



## SHRM Glossary of Terms

		<b>Definition</b>
<b>100% Chapter</b>		The chapter requires all members to be SHRM national members.
<b>A-Team</b>	Advocacy Team	SHRM’s network of committed volunteers who serve as the “go-to” people for lawmakers and their staffs on workforce-related issues.
<b>At-Large</b>	At-Large Member	A SHRM member who is not a member of a local SHRM-affiliated chapter.
<b>BoCK</b>	SHRM Body of Competency & Knowledge	Documents the HR behavioral competencies and HR knowledge domains tested on the SHRM-CP & SHRM-SCP exam.
<b>CDF</b>	Chapter Designation Form	A form submitted by chapter members who are also SHRM members to designate their SHRM membership with their primary local affiliated SHRM chapter. Sometimes also called Primary Chapter Designation Form.
<b>CFSP</b>	Chapter Financial Support Payment	SHRM returns a portion of SHRM membership dues to eligible chapters based on the number of SHRM National members coded to your chapter.
<b>Chapter Merit Award Program</b>		For student chapters – guides chapters throughout year. Includes reporting requirement. Awards given based on level of achievement.
<b>CFG</b>	Council for Global Immigration	SHRM affiliate since 201 – formerly ACIP. Assists employers to understand the complex regulatory requirements involved in hiring and transferring highly skilled workers around the world. Name change occurred in 2013.
<b>CLA</b>	Core Leadership Area	Seven areas SHRM has determined critical or core to the success of achieving its mission. College Relations, Diversity and Inclusion, Government Affairs, SHRM Certification, Membership, SHRM Foundation and Workforce Readiness. Chapters and State Councils typically have volunteer leaders supporting these areas.

<b>CLIF</b>	Chapter Leader Information Form	Listing of all volunteers in a chapter. Submitted by professional SHRM chapters. Ensures chapter leaders receive information appropriate for their volunteer role. For chapters on a calendar year the due date is 12/1. For non-calendar year transitions the due date is the 15 <sup>th</sup> of the month prior to the transition.
<b>CMP</b>	Chapter Management Professional or Council Management Professional	Some chapters and councils have a paid administrator to manage day-to-day operations. Sometimes called Executive Director.
<b>Excel Awards</b>	SHRM Excel Awards	Optional awards program for SHRM chapters and state councils showcasing affiliate initiatives and results. Completion of Sections 1 and 2 in SHAPE are required for Excel Award consideration in four levels: Bronze, Silver, Gold and Platinum. Submissions due 3/15.
<b>FSD</b>	Field Services Director	Field-based SHRM staff who serve as primary liaison for assigned states. Work with MEAs (Member Engagement Associates) as part of regional team.
<b>GTBW</b>	Getting Talent Back to Work	National initiative that champions the hiring of ex-offenders with criminal records. SHRM chapters and state councils are asked to pledge support of this “second chance” initiative. Go to <a href="http://www.GettingTalentBackToWork.org">www.GettingTalentBackToWork.org</a> for more information.
<b>Holmes Corporation</b>		SHRM’s partner in the development of SHRM Learning System, education partner and recertification provider programs.
<b>HRPS</b>	Human Resource People & Strategy	SHRM affiliate since 2013. Membership consists of chief HR officers and other top HR executives.
<b>Leadership Conference</b>	SHRM Volunteer Leaders’ Business Meeting (VLBM)	Invitation-only volunteer event designed to recognize, thank and prepare eligible SHRM Volunteer Leaders for success in the coming year. <i>Name changed in 2019 from Volunteer Leaders’ Summit (VLS).</i>
<b>LMO</b>	Local Member Only	Members of a local chapter, but not members of SHRM nationally.
<b>MAC</b>	Membership Advisory Council	Comprised of five members (one from each region). Position elected annually by state council directors. The MAC solicits information from volunteers/members and is a link between SHRM volunteers and the SHRM board/senior staff.

