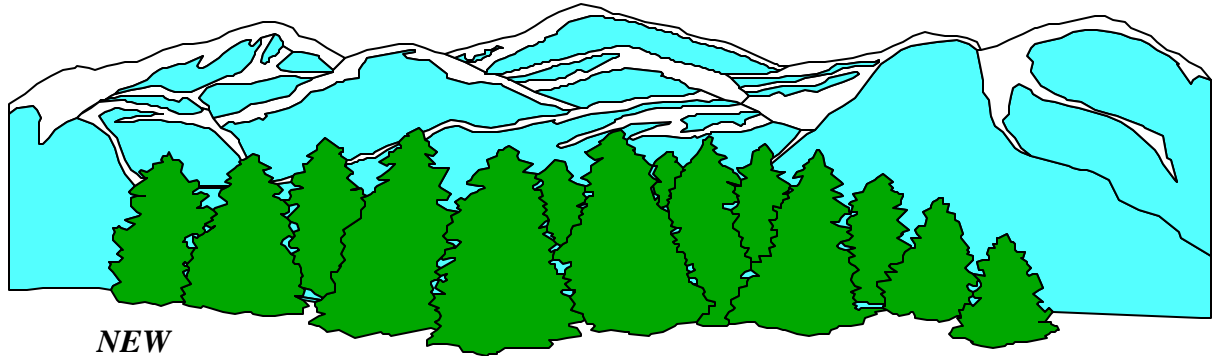


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NEW

RIVER VALLEY CHAPTER

[www.nrvshrm.com](http://www.nrvshrm.com)

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KAREN EDMONDS  
President 394-2007  
[kedmonds@naxs.net](mailto:kedmonds@naxs.net)  
LORRAINE WACHSMAN  
President-Elect 961-2326  
[lwachsm@warmhearth.org](mailto:lwachsm@warmhearth.org)  
KEITH FOREMAN  
Chapter Membership  
Director/Treasurer 951-0841  
[keith.foreman@adeconacona.com](mailto:keith.foreman@adeconacona.com)  
MELANI BLAND  
Secretary 961-1774  
[emel130@yahoo.com](mailto:emel130@yahoo.com)  
KATE MESERVE  
Diversity Coordinator  
231-3733  
[kmeserve@vt.edu](mailto:kmeserve@vt.edu)  
RITA TURPIN  
HRCI Coordinator 745-9569  
[ritaturpin@citizens.coop](mailto:ritaturpin@citizens.coop)  
JAMES COWAN  
Legislative Coordinator 961-2600  
[cowan@flippindensmore.com](mailto:cowan@flippindensmore.com)  
SUSANNE ALLORE  
Member at Large 731-8023  
[sallor@nrbindustries.com](mailto:sallor@nrbindustries.com)  
BRUCE JENNINGS  
Industrial Liaison 674-7461  
[bruce.jennings@volvo.com](mailto:bruce.jennings@volvo.com)  
CINDY HALE  
Member at Large 639-1199  
[chale@bsi-va.com](mailto:chale@bsi-va.com)  
DAVIS WALKER  
Retiree Liaison 552-9227  
[dgwalker@usit.net](mailto:dgwalker@usit.net)  
MELISSA ZIENIUS  
SHRM Foundation Rep. 980-7233  
[melissa@hoovercolor.com](mailto:melissa@hoovercolor.com)  
MIKE AAMODT  
Student Chapter Liaison  
831-5513 [maamodt@radford.edu](mailto:maamodt@radford.edu)  
KATHY JANOSKO  
Web Site Administrator  
443-3377 [kathy@ali-inc.com](mailto:kathy@ali-inc.com)

### Greetings From The President

April 1, 2003

Congratulations to our Chapter for receiving Superior Merit Award recognition for 2002! Thanks to the Board of Directors and membership for all of your efforts and contributions to achieving this level of distinction.

A big “thank you” to Ellen Dodson for her excellent presentation on the issue of long-term care insurance. This is a topic that impacts the workplace and individuals in a very real and tangible way. As indicated by the number of questions from those in attendance, the information was very beneficial as we attempt to make decisions about the design of benefit packages at work and in our personal lives.

