# 

# Northwest Human Resource Management Association

###### **Financial Assistance Request**

**SHRM Case Competition and Career Summit**

**Individual and Team Application**

**Due by February 24, 2017 at 5:00pm to:** [**nhrma@nhrma.co**](mailto:nhrma@nhrma.co)

Date of Application: 2/24/2017 Is your advisor requesting support? ☐ Yes x No

Are you participating in the Case Competition\*? ☐ Yes ☒ No School: Western Oregon University

\*Please note, only SHRM Members may participate in the Case Competition.

**I. Personal Information** (individual and chapter applicants)

***Applicant #1 (Case Competition Team Captain, if applicable)*** ☒ SHRM Member ☐ Non-Member

Name: Reina Morgan Email: morganr@wou.edu

Address: 587 Catron Street N

City/State/Zip: Monmouth, OR 97361 Phone: 503-420-2220

Are you currently in school working towards a degree? ☒ Yes ☐ No

***Applicant #2 (if applicable)*** ☒ SHRM Member ☐ Non-Member

Name: Stephanie Swertfeger \_ Email: sswertfeger15@wou.edu

Address: 2890 Ladybug Court NE

City/State/Zip: Salem, OR 97301 Phone: 503-400-4876

Are you currently in school working towards a degree? ☒ Yes ☐ No

***Applicant #3 (if applicable)*** ☐ SHRM Member ☒ Non-Member

Name: Rachel Danskey Email: Rdanskey15@mail.wou.edu

Address: 163 Heritage CT

City/State/Zip: Woodburn, OR 97071 Phone: 503-309-9508

Are you currently in school working towards a degree? ☒ Yes ☐ No

***Applicant #4 (if applicable)*** X SHRM Member Non-Member

Name: Amy Lake Email: alake13@wou.edu

Address: 663 SW Agee St

City/State/Zip: McMinnville, OR 97128 Phone: 971-716-0319

Are you currently in school working towards a degree? ☒ Yes ☐ No

**Please attach the following for each applicant:**

* A budget of estimated expenses, including registration fees, transportation, lodging, and meals.
* Answers to the following questions:

1. What do you know about Human Resources? Why does it interest you? (Up to 300 words.)
2. What impact do you think your attendance at the SHRM Case Competition and Career Summit will have on yourself, your school, and your community? (Up to 300 words.)

I certify that the information provided in this application is complete and accurate to the best of my knowledge and the responses provided are my original work. I agree to supply proof of any and all information in this application if requested. I understand that falsification of information may result in termination of any scholarship awarded including an obligation to repay all funds disbursed. I have read the attached Travel Expense Policy, and agree to abide by it and the rules that NHRMA and SHRM have set forth. If I/we have applied for other financial assistance, I have included such information in the attached documents including which organization, and for what amount.

Reina Morgan Reina Morgan 2-24-17

Applicant #1 Name Applicant #1 Signature Date

Stephanie Swertferger Stephanie Swertfeger 2-23-17

Applicant #2 Name Applicant #2 Signature Date

Rachel Dansky Rachel Danskey 2-23-17

Applicant #3 Name Applicant #3 Signature Date

Amy Lake Amy Lake 2-23-17

Applicant #4 Name Applicant #4 Signature Date

Applicant Answers to the Two Questions:

**Applicant #1-Reina Morgan**

**1. What do you know about Human Resources? Why does it interest you? (Up to 300 words.)**

Human Resources is the department within an organization that is tasked with handling personnel matters. They are commonly responsible for the entire employment process from recruitment, hiring, on-boarding, on-the-job training, performance appraisals, compensation, benefits, payroll, diversity, and employee relations, all the way through to disciplinary actions, termination, and retirement. I am interested in Human Resources because there are so many areas you can go into and it is something that is everywhere. All different types of businesses and geographic locations have HR so it's something you can go anywhere with and tailor to a preferred industry like retail or hospitality. Most people spend such a large portion of their life at work so I think it is incredibly important that employees are treated fairly and have the resources they need to be happy and successful at work.

**2. What impact do you think your attendance at the SHRM Case Competition and Career Summit will have on yourself, your school, and your community? (Up to 300 words.)**

As a graduate student studying Industrial/Organizational Psychology I have been helping lead WOU's student SHRM chapter. Attending the conference will provide me with lots of new knowledge in the field I am seeking a career in and will provide me with an excellent opportunity to network with HR professionals. I will be able to share the knowledge and experience I gain with students who are interested in going into HR. I am a campus partner for one of the residence halls at WOU and volunteer at an after school youth program at the YMCA so I am in contact with a lot of people who need guidance in choosing a career as well as help with interviews, resumes, and professional development opportunities. I think the conference will provide me with great information that will help me in my mentoring roles as well as with Western students who are interested in going into HR. I have never attended a case competition before so this opportunity will allow me to provide valuable information about it to students who may consider going in future years and will better enable me to help them prepare and compete at a high level.

