



KYSHRM HR Faculty Summit, Q1 2021

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Introductions

AGENDA

Overview of HR case studies to use in class
&
SHRM's online resources for faculty



CAREER

- [Accelerate Your Career](#)
- [Career Preparation & Planning](#)
- [SHRM Competency Model](#)
- [Your Professional Development](#)
- [Career Expert Insights](#)

EDUCATION

- [SHRM Educational Programs](#)
- [Specialty Credentials](#)
- [People Manager Qualification \(PMQ\)](#)
- [Team Training & Development](#)
- [eLearning](#)
- [SHRM Books](#)
- [SHRM Essentials of Human Resources](#)
- [Senior Leadership Programs](#)
- [Virtual Events](#)
- [Webcasts](#)

FOR EDUCATORS

- [HR Curriculum Guidebook & Template](#)
- [HR Program Directory](#)
- [Teaching Resources](#)

SHRM EDUCATIONAL PROGRAMS



Learning is a Journey.
Let SHRM Education guide your way.
2021 Programs Now Available!

GET STARTED TODAY

**FREE resources
regardless of
membership in SHRM**

CAREER GROWTH.

Welcome to the teaching resources page of the Academic Initiatives site. Both case studies and learning modules are available to faculty through this page. We are committed to empowering HR faculty with the proper tools and resources needed to create better-prepared entry level HR candidates through instruction for HR students.

SHRM recognizes that a **successful human resource professional uses both expertise and experience to achieve the organizational strategy and mission**. To accomplish this, the human resource professional **must leverage his or her behavioral and technical competencies**. To aid HR faculty in their delivery of important HR educational topics, our case studies and learning modules are aligned with SHRM's corresponding competencies, based on the **SHRM Competency Model**[®]. Likewise, the curriculum guidelines are also linked to and are increasingly based on the model. This document summarizes which HR competency is addressed in each **case study** and **learning module**.

Please direct students only to **Student Resources** to download the student materials associated with case studies. Learning Modules exclusively for faculty to use in classrooms, and are not intended for distribution to students. However, if you wish to provide copies to students, please read the additional information in the Learning Modules section.

The cases and learning modules shown on this page are available for use by HR educators in university settings to add, change or supplement content in existing or new HR courses at the undergraduate or graduate levels.

Feedback

Access Case Study Documents for Faculty

Access Learning Modules and Semester Long Courses for Faculty



The following case studies are available for HR faculty and instructors to use in HR classrooms at universities, as expressed in the [Terms of Use](#) for Faculty. Teaching notes are often included with each. *While our current intent is to make the materials available without charge, we will reserve the right to impose some charges should we deem it necessary to support this program.* However, currently, these resources are available free of charge to all.

Where Can Students download the case without the teaching notes?

Students have a separate page where the student workbooks can be downloaded. Please *only* direct students to the [Student Programs](#) site to download Case Studies.

May I print out or copy cases for students in my class?

Yes. Please duplicate *only* the number of copies needed, one for each student in the class.

Compensation and Benefits

Employee and Labor Relations

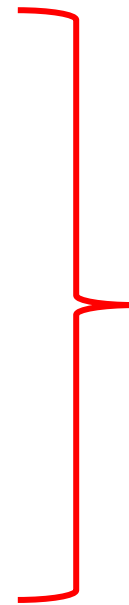
Employment Law

Strategy

Training and Development

Workforce Planning

Multiple Content Areas



Case Study Topic Areas

Case Studies by HR Area

Compensation and Benefits

- Benefits and Business at Aflac and L.L.Bean
- Columbus Custom Carpentry: A Compensation Case Study
- Designing a Pay Structure: A Case Study and Integrated Exercises
- Work-Life Balance in Large Organizations

Employee and Labor Relations

- Collective Bargaining in College Dorms
- Fallsburg Schools Negotiations Simulation
- The Student Collective Bargaining Act
- We Need to Talk—Ten Scenarios to Practice Handling Needed Conversations

Employment Law

- Religious Discrimination and Racial Harassment: What Ever Happened to MarShawn DeMur?

Case Studies by HR Area

Strategy

- Aetna: Investing in Diversity
- Classism Isn't Classy: Exploring Socio-Economic Diversity
- Creating Synergy in a Four-Generation Workplace
- High Growth Industries
- IBM's Global Talent Management Strategy: The Vision of the Globally Integrated Enterprise
- International HRM Case Study—International Assignments
- K. Hovnanian's Approach to Preserving Intangible Assets After Acquisitions
- MacroEnterprises, Inc.—A Strategic HR Case Study in Three Parts
- Motors and More, Inc.: A Progressive HR Case Study
- Nokia: Values That Make a Company Global
- PAC Resources, Inc.: A Case Study in HR Practices
- Power and Influence in the Management of Human Resource Development
- Reyes Fitness Centers, Inc.
- The Case for Flexibility
- The Georges Hotel: A Case Study
- The HR Side of Northrop Grumman's Acquisitions Process

Case Studies by HR Area

Training and Development

- Case Study: Southwood School—Training and Development
- Developing a Leadership Strategy: The Case of the Toy Research Society