Just in case you haven’t noticed, “times...they are a changin’.” To quote Sue Meisinger, President and CEO of SHRM, in the March 2003 edition of HR Magazine, she states “We must find a way to overcome today’s challenges without losing sight of tomorrow’s possibilities.” In other words, we have to maintain a toolkit of skills and abilities that enable us to help steer our organizations into the future. Not only must we focus on our own toolkits, we must assist in developing infrastructures that create them for employees in the workplace. We are bombarded daily with challenges like rapidly rising health care costs, HIPAA, military leaves of absence, economic instability...well, you have your own list. As we balance these challenges against the backdrop of “how can we lead through such times,” these toolkits have to be loaded with technical knowledge, interpersonal skills, strategic thinking, awareness of our company needs, technology integration, ability to communicate solutions, just to name a few. NRV-SHRM exists to help keep your toolkit filled and ready for action.

The April breakfast meeting will be our quarterly legal update on the HIPAA Privacy Rule. So I hope you won’t miss this very timely topic. The Annual Golf Tournament is also being planned with a membership survey being conducted to incorporate your thoughts. We appreciate your input so much!

Have a wonderful Spring! Soak up all that it offers.

Best wishes,  
Karen

## **ANNOUNCEMENTS:**

The chapter Industrial group is seeking participation from new members or chapter members who are not aware of the Industrial meetings. These are special meetings for HR professionals who work in an industrial or manufacturing facility. The meetings are confidential and are held separately at Stone's Cafeteria in Christiansburg on the second Tuesday of the month at 7a.m. If you would like to participate in this group or know of anyone who could benefit from the Industrial meetings, contact Bruce Jennings (674-7461 or [bruce.jennings@volvo.com](mailto:bruce.jennings@volvo.com)) for more information.

### **SHRM Has a New Look** —[www.shrm.org](http://www.shrm.org)

The new SHRM website is chocked full of resources for members. Other developments include a changed look and feel of HR Magazine to include more timely information, as well as a new online newsletter, HR Week, to keep us apprised of HR developments.

So...it is an excellent time to join National SHRM if you are not currently a member. You may do so at a first year reduced rate of \$145. So...check it out!

## **Internships:**

Several members of the Radford University SHRM Chapter are looking for paid internships this summer in the New River Valley area. If you are interested in an intern, please contact Mike Aamodt at 831-5513 or [maamodt@radford.edu](mailto:maamodt@radford.edu). These are graduate students in the Industrial-organizational psychology program and can help in many areas including writing job descriptions, conducting salary surveys, writing policy, developing a recruitment program, interviewing and screening applicants, and much much more.

## **Labor & Employment Law Symposium:**

Gentry Locke Rakes & Moore, is hosting its annual Labor & Employment Law Symposium on Wednesday April 9, at the Hotel Roanoke & Conference Center in Roanoke, VA, and in Lynchburg at the Radisson Hotel on Tuesday, April 8, 2003. This full-day program is specifically designed for HR personnel, and has been approved for 6 credit hours toward PHR and SPHR recertification through the Human Resource Certification Institute (HRCI). The Roanoke session is co-sponsored by the Roanoke Valley SHRM.

Below is a link to the symposium agenda and registration information on our website. They are offering a discounted registration rate of \$145 individual/\$115 group of 3 or more, to Roanoke and Lynchburg SHRM Chapter members, and would gladly extend that rate to NRV Chapter members.

[http://gentrylocke.com/seminars\\_workshops/index.html](http://gentrylocke.com/seminars_workshops/index.html)

## **Chapter Industrial Meeting**

Be sure to mark your calendars to attend the next meeting that will be held on **Tuesday, April 8th**, at Stone's Cafeteria in Christiansburg. This meeting is held on the second Tuesday of every month and meets at 7:00 a.m. Contact Bruce Jennings at (540) 674-7461 or [bruce.Jennings@volvo.com](mailto:bruce.Jennings@volvo.com) for more information on the Industrial Meeting.

## **Board of Directors Meeting**

The monthly Board meeting will be held on **Thursday, April 10th, 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](mailto:kedmonds@naxs.net)

## Chapter Financial Activity Report

**Balance as of January 31, 2003** **\$7,372.77**

### **Deposits:**

2/26/03	2003 Member Dues	830.00
2/26/03	50/50 Scholarship	20.00
2/26/03	Monthly meeting receipts	20.00

### **Withdrawals:**

**Check #417 2/20/03**  
**Hampton Inn - Monthly Meeting** **79.30**

**Balance as of February 28, 2003** **\$8,163.47**

### **Membership/Public Relations Committee**

(Keith Foreman/ [keith.foreman@adeccona.com](mailto:keith.foreman@adeccona.com))

A special thanks to Cindy Hale, Davis Walker, Karen Edmonds and Melani Bland for your time and wonderful editing skills. The 2003 Membership Roster and Handbook is complete and will be distributed at the April 17<sup>th</sup> monthly chapter meeting. Our next committee meeting will concentrate on new member packets, new membership and promoting our chapter. At each monthly chapter meeting we will make available brochures for prospective members. So if you know of someone who would like to know more about our organization please take a brochure and spread the word.

