



Jill Evans Silman, SPHR, VP Meador Staffing Services, was recently named to a three-year term on the Society for Human Resource Management Staffing Management Special Expertise Panel. Following a rigorous evaluation process involving more than 500 applicants for a maximum of 60 panel openings, Silman and 4 others were selected to join the 15-member Staffing Management Panel.

The Society for Human Resource Management (SHRM) maintains twelve special expertise panels as an integral part of the organization's operation. Each panel is made up of SHRM members – senior HR professionals who deal with issues that impact the HR profession on a daily basis.

Through membership on one of the panels, members identify emerging trends in specific topic areas, provide expert advice on matters

of professional significance, and provide guidance on matters of public policy. Benefits of participation include creating opportunities to: contribute to the HR profession, share ideas and information in a professional forum with other HR professionals on matters of importance in the field of HR, expand your professional network through interactions with panel members on all twelve panels, and stay on the cutting edge of your field through access to early information on emerging trends and issues.

To serve the professional and advance the profession by providing, for the human resource profession and the SHRM membership via the SHRM staff, current and emerging practices, advice, and expertise on all aspects of human resources as it relates to identifying and securing human resources to support all business activities.

Content area includes (but is not limited to):

- Federal, state and local employment laws
- Title VII, EEO, ADA, ADEA, Veterans Employment, FCRA, WARN, EEOC Uniform Guidelines (most of these also ER)
- Job Analysis (also C&B)
- Competencies (also may be Employee Relations)
- Quantitative analysis required to assess past and future staffing
- Workforce planning
- Forecasting
- Selection, testing reliability and validity of test instruments and tools
- Medical and drug testing (also HSS)
- Use and interpretation of selection tests
- Succession planning (also OD)
- Recruitment - employee referral, job posting, other practices
- External Candidate Sourcing
- Marketing the organization as a great place to work
- Employment contracts
- Leased and contingent workers, independent contractors, interns
- Visa and immigration laws, I-9 forms (also Global)
- Reference checking, background investigations (also could be Security)
- Affirmative action/ Federal contract compliance
- Hiring incentives such as Work Opportunity Tax Credit program
- Interviewing techniques



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- Relocation practices
- Orientation programs (also OD)
- Downsizing/Rightsizing/Reductions In Force/Layoffs
- Outplacement
- Severance (also C&B)
- Turnover (also may be Employee Relations)
- Employment-at-Will doctrine

The following Staffing Management Panel members were approved by the SHRM Board of Directors' Governance Committee:

Timothy J. Brown, SPHR

Nancy G. Davies

Laura de Acha, PAD

LaTonia N. Dean

Anne G. Nimke

Jo Prabhu, and

Jill Evans Silman, SPHR, CPC, CTS