Workforce Planning

- Case Study: Southwood School—Performance Management
- Case Study: Southwood School—Recruitment and Selection
- Employee Selection-Structured Exercises
- Four Recruitment and Retention Case Scenarios
- Is There a Doctor in the House? Attracting Physicians for an Underserved Area
- New Kid on the Block: Diagnosing Organizational Development Issues Using Data
- The Case of the Writer Who Couldn't Write
- The Vigilance Project—A Case Study on Conflict and Team Dynamics
- Top Choice—A Case Study in Succession Management
- Valley Technology, Inc. - A Case Study on Reductions in Force (RIFs)

Multiple Content Areas

- After the Merger: D-Bart Industries
- Blackfoot Farms
- Building the Future: HR's Role in Organizational Design
- Central Columbia Hospital
- Frostburg Fit
- Hudson College
- Thompson Technology: A Case Study in Controlling Labor Costs

But wait!
There's more!

Want MORE than case studies?

Learning Modules for Teaching

**USE CHROME TO
DOWNLOAD PPTs
AND FILES!!**

- Learning modules are provided as a resource for HR faculty to supplement a current teaching plan, to add a new HR content topic to an existing course, or to create a new course.
- A learning module includes **PowerPoint slides, teaching notes, syllabus, recommended readings, and instructor's manual.**
- In some instances, the learning module **includes accompanying case studies, exercises, progress checks, and quizzes.**
- While each learning module is designed to be complete and ready-to-use, SHRM anticipates instructors will invest preparation time in order to customize the module to his or her own teaching style.

<https://www.shrm.org/certification/for-organizations/academic-alignment/faculty-resources/Pages/Learning-Modules-and-Semester-Long-Courses.aspx>

Learning Modules for Teaching

**USE CHROME TO
DOWNLOAD PPTs
AND FILES!!**

Compensation and Benefits

- Creating a Flexible Workplace
- Designing Incentives and Rewards
- Discretionary Employee Benefits
- Managing a Diverse Workforce: Aligning and Managing Work/Life Relationships in Organizations
- Managing a Salary Survey Project
- Total Rewards: It's More Than Just a Paycheck!

Employee and Labor Relations

- Managing and Responding to Poor Employee Performance
- Managing Virtual Work Teams
- Organizational Entry and Socialization
- The Evolution of Human Resource Management
- Workplace Dispute Resolution

And other topics!

<https://www.shrm.org/certification/for-organizations/academic-alignment/faculty-resources/Pages/Learning-Modules-and-Semester-Long-Courses.aspx>

Student Access

Student Workbooks



Welcome to the Student Case Study Resources page. Thank you for reviewing the [Terms of Use for Students](#) and clicking on the 'accept' button to gain access to case study content available for your exclusive use.

The case study method is a very effective way of helping you think critically to apply the concepts you have learned in your studies at university. There is one Student Workbook for each case. Please click on the content domain headline to see the list of cases for which you may download the Student Workbook.

Compensation and Benefits

Benefits and Business at Aflac and L. L. Bean

Designing a Pay Structure: A Case Study and Integrated Exercises

Employee and Labor Relations

Classism Isn't Classy: Exploring Socio-Economic Diversity

Collective Bargaining in College Dorms

<https://www.shrm.org/Membership/student-resources/Pages/Student-Workbooks.aspx>

Idea Sharing

Upcoming HR Faculty Summits

Friday, May 14

10:00 - 11:30 a.m. ET
9:00 – 10:30 a.m. CT

KYSHRM Faculty
Summit - Q2 2021:
Using & finding guest
speakers; textbook
choices

Friday, Aug 6

10:00 - 11:30 a.m. ET
9:00 – 10:30 a.m. CT

KYSHRM Faculty
Summit - Q3 2021:
Teaching HR students
about social justice and
D&I in today's world

Friday, Nov 12

10:00 - 11:30 a.m. ET
9:00 – 10:30 a.m. CT

KYSHRM Faculty
Summit - Q4 2021:
Current HR research or
your own research and
consulting projects

Upcoming Events

Friday, Feb 12	Noon - 1:00 ET	Certifications and/or Graduate School: Which is Right for You?	Shelly Trent
Friday, Feb 26	Noon - 1:00 ET	Q1 KYSHRM College Relations Update	KYSHRM and SHRM news update
Friday, Mar 12 & 26	Noon - 1:00 ET	Mar 12: Using LinkedIn to Connect with Employers Mar 26: Networking and Volunteering to Get Noticed	TBD
Friday, Apr 9 & 23	Noon - 1:00 ET	Apr 9: Communicating with Confidence Apr 23: Social Justice at Work: Be the Change You Want to See	Shelly Trent Presenter TBD
Friday, May 7	Noon - 1:00 ET	Know Your Worth: Negotiating Salary and Benefits	Shelly Trent
Friday, May 14	10:00 - 11:30 a.m. ET	KYSHRM Faculty Summit - Q2 2020: Using & finding guest speakers; textbook choices	Open discussion

<https://ky.shrm.org/college-relations-and-emerging-professionals>



Thank you for your participation!

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