See you at the next meeting.

*Keith*

### **Legislative Update**

(From Jim Cowan/ [cowan@flippindensmore.com](mailto:cowan@flippindensmore.com))

### **INS-RIP**

Effective March 1, 2003, the Immigration and Naturalization Service ceased to exist. The agency, which has come to represent endless lines, lost paperwork, and bureaucracy, was divided into three bureaus and absorbed into the Department of Homeland Security. The DHS was created in response to the Sept. 11 terrorist attacks and is actually a collection of a number of previously existing agencies connected to the nation's security. Moving the INS and its 36,000 employees marks the biggest change to immigration services in nearly 70 years.

Federal officials promise that the new bureaus will be more efficient and user-friendly, while at the same time improving national security. The Department's main task will be protecting America's borders against terrorism. Within the DHS, the responsibilities previously performed by the INS will be divided as follows:

1. The Bureau of Customs and Border Protection (BCBP) will merge functions now run by separate agencies. It will patrol the nation's borders, monitor migration, and control the traffic of imports and exports. Immigration Inspectors at U.S. airports, seaports and border entry points as well as Border Patrol officers will be part of the BCBP.

2. The Bureau of Immigration and Customs Enforcement (BICE) will handle deportation and the investigation of immigration law violations. The Immigration Courts and the Board of Immigration Appeals will, however, remain part of the Department of Justice.

These two bureaus will operate under the Directorate of Border and Transportation Security (BTS), which will be headed by an Under Secretary for Border & Transportation Security who will report directly to Homeland Security Secretary Tom Ridge.

3. The Bureau of Citizenship and Immigration Services (BCIS) will focus exclusively on providing services such as processing applications for U.S. citizenship, administering the Visa program, administering work authorizations and other permits, and providing services for new residents and citizens.

As part of the transition, the BCIS has issued guidance to persons seeking immigration services. For now, the following immigration functions will remain unchanged.

1. INS forms and documents are still valid and will continue to be accepted by BCIS and other agencies.
2. Local offices will remain in existing INS locations, including Application Support Centers and Service Centers.
3. Forms should continue to be mailed to the address indicated in forms and notices.
4. The National Customer Service Call Center will continue to be available at 1-800-375-5283.
5. Customers will still be able to download forms and check the status of their case online. The new web address for BCIS will be [www.immigration.gov](http://www.immigration.gov).

While the processing of immigration petitions remains unchanged for now, immigration and DHS Officials expect major changes in the future. These changes will likely include electronic filing of applications, use of biometrics in identification credentials, more rigorous background checks, implementation of high-tech systems to reduce backlogs at checkpoints and border crossings, consolidation of personnel and procedures, and improved tracking of foreign students using SEVIS, an electronic database system. Flippin Densmore's Immigration Practice Group will continue to monitor developments at the BCIS and the Department of Homeland Security and keep you informed of all changes as they occur.

### **Diversity Update**

(By Kate Meserve/ [kmeserve@vt.edu](mailto:kmeserve@vt.edu))

Affirmative Action has been making the news lately. Instituted in 1965, Affirmative Action is a "set of public policies and initiatives designed to help eliminate past and present discrimination based on race, color, religion, sex, or national origin" (Marquita Sykes, "The Origins of Affirmative Action"). Recently however, some organizations, particularly institutions of higher education, have been re-evaluating the need for and effectiveness of affirmative action policies. Some critics of affirmative action are saying that the war against inequality has been won, while others complain that jobs are being taken from more qualified non-minority people. The ethics of equality aside, supporting a diverse and inclusive workplace is a good business practice; it improves morale and creates a comfortable environment for your employees to take risks and share ideas. In turn, that will improve your organization's success.

