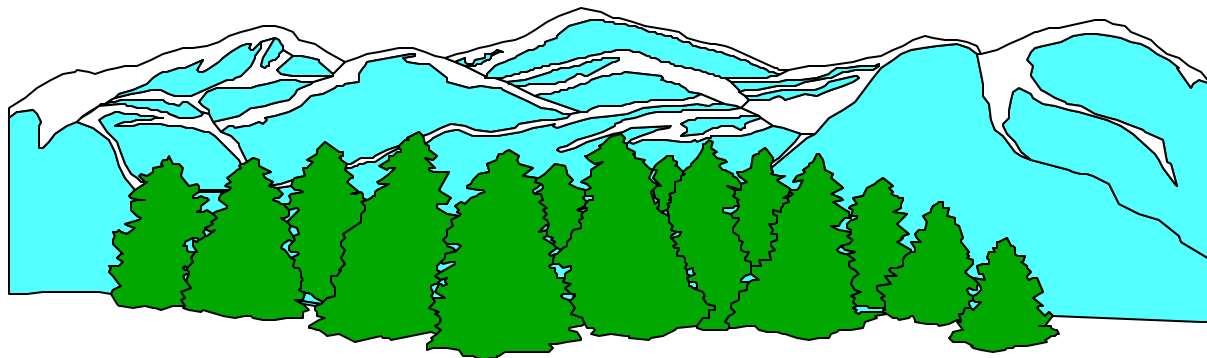


AFFILIATE OF



SOCIETY FOR
HUMAN
RESOURCE
MANAGEMENT



NEW RIVER VALLEY CHAPTER

Greetings From The President

January 1, 2003

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Happy New Year! First, I would like to thank you for all of your contributions in making 2002 a successful year in the life of our chapter. As 2003 stretches ahead, I am looking forward to a great year. The NRV-SHRM Board will be meeting this month to set some key objectives for the coming year. One of the challenges that I plan to pose is around the concept of “legacy”... How will we shape our chapter for the future? ... What will we do today that will impact tomorrow? ... Along those lines, one of the exciting plans underway is the development of an NRV-SHRM Scholarship Fund. A 50/50 drawing was held at the Winter Social, which will provide the first “seed money” toward this goal. Further guidelines and information about this initiative will be unveiled in the coming months.

The vision of SHRM to “Enhance the Profession and Serve the Professional” is key to what we’re about. Every member has a role in the legacy of NRV-SHRM and your involvement is vital—for yourself, for the chapter, and for the profession. As objectives are set, think about what you can do to contribute. Maybe it is simply to make a personal commitment to faithfully attend chapter functions and monthly meetings, to share your thoughts, or maybe you would just like to get more involved somehow. Whatever fits you, I look forward to getting to know you better in the coming year.

This year we will conduct an installation service for 2003 chapter officers and recognize our certified members at the January meeting. In addition, that will be our quarterly legal update meeting. So you don’t want to miss our first meeting of the New Year on the 16th at the Hampton Inn, 380 Arbor Drive in Christiansburg.

Finally, enjoy the renewal and focus that a new year can bring. I hope it is a great one for you, jam-packed with joy and opportunity...and fun!

Best wishes,

Karen

REMINDER:

Payment for 2003 Chapter Membership is now due. If you have not yet sent in payment, please send it today. It is important that we receive all dues and member information as soon as possible for listing in the 2003 Membership Roster and Handbook.

A copy of the invoice can be found on the web site at www.nrvshrm.com

Also, please contact Keith Foreman at 951-0841 or keith.foreman@adecon.com to let him know that you are sending your dues. Thank you

ANNOUNCEMENT:

The Virginia Tech Pamplin College of Business Department of Management Internship Program is seeking organizations and companies who would be interested in receiving assistance from a business student intern during the upcoming spring semester. **The registration deadline is Tuesday, January 7th.** Internships are unpaid and start in January and end in early May. Students are required to log 100 hours for the internship credit. Over the past 2 years, this program connected 159 students to companies generating 16,000 hours of service to the local business community. For more information and program guidelines, please contact Stuart Mease at 231-2397 or smease@vt.edu

National SHRM Member Madness

Our chapter is currently participating in the **Member Madness** program. This program is dedicated to the concept of partnership - the chapters and SHRM working as a team to reinforce our commitment to our members and to the human resource management profession. Plus, the chapter that has the largest net increase in members into SHRM national in each area and chapter category will have a chance to win one all expense paid trip to the 55th Annual SHRM Conference & Exposition in Orlando, Florida (June 22-25, 2003).

As a member of NRV-SHRM, you are eligible for a special first-year membership rate in SHRM national. You can join SHRM national today for just \$145 – that's \$15 off the regular membership dues – just by visiting www.shrm.org/membermadness and joining online or printing out the application and mailing or faxing it into SHRM national.

Now is the opportune time to join SHRM. You know the value of your chapter membership, and adding national membership will allow you exclusive access to resources that will complement your membership in NRV-SHRM.

Here are just a few benefits you will receive:

- Member-only areas of SHRM Online
- SHRM Information Center – your Hotline for HR Help – for unlimited answers to your HR-related questions
- Information Center Databases, Toolkits, sample RFPs, Job Descriptions, *SHRM[®] Legal Reports*, White Papers, HR Basics and more
- Cutting-edge Industry
- Insightful current & archived publications such as *HR Magazine*, *HR News*, *Workplace Visions* and others
- 170,000 HR professionals in more than 120 countries for networking and best-practice sharing
- Discounts on SHRM Professional Development, including conferences, seminars, certificate programs, executive education, SHRM e-Learning, SHRM AcademySM, SHRM[®] Learning System, SPHR/PHR certification preparation programs and more!
- Discounts on SHRM's newest benefit, the SHRM Assessment Center, the world's largest an online resource for testing, professional assessments and surveys

And much, much more! A comprehensive list can be found online at https://sapphire.shrm.org/memonline/0118_pmemapp.cfm.