<b>MEA</b>	Member Engagement Associate	Headquarters staff member that supports SHRM membership and the volunteer leaders in a region/territory. Member of the regional team. Formerly known as Regional Administrator (RA).
<b>MSA</b>	Member Service Area	A “geographic hub” of a chapter that services a city or a city and surrounding area. Sometimes referred to as satellite chapters.
<b>Non-100%</b>	Non-100% Chapter	The Chapter does not require all members to be SHRM national members. Non-SHRM member of the chapter are Local Members Only (LMOs).
<b>PDCs</b>	Professional Development Credits	Professionals holding the SHRM-CP or SHRM-SCP credential need to earn 60 Professional Development Credits in a 3-year period to recertify for SHRM Certification.
<b>Pinnacle Award</b>		Designed to recognize outstanding and innovative achievements by chapter/state councils. Submissions (one per affiliate) due 9/1 annually. Winners recognized at Volunteer Leaders’ Summit (VLS.)
<b>Preferred Provider</b>	SHRM Preferred Provider	An individual, organization, entity, or affiliate with the ability to pre-approve SHRM Professional Development Credits for SHRM recertification. Name changed to Recertification Provider effective 1/1/2016.
<b>Recertification Provider</b>	SHRM Recertification Provider	An individual, organization, entity, or affiliate with the ability to pre-approve SHRM Professional Development Credits for SHRM recertification.
<b>SCIF</b>	Student Chapter Information Form	Listing of SHRM student chapter leaders. Due 6/1 each year. Submitted by student chapters.
<b>SCLIF</b>	State Council Leader Information Form	Listing of all state council volunteers. Due 12/1 each year. Ensures state council leaders receive information appropriate for their position.
<b>SHAPE</b>	SHRM Affiliate Program for Excellence	Annual planning and reporting tool for affiliated chapters and state councils. Documents activities required to be affiliates “In Good Standing” with SHRM and ensures stronger connection with SHRM from business perspective. Submissions due 1/31 annually.
<b>SHRM BoCK</b>	SHRM Body of Competency & Knowledge	Documents the HR behavioral competencies and HR knowledge domains tested on the SHRM-CP & SHRM-SCP.

<b>SHRMConnect</b>		SHRM's social networking site.
<b>SHRM-CP</b>	SHRM-Certified Professional	SHRM competency-based certification.
<b>SHRM Foundation</b>		Charity affiliate of SHRM dedicated to empowering HR professionals to build inclusive organizations where workers thrive, and organizations achieve success by advancing solutions for challenging inclusion issues, awarding scholarships, and driving local impact.
<b>SHRM-SCP</b>	SHRM – Senior Certified Professional	SHRM senior-level competency-based certification.
<b>SHRM Speakers' Bureau</b>		Based on availability, SHRM staff may be available to speak on topics including skills gap, government policy, global HR, harassment and other workplace topics.
<b>SIC</b>	Special Interest Chapter	A chapter that has a special focus, such as employment or senior HR professionals. Term no longer used.
<b>SIG</b>	Special Interest Groups	A formal subset of a chapter that focuses on a specific industry for HR function such as staffing.
<b>SMA</b>	Staffing Management Association	Special interest chapters which provide programming of interest to recruiting and employment specialists.
<b>VLRC</b>	Volunteer Leader Resource Center	Online resources available for SHRM Volunteer Leaders. Go to <a href="http://www.shrm.org/vlrc">www.shrm.org/vlrc</a>
<b>VLBM</b>	Volunteer Leaders' Business Meeting	An annual event, by invitation only, designed to recognize, thank and prepare eligible SHRM Volunteer Leaders for success in the coming year.
<b>Volunteer Exchange</b>	SHRM Volunteer Exchange	Community for volunteer leaders to network and share ideas and information. Go to <a href="http://www.shrm.org/vlrc">www.shrm.org/vlrc</a> .
<b>VOC</b>	Volunteer Opportunity Center	Online resource for SHRM members to indicate their interest in Volunteer Leader Opportunities.