If your organization is struggling with the issues around affirmative action, or how to create an inclusive work environment, you will find valuable information at the following links:

[www.now.org/nnt/08-95/affirmhs.html](http://www.now.org/nnt/08-95/affirmhs.html)

[www.shrm.org/diversity/default.asp](http://www.shrm.org/diversity/default.asp)

[www.aacu.org/About/affirmativeaction.cfm](http://www.aacu.org/About/affirmativeaction.cfm)

<http://aad.english.ucsb.edu/>

[www.affirmativeaction.org/](http://www.affirmativeaction.org/)

[www.washingtonpost.com/wp-srv/politics/special/affirm/affirm.htm](http://www.washingtonpost.com/wp-srv/politics/special/affirm/affirm.htm)

### **Board Meeting Minutes**

Date: March 13, 2003

Location: Va Tech Corporate Research Center, Conference Room Bldg 12

Attendees: Karen Edmonds, Keith Foreman, Lorraine Wachsman, Bruce Jennings, Kathy Janosko, Jim Cowan, Rita Turpin, Mike Aaamodt, and Melani Bland

- The board approved allowing Gentry, Raines, Lock & Moore to include an announcement about their upcoming symposium through the chapter newsletter.
- Lorraine Wachsman (President-elect) will conduct a survey regarding the proposed HR Roundtable and it will be sent through the chapter newsletter.
- Kathy Janosko (Web Site Administrator) reported that the job data bank for the web site has been developed. The board discussed potential uses and guidelines and decided that the jobs posted are to be HR related. Kathy will develop the guidelines for posting in the newsletter.
- Keith Foreman reported that the Membership Committee needs to meet for final revisions to the membership roster/handbooks. The roster/handbooks will be issued in 3-ring binders this year to accommodate the addition of new members throughout the year. The binders can be re-used each year.
- The Industrial Committee reported that the area in general is seeing an economic rebound. Most companies are reporting stable to good conditions and the outlook is good.
- Rita Turpin (HRCI Coordinator) reported that there are 10 potential members to go for certification. She is researching the possibility of Radford University offering a certification course on the university level. The board decided to go for the Area II scholarships to use towards buying learning systems or paying for the certification exam for members whose companies do not pay. Rita will prepare a proposal to present to Area II regarding what the funds would be used for. The board discussed possibly having sponsors within the chapter to match any award we receive from Area II.
- Jim Cowan (Legislative Coordinator) proposed sending an email to the membership regarding HIPAA and the upcoming deadline for changes on April 14.
- Mike Aamodt (Student Chapter Liaison) reported that 12 members of the RU Student Chapter went to Akron, Ohio to present papers. The students will begin analyzing the data from the returned Salary Surveys as well. The board discussed potentially having a social involving the membership and the student chapters. The board will also begin inviting the chapter presidents to the board meetings as well as add them to the newsletter list.
- Karen Edmonds reported that Rob Thomas from Twin County SHRM would like the chapter to co-host the Business Decisions Forum this fall.
- Davis Walker and Richard Holbrook will chair the committee for the golf outing and begin planning immediately.

### **Articles for SHRM Newsletter**

Articles for each month's newsletter are due on the last Tuesday of the previous month. For the **May** newsletter, the deadline would be **April 29th**. They may be sent to the Chapter's secretary, Melani Bland, at emel130@yahoo.com Melani's telephone number is 540-961-1774.

January 16, 2003 . . . . .NRV-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 Hampton Inn, Christiansburg, 7:30 a.m.  
Matt Hart, Literacy Volunteers                   “Workplace Literacy/ Certification Recognition”

March 20, 2003.....NRV-SHRM Breakfast Meeting at Hampton Inn, Christiansburg, 7:30 a.m.  
Ellen Dodson, SMIA   “Long-term Care Insurance, Should It Be Part of Your Employee Benefits Package? ”

**\*\*PLEASE BE SURE TO “REPLY” TO THIS E-MAIL FROM MELANI BLAND (emel130@yahoo.com) BY TUESDAY, APRIL 15<sup>th</sup> IF YOU ARE PLANNING TO ATTEND THE FEBRUARY 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 \*\***

April 17, 2003.....NRV-SHRM Breakfast Meeting at Hampton Inn, Christiansburg, 7:30 a.m.  
Jim Cowan, Flippin, Densmore, Morse & Jessee

May 15, 2003.....NRV-SHRM Breakfast Meeting at Hampton Inn, Christiansburg, 7:30 a.m.  
Victor Cardwell, Woods, Rogers & Hazelgrove

June 19, 2003.....NRV-SHRM Breakfast Meeting at Hampton Inn, Christiansburg, 7:30 a.m.  
Mike Aamodt, Radford University

July 17, 2003.....NRV-SHRM Breakfast Meeting at Hampton Inn, Christiansburg, 7:30 a.m.  
Dan Oiler