Take a few moments to review the benefits and the web site and make that decision to support your profession and gain access to your colleagues around the world!

Chapter Industrial Meeting

Be sure to mark your calendars to attend the next meeting that will be held on **Tuesday, January 14th**, at Stone's Cafeteria in Christiansburg. This meeting is held on the second Tuesday of every month and meets at 7:00 a.m.

Board of Directors Meeting

The monthly Board meeting will be held on **Thursday, January 9, 2003** at the Montgomery County Government Center. This meeting will begin at 5:00 p.m. Any Board member who cannot attend should contact Karen Edmonds at 394-2007 or e-mail to kedmonds@naxs.net

Membership/Public Relations Committee

(From Keith Foreman/ keith.foreman@adeconacona.com)

We have received 2003 membership dues or notification of membership from 66 NRV Chapter members as of January 4, 2003. That is equivalent to one half of the membership from 2002. Thank you for your timely response and continued support of our organization.

The Membership Committee will meet this month to update and edit the 2003 Roster and Handbook. You still have time to submit your dues or notify me that you will be submitting dues to be included in the roster.

Your support is key to the vitality of the New River Valley SHRM!

Chapter Financial Activity Report

(From Keith Foreman/ keith.foreman@adeconacona.com)

Balance as of November 30, 2002		\$4,846.93
Deposits:		
12/20/02	Winter Social	45.00
12/20/02	Wage Surey	75.00
	Chapter Meeting 5	
	National SHRM <u>375</u>	455.00
Withdrawals:		
<u>Check #419 12/18/02</u>		
	Red Lobster – Board Gift Certificates	275.00
<u>Check #420 12/19/02</u>		
	Radford University Student Chapter – Contribution	500.00
<u>Check #421 12/19/02</u>		
	Farm House – Winter Social	1,045.81
Balance as of December 31, 2002		\$3,526.12

Diversity Update

(By Kate Meserve, kmeserve@vt.edu)

January is often a time that employers review their hiring plans for the year, and employees consider starting a job search. The Job Accommodation Network <<http://www.jan.wvu.edu>> offers interviewing advice for both employers and employees.

According to a survey published on California Business Leadership Network <<http://www.cablcn.org>>:

- In America people with disabilities outnumber the African American population, Spanish-speaking American population, as well as the entire population of Canada.
- There are more hidden disabilities than visible disabilities (such as Multiple Sclerosis, AIDS, or anxiety disorder).

Given these statistics, it is likely that employers will interview candidates with disabilities for many of their job openings. Employers entering the hiring process need to be prepared to respond to candidates' requests for accommodations. The Job Accommodation Network lists some accommodation scenarios that may come up during the interview process.

For example, what would you do if a candidate who uses a wheelchair arrived for an interview on the second floor, but there was no elevator in the building? Or, what if a computerized comprehension test was administered for your job opening, but the candidate had carpal tunnel syndrome and was unable to use the computer?

These and other scenarios are discussed at <http://www.jan.wvu.edu/corner/vol01iss01.htm>.

Board Meeting Minutes

Date: December 11, 2002

Location: Montgomery County Government Center

Attendees: Karen Edmonds, Davis Walker, Keith Foreman, Lorraine Wachsman, Bruce Jennings and Melani Bland

- A contribution of \$65.00 was sent to the SHRM Foundation as a result of the 50/50 raffles held at the last 2 meetings.
- Karen Edmonds reported her findings from her research into the Va Tech student chapter. The chapter has 20 students, not all are in dedicated HR curriculums. They have 5 officers and a web site. The Board discussed the need for a liaison for this chapter and will discuss this further at the January meeting after appropriate contacts have been made. It was suggested that the students possible organize a meeting in 2003.
- An article will be included in the January newsletter to encourage participation in the National SHRM Member Madness program to recruit new National members for the chapter.
- Discussion was held over the issue of limiting the number of associate members in the chapter. No decision was made and the Board will re-visit this issue at a future meeting.
- Nominations were made for the open positions on the Board of President-elect, Diversity Coordinator and HRCI Coordinator. The appropriate contacts will be made and the new Board members to be announced at the Winter Social.
- Photographs of the 2003 Board will be taken for the newspaper at the January Board meeting.
- An installation ceremony will be held at the January chapter meeting for the 2003 Board members.
- The Board decided to raise funds for a scholarship in 2003 by holding 50/50 raffles at the chapter meetings.

Articles for SHRM Newsletter

Articles for each month's newsletter are due on the last Tuesday of the previous month. For the **February** newsletter, the deadline would be **January 28, 2003**. They may be sent to the Chapter's secretary, Melani Bland, at emel130@yahoo.com Melani's telephone number is 540-961-1774.

****PLEASE BE SURE TO “REPLY” TO THIS E-MAIL FROM MELANI BLAND (emel130@yahoo.com) BY TUESDAY, JANUARY 14TH IF YOU ARE PLANNING TO ATTEND THE JANUARY MEETING. PLEASE INDICATE IF YOU WILL BE BRINGING ANY GUESTS. IT IS IMPORTANT THAT WE GET AN ACCURATE COUNT OF PEOPLE SO THAT FOOD AND HANDOUTS CAN BE PREPARED ACCORDINGLY. THANK YOU ****

**January 16, 2003NRV-SHRM Breakfast Meeting at Hampton Inn, Christiansburg 7:30 a.m.
Flippin, Densmore, Morse & Jessee “Legislative Update”/ Installation of Officers**

February 20, 2003 NRV-SHRM Breakfast Meeting at TBA, 7:30 a.m. TBA

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