



Supporting Lifelong Learning
The **2011** SCHOLARSHIP PROGRAM
for HR Professionals

SHRM[®]
Foundation
Investing in the Future of HR

J. J. Keller
Foundation, Inc.

The SHRM Foundation, in partnership with the J.J. Keller Foundation, will award more than \$100,000 in scholarships to SHRM members pursuing college degrees or professional certification this year. The following scholarships are available:

- ▶ 20 academic scholarships (\$2,000 each)
- ▶ 80 certification scholarships (\$750 each)
- ▶ 5 Barbara Sanchez scholarships (\$1,500 each)

Apply Online at www.shrm.org/foundation

Select "Scholarships and Awards."

Application Deadline: July 15, 2011

Who Is Eligible?

Academic Scholarships

- ▶ SHRM members* pursuing a graduate or undergraduate college degree in HR or a related field, such as business or psychology. Full-time, part-time and doctoral degree students are eligible.

Certification Scholarships

- ▶ SHRM members* working toward SPHR, GPHR, PHR or California certification.
- ▶ Affiliated SHRM chapters and state councils organizing local certification preparation programs for the SPHR, GPHR, PHR or California certification.

Barbara Sanchez Scholarship

- ▶ SHRM members working in the media industry** and pursuing a college degree; eligible applicants may apply for both the Sanchez scholarship and an academic scholarship.

Although each scholarship is a one-time award, previous applicants and past scholarship recipients are eligible to re-apply. Employees and board members of SHRM, the HR Certification Institute or the SHRM Foundation and members of their immediate family are not eligible to apply for SHRM Foundation grants, awards or scholarships.

** Includes SHRM professional, general and associate members with active SHRM membership as of July 15, 2011. Student members and local-only members of chapters are not eligible for this program.*

***SHRM members working in the print, publishing, cable and satellite, broadcasting, motion picture, Internet or communications field are eligible for this award.*

“Thanks again for enabling me to achieve my certification goals. As of this morning, I am able to add two new certifications to my auto signature! I couldn’t have done it without the SHRM Foundation.”

– Jennifer C. Loftus, MBA, SPHR-CA, GPHR, CCP, CBP, GRP
Certification Scholarship Recipient, New York, NY

Selection Process

Volunteer committees of members in each SHRM region review the applications and select scholarship recipients. The \$100,000 is allocated equally among the following five SHRM domestic regions:

1. **Northeast Region** includes Connecticut, Delaware, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island and Vermont.
2. **Southeast Region** includes Alabama, District of Columbia, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, West Virginia, Puerto Rico, Virgin Islands, Bermuda and Bahamas.
3. **North Central Region** includes Illinois, Indiana, Iowa, Michigan, Minnesota, Nebraska, North Dakota, Ohio, South Dakota and Wisconsin.
4. **Southwest Central Region** includes Arizona, Arkansas, Colorado, Kansas, Louisiana, Missouri, New Mexico, Oklahoma, Texas and Utah.
5. **Pacific West Region** includes Alaska, California, Hawaii, Idaho, Montana, Nevada, Oregon, Washington, Wyoming, Guam and Northern Mariana Islands.

Each group has \$20,000 in scholarships to distribute annually, which means applicants compete only with other applicants in their own region. Applications from SHRM members outside the U.S. are welcomed and will be distributed evenly among the five regions for award consideration. Sixteen certification scholarships and four academic scholarships will be awarded in each group.

Scholarship Criteria

\$2,000 Academic Scholarship

Scholarship recipients will be selected primarily on merit. Applicants must be working toward an undergraduate, graduate or doctoral degree in an HR-related field (including business, psychology, industrial relations, etc.). Full-time, part-time, online and distance-learning programs at accredited institutions of higher learning are acceptable. Scholarships are for college degree programs only and may not be used to attend professional development seminars or workshops. Applicants will be evaluated according to the following criteria:

- ▶ 50% Work experience/progression (HR involvement and future career plans).
- ▶ 30% Volunteer activity (SHRM experience preferred but not required).
- ▶ 20% Financial need.

To be considered, applicants must submit the following information:

- ▶ Scholarship application.
- ▶ One-page essay discussing applicant’s career aspirations and financial need.
- ▶ Current resume.
- ▶ List of past volunteer leadership roles (SHRM or other), if any.
- ▶ Two letters of reference.

Note: Scholarship recipients will be required to provide a Social Security number or tax ID and evidence of acceptance or enrollment in a degree program.

