print legibly.

Current or previous SHRM member? Yes Enter 8-digit membership # here: _____
 No

*Name: _____
First M.I. Last

*College/University: _____

*Chapter #: _____
(If no chapter exists at your school, please enter 5000.)

*SEND MAIL TO: SCHOOL HOME

CAMPUS

*On-Campus (School) Address: _____

*Address/Apt. #: _____

*City: _____ *State/Province: _____ *Zip/Postal Code: _____

*Country: _____

*E-mail: _____ *Phone #: (____) _____

HOME

*Home (Permanent) Address: _____

*Address/Apt. #: _____

*City: _____ *State/Province: _____ *Zip/Postal Code: _____

*Country: _____

*E-mail: _____ *Phone #: (____) _____

Please do not share my mailing address with other HR-related organizations.

« OVER to complete both sides of application

All applicants **MUST** attach a copy of a current course schedule to qualify for membership.

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
- Other: _____

Academic Minor: *(If applicable)*

- Human Resource Management
- Human Resource Development
- Business Administration & Management
- Industrial/Organizational Psychology
- Labor Relations
- Organizational Behavior/Organizational Development
- 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 Undisclosed

Race/Ethnic Identification:

- 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 U.S. \$35

Credit Card #

Expiration Date

Name (as it appears on credit card)

Signature

Cardholder's Phone

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(e), 8% of the SHRM annual dues are allocable to lobbying expenses and are therefore not deductible. 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: shrmstudent@shrm.org

Promotion Code: MSGS



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SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

1800 Duke Street
Alexandria, VA 22314-3499 USA

JOIN HR'S BEST

www.shrm.org/students