



Spring Newsletter

My Experience with SHRM

Inside this issue:

<i>Job Outlook</i>	2
<i>A taste of Magic</i>	3
<i>Criminal Background Checks</i>	4

I have been actively involved with the student SHRM chapter since my first semester in human resource development graduate program. I am currently serving as an officer in the chapter. I have been attending all student chapter meetings and attended two Indiana state leadership conferences. I am also a student member of the Wabash Valley SHRM chapter in Terre Haute. I have gained many networking experiences from meeting the local HR professionals at their monthly lunch meetings. I met Sally Zuel, the vice-president of human resource at Union Hospital at one of the student chapter meetings last semester. I was very fortunate and was able to obtain an internship

position at the human resource department of Union Hospital. One of the main objectives for my internship was to prepare and develop a cultural fair for the Hospital employees. In addition, my internship also includes helping and working with the new human resource system, providing supports with projects and assisting with day to day activities. I also participated in some manger meeting and training sessions. I have the opportunities to interact with variety of employees at all levels. With these involvements of SHRM chapter and my internship at Union Hospital I was able to draw leadership skills, planning skills, communications skills, and problem solving skills.

SHRM really help me and prepare me for my career path. I highly encourage all the students join and get involved with SHRM.

Submitted by Pei Hsuan Sun



Pei Hsuan Sun

Special points of interest:

- Work, Play, and Learning experiences.
- Internship experiences.
- Job Outlook
- SHRM National Membership
- Types of Background Checks.

Up 'Til Dawn

ISU Up 'Til Dawn announced Saturday, February 21st, their success at raising over \$20,500 for St. Jude Children's Research Hospital in Memphis, TN. Up 'Til Dawn is a nationwide cam-

paign that raises funds to assist in the free treatment of children at St. Jude. Thank you to those SHRM members who participated in this success!

What is the job outlook for HR?



Frank Whittle

Instead of preparing a specific article, I wanted to show the job outlook for various Human Resource positions. There are a number of resources available to find out information on the job market. The data below came from the Bureau of Labor Statistics. Another very helpful resource is O*Net, which has taken the place of the Dictionary of Occupational Titles (DOT). All of the data shows that employment of human resources, training, and labor relations managers and

specialists is expected to grow faster than the average for all occupations. College graduates who have earned certification should have the best job opportunities.

Employment change: Overall employment is projected to grow by 17 percent between 2006 and 2016, faster than average for all occupations. Legislation and court rulings setting standards in various areas—occupational safety and health, equal employment opportunity, wages, health care,

pensions, and family leave, among others—will increase demand for human resources, training, and labor relations experts. Rising health care costs should continue to spur demand for specialists to develop creative compensation and benefits packages that firms can offer prospective employees.

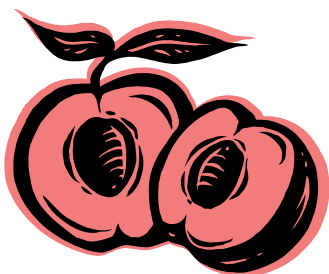
Submitted by Frank Whittle

PROJECTIONS DATA

Projections data from the National Employment Matrix

Occupational title	SOC Code	Employment, 2006	Projected employment, 2016	Change, 2006-16	
				Number	Percent
Human resources, training, and labor relations managers and specialists	--	868,000	1,015,000	147,000	17
Compensation and benefits managers	11-3041	49,000	55,000	5,900	12
Training and development managers	11-3042	29,000	33,000	4,500	16
Human resources managers, all other	11-3049	58,000	65,000	6,600	11
Employment, recruitment, and placement specialists	13-1071	197,000	233,000	36,000	18
Compensation, benefits, and job analysis specialists	13-1072	110,000	130,000	20,000	18
Training and development specialists	13-1073	210,000	249,000	38,000	18
Human resources, training, and labor relations specialists, all other	13-1079	214,000	250,000	35,000	16

NOTE: Data in this table are rounded. See the discussion of the employment projections table in the *Handbook's* introductory chapter on [Occupational Information Included in the Handbook](#)



“Overall employment is projected to grow by 17 percent between 2006 and 2016”

A Little Taste of the Magic...

Finding the program:

Last semester, I was given the opportunity to participate in the Disney College Program. Through this internship, I learned what it is like to work for a Fortune 100 Company, the basics of guest service, a little about human resources, and a lot about myself. Through another great opportunity, the ISU Spring Career Fair, I stumbled upon what I thought would be just another internship. What I discovered is that the Walt Disney World Company takes a college internship to the next level. They will provide housing, transportation, training, education opportunities, a semester in beautiful Orlando, Florida, and of course, a lot of perks with becoming a Disney Cast Member.