\$750 Certification Scholarship

Individual applicants

Individual recipients will be selected on the strength of their work experience and their commitment to a career in human resources. Scholarship funds may be used to purchase test-preparation materials, attend a certification-preparation seminar and/or pay the exam fee. Individuals who have previously taken a certification exam during the 2011 calendar year are eligible to apply for reimbursement of exam-related expenses.

Award recipients must continue their certification preparation immediately following notification of the award. Individual applications will be evaluated according to the following criteria:

- ▶ 40% Work experience/progression (HR involvement and future career plans).
- ▶ 40% Volunteer activity.
- ▶ 20% Financial need.

To be considered, individual applicants must submit the following information:

- ▶ Scholarship application.
- ▶ Current resume.
- ▶ List of past volunteer leadership roles (SHRM or other), if any.
- ▶ Brief essay discussing why applicant is seeking SPHR, GPHR, PHR or California certification and how it will enhance the applicant's HR career. In addition, applicants should explain their financial need for the scholarship. The essay should not exceed two typed, double-spaced pages.

Chapters and state council applicants

Chapter and state council applications will be evaluated as follows:

- ▶ 50% Plan for use of funds; program depth, reach and impact.
- ▶ 30% Financial need.
- ▶ 20% Matching funds available (Note: funds may not be used for chapter or state scholarship programs).

Applications should include a description of the certification program and the following information:

- ▶ If an established program, the most current year results.
- ▶ Number of times per year the program is/was offered.
- ▶ Total cost to participants and approximate attendance.
- ▶ Total annual cost to the chapter/state council.
- ▶ Location where the program is or will be offered.
- ▶ Matching funds available for the program (be specific regarding sources and dollar amounts).

Timeline

July 15, 2011—Deadline to submit applications.

October 3, 2011—Applicants notified of results.

Scholarship checks will be distributed to winners in the fall after receipt of tax ID and enrollment verification.

How to Apply

Applications are accepted only online at www.shrm.org/foundation. Select the "Scholarships & Awards" link.

Questions? Contact Maureen Flaherty at (703) 535-6423 or SHRMScholarships@shrm.org.

Frequently Asked Questions

Are local chapter members eligible to apply for a scholarship?

Regardless of local affiliation, applicants must have a current SHRM membership with a valid membership ID number as of July 15, 2011, to be eligible. If individuals have joined the local chapter but not SHRM, they are not eligible to apply.

Can a chapter or state council apply for scholarship funds?

Yes. A chapter or state council may apply for an award to support local SPHR, GPHR, PHR or California certification efforts; however, these funds may not be used to offer local scholarships.

Can I apply for a scholarship to attend a SHRM conference or seminar?

No. Academic scholarships will be awarded only to individuals pursuing a graduate or undergraduate college degree. Academic scholarships may not be used to attend conferences, seminars or certificate programs. However, certification scholarships may be used to cover the cost of test preparation, including seminars.

Am I required to have SHRM volunteer experience to apply for a scholarship?

No. Experience as a SHRM volunteer leader is preferred but not required. Judges will consider all factors as a whole when evaluating applicants. Strength in one area could outweigh deficits in another.

My degree program is not in human resources. Am I still eligible to apply?

If you meet the other eligibility requirements, yes. HR is a very broad field, so many degrees are related to HR in some way—these degrees include management, law, business, psychology, organizational development, industrial and labor relations, and leadership, among others.

How do I apply for a scholarship?

Go to www.shrm.org/foundation and select “Scholarships & Awards” to complete the online application process. Applications may be started anytime after April 1 and must be submitted by July 15, 2011. Scholarships are awarded once each year.



The SHRM Foundation is a 501(c)(3) nonprofit organizational affiliate of the Society for Human Resource Management (SHRM). Founded in 1966, the SHRM Foundation advances global human capital knowledge and practice by providing thought leadership and educational support; and sponsoring, funding and driving the adoption of cutting edge, actionable, evidence-based research. The SHRM Foundation is governed by a volunteer board of directors comprising distinguished HR academic and practice leaders. Contributions to the SHRM Foundation are tax-deductible. Online at www.shrm.org/foundation.

J. J. Keller Foundation, Inc.

The J. J. Keller Foundation, Inc. grew out of the success generated by John J. "Jack" Keller over a 50-year career in the publishing business. Jack founded J. J. Keller & Associates in 1953 and watched it grow from a one-man consulting shop into a world-class publishing, printing and service organization with more than 300,000 customers in North America. The privately held company ranks as one of the largest employers in Neenah, Wisconsin, and has built a solid reputation for providing companies with practical help in meeting complex government regulations. Jack established the family Foundation in celebration of his wife's birthday in 1991, and since that time, nearly \$30 million has been given to non-profit causes. For more information, visit www.jjkellerfoundation.org.