



**San Antonio Human Resource Management Association**

**ART EDGARIAN/CHARLES UMSHIED SCHOLARSHIP APPLICATION**

**To be eligible for the Art Edgarian/Charles Umshied Scholarship, candidates must:**

* Be enrolled in an undergraduate or graduate degree from an accredited four-year college or university in the United States at time of application and award of scholarship.
* Applicants must submit a completed scholarship application for each scholarship that they are applying for. A previous application submission may not be used towards a later scholarship application.

**DIRECTIONS: This application must be filled out completely and accurately. Return this application with an essay on the topic outlined below. All items listed under the “Scholarship Application Checklist” are required.**

**All submissions must be sent to student@sahrma.org**

**Deadline:**

* **Spring March 31st**
* **Fall October 31st**

**Scholarship Application Checklist:**

[ ]  Application

[ ]  Essay

[ ]  Recommendation Letter

[ ]  Unofficial Transcript

[ ]  Resume

 **ART EDGARIAN/CHARLES UMSHIED SCHOLARSHIP APPLICATION**

NAME: Click or tap here to enter text.

PHONE NUMBER: Click or tap here to enter text.

EMAIL ADDRESS: Click or tap here to enter text.

PERMANENT ADDRESS: Click or tap here to enter text.

CURRENT ADDRESS: Click or tap here to enter text.

UNIVERSITY CURRRENTLY ATTENDING: Click or tap here to enter text.

MAJOR FIELD OF STUDY: Click or tap here to enter text.

EXPECTED DATE OF GRADUATION: Click or tap here to enter text.

LIST ALL COURSES REQUIRED IN YOUR MAJOR:

Click or tap here to enter text.

LIST OPTIONAL OR ELECTIVE COURSES IN HUMAN RESOURCES WHICH YOU HAVE TAKEN:

Click or tap here to enter text.

LIST OPTIONAL OR ELECTIVE COURSES IN HUMAN RESOURCES WHICH YOU PLAN TO TAKE:

 Click or tap here to enter text.

CLASSIFICATION: [ ]  GRADUATE [ ]  SENIOR [ ]  JUNIOR [ ]  SOPHOMORE [ ]  FRESHMAN

CUMMULATIVE GPA: Click or tap here to enter text. GPA IN MAJOR: Click or tap here to enter text.

NUMBER OF HOURS CURRENTLY ENROLLEED: Click or tap here to enter text.

NATIONAL SHRM STUDENT MEMBER: [ ]  NO [ ]  YES, Year Joined: Click or tap here to enter text.

SAHRMA MEMBER: [ ]  NO [ ]  YES, Year Joined: Click or tap here to enter text.

CAMPUS SHRM STUDENT CHAPTER MEMBER: [ ]  NO [ ]  YES, Year Joined: Click or tap here to enter text.

IF YOUR COLLEGE OR UNIVERSITY DOES NOT HAVE A STUDENT CHAPTER, HAVE YOU ATTENDED ANY SAHRMA FUNCTIONS? [ ]  YES [ ]  NO If so please describe: Click or tap here to enter text.

LIST OFFICES HELD OR ACTIVITIES YOU HAVE PARTICIPATED IN WITH STUDENT CHAPTER:

 Click or tap here to enter text.

Please attach a copy of your current resume.

Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_



**Essay Instructions**

Essay Instructions

A 2021 article published by SHRM ([https://www.shrm.org/hr-today/news/hr-news/pages/viewpoint-9-trends-that-will-shape-work-in-2021-and-beyond.aspx?](https://www.shrm.org/hr-today/news/hr-news/pages/viewpoint-9-trends-that-will-shape-work-in-2021-and-beyond.aspx)) cited the following 9 Trends That Will Shape Work in 2021 and Beyond.

* Employers will shift from managing the employee experience to managing the life experience of their employees.
* More companies will adopt stances on current societal and political debates.
* The gender-wage gap will continue to increase as employees return to the office.
* New regulations will limit employee monitoring.
* Flexibility will shift from location to time.
* Leading companies will make bulk purchases of the COVID vaccine for employees -- and will be sued over COVID vaccine requirements.
* Mental health support is the new normal.
* Employers will look to "rent" talent to fill the skills gap.
* States will compete to attract individual talent rather than trying to get companies to relocate.

While each of these poses a significant threat to firms, many also present a great opportunity. Choose one of the issues above which you think poses the greatest threat and/or opportunity and discuss:

* The impacts that the issue might have on business operations
* The impacts that the issue might have on human capital and human resources management
* Specific strategies for how HR managers can add value to their firms by exploiting the opportunity or mitigating the threats you discuss above.

Essays should be at least one page, but should not exceed two pages. They should be typed in MS

Word using MLA format. References should be properly cited in a bibliography, which will not count against the page limit.

**JUDGING CRITERIA**

You will be judged on the following criteria with a weighted score from 1 to 5.

**Categories and Values**

1. Course Work: Courses related to Human Resources – Factor X1
2. Membership: You will be awarded 5 points for membership in SHRM or SAHRMA – Factor X1
3. Student Chapter Participation: You will be awarded points on active participation with local student chapter or SAHRMA events
4. GPA: 2.0 - 2.4 = 1 pt; 2.5 - 2.9 = 2 pts; 3.0 - 3.4 = 3 pts; 3.5-3.8 = 4 pts; 3.8 - 4.0+ = 5pts
5. Volunteer Activity – Factor X2
6. Essay: You will be scored on grammar, spelling, organization, the use of reference material, and how you state, support and defend your position. You will not be scored on the position you take on your topic. – Factor X2
7. Additional factors: Any additional information the student feels that supports their commitment to the Human Resource field. – Factor X1