



## **Membership Information & Categories According to Updated Bylaws 11/3/15**

**Qualifications for Membership:** GSHRM membership applicants must meet qualifications of at least one Membership Category. To achieve the mission of GSHRM there shall be no discrimination in individual memberships because of race, religion, sex, age, color, national origin, disability, or veteran status or any other classification protected by law. Memberships are individual and are not transferable to other individuals. GSHRM reserves the right to deny or cancel a membership when such membership may pose a conflict of interest with GSHRM's objectives.

**Application for Membership:** Application for membership shall be made in a format acceptable to GSHRM. Individuals applying for membership must meet the requirements of at least one category of membership.

**Membership Election:** Complete applications will be reviewed for eligibility by the chapter administrator and/or a membership committee member. Either or both of these individuals will conduct an eligibility review, determine the appropriate membership category and accept (or reject) the membership.

The Board will review applications or decisions if/when a determination is uncertain or if the decision is challenged, and shall determine membership eligibility or status by majority vote of the Directors present at any Board of Directors meeting at which a quorum is present.

Upon verification of the membership category and approval, eligible applicants will be invited to join GSHRM. Once dues payment is received, applicants will receive confirmation of their membership and will be invited to attend the next scheduled New Member Orientation.

**Termination of Membership:** An individual's membership in GSHRM may be terminated for good cause by a two-thirds vote of the Board of Directors. In addition, any member may petition the Board of Directors for revocation of a member's GSHRM membership for good cause.

**No Solicitation:** There shall be no solicitation, either orally or through printed material, during GSHRM meetings or social hour except for the social sponsor(s) hosting the specific meeting. No member may use the GSHRM Membership Directory for purposes of solicitation or providing information about their organization. Members determined to be soliciting by a Board of Directors investigation will be subject to administrative action up to and including expulsion from membership without a refund of dues. There is no re-application period for expelled members.

**In-transition status.** In-transition status shall be confined to new and current members who fit the definition of professional or professional partner membership but are currently not actively at work. In-transition membership may be up to one (1) year. This time period can be extended by the Board of Directors based on factors such as attendance at meetings, activity on committees, and any other factors considered relevant by the Board of Directors. Dues for in-transition members are the same as for regular professional or professional partner members and shall be based on most recent employment type.



### CATEGORIES OF MEMBERSHIP

<p><b>PROFESSIONAL</b></p> <p>Annual Dues:          * \$50 SHRM members          * \$75 non-SHRM members</p>	<p>1) Individuals engaged in human resource management at the exempt level.</p> <p>2) Individuals engaged in human resource management at the non-exempt level who are also certified by the Human Resource Certification Institute and/or SHRM.</p> <p>3) Faculty members holding assistant or full professor rank in a human resources curriculum.</p> <p>4) Full-time human resources consultants whose work consists of providing contract strategic, operational, and administrative human resource services to companies and whose scope of work with contracting companies involves all functions relating to the practice of human resources. In order to be classified as a human resources consultant under the Professional category of membership status, the member or candidate for membership must be certified by the Human Resources Certification Institute, SHRM, World at Work, or other recognized authority associated within the human resources field.</p>
<p><b>PROFESSIONAL PARTNER</b></p> <p>Annual Dues:          * \$50 SHRM members          * \$75 non-SHRM members</p>	<p>1) Individuals whose career path has covered traditional HR functions and whose position or business directly flows to or from an organization's HR function (e.g. compensation, benefits, recruitment, safety and training). Employment activities typically include but not limited to: consulting, outplacement, HRIS, temporary services, payroll services, benefit services, legal services, and recruiting. Full time attorneys must belong to firms that represent management solely.</p> <p>2) Individuals who are involved in business management and who have a vested interest in developing and maintaining a strong knowledge of human resource functions. Employment activities typically include but are not limited to: business ownership and operations management.</p> <p>3) Individuals who are actively engaged in non-profit, university, or governmental education/training fields or other agencies that provide human resource related services. Examples include career development directors with colleges, employment specialists with non-profit placement services, and state Department of Employment and Workforce officials. Individuals in this sub-category employed by non-profits may pay the Professional annual dues rate.</p>
<p><b>RETIREES</b></p> <p>No Annual Dues</p>	<p>Individuals who are retired from active full-time employment in the human resource profession. These members may become honorary lifetime members with the approval of the Board of Directors. Retired members will be responsible for payment of meal costs at meetings they attend but will not pay annual dues. Retired members may vote and hold office in the Chapter.</p>
<p><b>PRESIDENTS - Current &amp; Past 4 Years</b></p> <p>No Annual Dues</p>	<p>There are no annual dues payments for current presidents and past presidents for four years following service as president, which would yield a total of 5 years per person. There is no provision for "Emeritus" status for Past Presidents or to exempt them from paying dues.</p>
<p><b>STUDENT</b></p> <p>Annual Dues:          * \$45 SHRM members          * \$55 non-SHRM members</p>	<p>Human resource students enrolled as full-time or part-time at first year standing or higher in a four-year or graduate institution, or a consortium of these, or a two-year community college with a matriculation agreement between it and a four-year college or university which provides for automatic acceptance of the community college students into the four-year college or university. Students must be able to provide verification of 1) their demonstrated emphasis in human resource management subjects, and 2) the college or university's human resource or related degree program. Student members may not vote or hold office in the Chapter. Student members may serve on the Board if appointed by the President, but only in a non-voting advisory capacity.</p>