Housing:

The Disney College Program houses thousands of interns every semester. We have apartments holding anywhere from 2-8 people, minimal rent, great maintenance and management staff, and amenities such as laundry services, pools, fitness centers, basketball and tennis courts, and free cable and internet hook-up. Our apartments range from 1-3 bedrooms (mine had three), each with a private bathroom, full kitchen and appliances, dining rooms, and plenty of closet space!

Working:

The work experience with the Disney College Program is a little different than that of a normal internship. Disney starts you at the bottom and teaches you how to gain valuable experience in an entry-level position. My position was Full Service Food and Beverage and I was stationed at the Turf Club Bar and Grill and Disney's Saratoga Springs Resort and Spa. My job duties included being a hostess, greeter, seater, assigning tables, and general tending. I was trained on the basics of guest service as well as with a Table Management System and Dining Reservation System, which is the technology we used to maximize our seating and reservation capacity in our location.

The mission of the Food and Beverage Team is to make every guest feel special. In working for such a world-renowned company, you quickly learn how easy it can be to make a guest feel just that. Little things like remembering names, playing the part of your role, and even getting down and playing with the kids, can make seeing and serving thousands of guests a day a true delight!

Work, Play, and Learning Experiences:

Of course there are pitfalls to such a position, as there are with any job. Standing for 10 hours at a time and never letting my smile fall can be tiresome, but in the end, it was a fantastic opportunity and well worth it! Through working in the Disney College Program, I was able to network with many people in higher management positions and even meet and serve representatives from Disney's Tokyo Resort! What a treat it was when they returned and asked to see me!

Education:

While Disney is a lot of hard work, it is not all just work. Disney adds in an education component to their internship. I was fortunate enough to take one of the many classes offered called Disney's Marketing You. This class is the basic building block for successful networking, resume and cover letter building, finding career goals and expectations, discovering personal learning and managing styles, and learning what professionalism means to you and how you can enhance it. This class helped me build my resume from a blank page, pinpoint my transferable skills, build business cards, and proactively network myself!

A New Outlook:

This internship was not so much of an internship for me as it was an opportunity. The Disney College Program gave me the chance to learn so much about myself, other cultures, management styles, and work with guests in some extremely high volumes. I was thrown into a new world of professionalism and a demanding atmosphere and taught not only how to survive, but how to create some great connections!

While my primary focus of interest has always been human resources, I have decided that international human resource management is where I see myself in the future. Being a member of the Disney team allowed me to meet hundreds of people from all over the world and I found it frustrating when I was unable to communicate with them. Because I feel that an organization's greatest resource is people, I want my future organization to be able to rely on me for successful communication and development. Plus, working with other cultures only opens my eyes more to what the world has to offer!

Submitted by Loren Hewins

"This internship was not so much of an internship for me as it was an opportunity."



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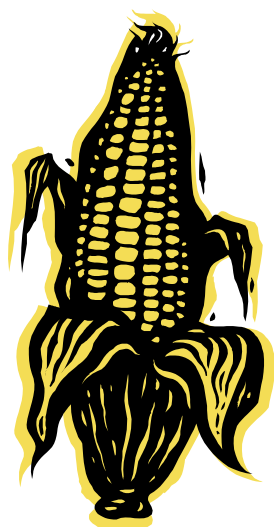
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Advancing the HR Profession



The National Society for Human Resource Management is the world's largest human resource management association with over 230,000 members and is the leading voice of the human resource profession. This organization is valuable to students; it provides education and information services, conferences and seminars, government and media representation, and online services and publications to professionals and students throughout the world.

Criminal Background Checks by Wil Downs



Summer is around the corner!

Wil Downs, VP of Human Resources at Indiana State University spoke with the collegiate SHRM chapter in February. In his discussion he spoke about Criminal Background checks. Some items he mentioned include:

Types of Checks

Consumer Report – Includes any Information Provided by a Consumer Reporting Agency (CRA) Bearing on a Consumer's Credit Worthiness, Credit Standing, Credit Capacity, Character, General Reputation, Personal Characteristics or Mode of living used to Determine Eligibility for Credit,

Insurance, & Employment among other Conditions.

Investigative Consumer Report – Includes any Information on a Consumer's Character, General Reputation, Personal Characteristics or Mode of Living Obtained through Personal Interviews with Neighbors, Friends and Associates – Information must be Verified with Actual Source of Information not from hearsay.

What is Required to Conduct Background Check for New Hires?

According to the Fair Credit Reporting Act (FCRA), an

Applicant for Employment must submit to the Background Check by Signing a Consent Form

Most Organizations make Employment Offer Contingent Upon Clear CBC

Many Organizations are now Requiring Candidates to Self Disclose to a Criminal History as Part of the Application Process – this provides possible grounds for dismissal of employee in future