**Applicant #2-Stephanie Swertferger**

1. **What do you know about Human Resources? Why does it interest you? (Up to 300 words.)**

Human resources are the people who are responsible for the workforce of an organization. Human resources are responsible for the Human Capital of the company. One area of resources like recruiting, is vital to an organization’s success because this is the starting point or basis of the company’s success. Success starts with great employees.

Human resources is very interesting in that there are so many different paths to take. Recruiting is fun and exciting, but consulting is also very interesting. Higher quality workplaces are something all companies want. Learning more about how to make workplaces more enjoyable or higher quality in the eyes of both employees and employers is also very exciting.

1. **What impact do you think your attendance at the SHRM Case Competition and Career Summit will have on yourself, your school, and your community? (Up to 300 words.)**

I know the SHRM case competition will help deepen my understanding of how to obtain the skills necessary to be successful in human resources. This will be a great networking opportunity, to meet those who are professionals, and other students who are interested in working in human resources. I want to learn as much as I can about human resources and the different areas, because I know that I cannot be too prepared. These types of conferences are very helpful to give real world experience, and to make links between topics we have learned in our HR related courses at WOU. This will be a great opportunity for the HR club members to bond and get to know each other better.

**Applicant #3-Rachel Danskey**

**1. What do you know about Human Resources? Why does it interest you? (Up to 300 words.)**

What I know about Human Resources is very broad. For instance, I know that Human Resources works with personnel and assures that organizations comply with the law. Human Resources also handles matters related to compensation, hiring, performance management, and training. It interests me because it is about serving the people in the organization you work at. I like that while working in Human Resources you can work on process improvement because you with closely with policies. Additionally, I like that working in a Human Resources position you are in a position of influence because the selection process of future employees. Personnel is usually one of the most important aspects of a business and being a part of it will give me a sense of belonging to the company I work for thus, Human Resources interests me because it’s a significant role in corporations.

**2. What impact do you think your attendance at the SHRM Case Competition and Career Summit will have on yourself, your school, and your community? (Up to 300 words.)**

Attending the SHRM Case Competition will most importantly expose and prepare me to real-life scenarios that I may encounter in my future professional career in Human Resources. I currently am not familiar with specific scenarios that I may come across so attending will most definitely be a learning experience. Moreover, it will give me knowledge that I can share with the people in the Human Resources club at school. It will help me contribute to class discussions that will eventually build on what students are learning by giving me practical examples to share. Attending the SHRM competition will also help my community because with the knowledge I gain from attending the Case competition I will be able to make them happy because I will learn how to deal with conflicts creatively. By learning how to solve varies encounters appropriately with others my community, they will hopefully notice the improved problem solving, and pass it on.

**Applicant #4-Amy Lake**

1. **What do you know about Human Resources? Why does it interest you? (up to 300 words)**

I know that Human Resources is the heart of any business, company or organization. It helps maintain professionalism by ensuring compliance to company regulations, standards and culture as well as state, local and federal laws. They help hire, train or reduce staff, assist with employee benefits, leaves, compensation, job descriptions and classifications along with other employee issues. The Human Resources department is charged with the management of anything that is related to the organization’s employees and helps to make sure the integrity and reputation of the organization are kept in high regard. They are looked on as both the good and the bad guys by staff members because they have to make sure employees are doing their jobs, and if not, must terminate them.

Human Resources interests me because I love helping people and in the few years I have had working in the world, there has always been an Human Resources person or department I have had to deal with, whether it was a large or small business or organization. There is always change: working with staff to help with worker’s compensation claims, benefit questions, job description clarification, trainings, interviewing, hiring and sometimes terminations are all interesting to me because they make a difference in someone’s life in a small way, and I would like to be a part of that.

2. **What impact do I think attending the SHRM Case Competition and Career Summit will have on myself, my school and my community?**

I am currently working to finish my bachelor’s degree in Public Administration with an HR concentrate. The information I take away from the Career Summit will hopefully be used as I pursue my bachelor’s degree and further into my career. I hope to increase my knowledge of what a case competition is as I work with a team to prepare and compete. In doing this, I hope to gain better leadership skills, gain knowledge about more Human Resources processes, and gain some contacts as I network and work with others in this field. I feel it will help me be a better student as I connect abstract teachings into facts and experiences that will increase my understanding of the field. I also hope it will help me become a better leader as I serve in my community as a volunteer. I currently serve in a Cub Scout group, volunteer as a hospice worker, and serve on my children’s school PTA group. As I learn more about Human Resources and how to help manage the myriad of responsibilities, I look forward to making it my career someday.

Budget for SHRM Case Competition and Career Summit

West Region in Tigard, OR

March 31-April 1

|  |  |  |
| --- | --- | --- |
|  | Cost: | Total: |
| Registration (Early Bird) | $49-59 each | $206 |
| Mileage | $60 | $60 |
| Lodging (Th, Fri) | $201 (quad)/per night | $402 |
| Food (Dinner Th, Fri) | $30 each | $120 |
| Total |  | $788 |