

JUNE 3, 2004

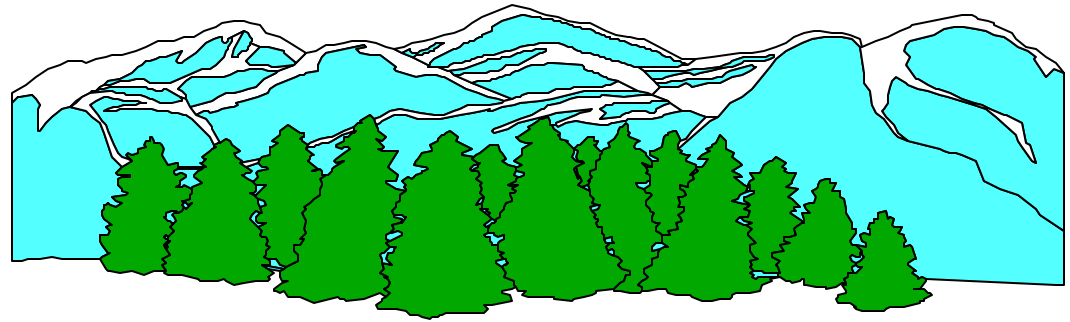
NEW RIVER VALLEY CHAPTER

www.nrvshrm.com

AFFILIATE OF



SOCIETY FOR
HUMAN
RESOURCE
MANAGEMENT



Greetings From The President

Board of Directors

LORRAINE WASCHMAN
President 961-2658
lwachsm@warmhearth.org

JIM HUNGATE
President-Elect 557-5323
jhungate@kaydon.com

BRENDA FARMER
Chapter Membership 980-1423
brenda@brightservices.net

CINDY HALE
Interim/Treasurer 639-1199
chale@bsi-va.com

TERESA HARLESS
Secretary 558-0721
tharless@blacksburg.gov

CHRISTY PORTERFIELD
Diversity Coord. 231-8060
christyp@vt.edu

CAROL DUDDING
HRCI Coordinator 382-6087
cdudding@fbonline.com

JAMES COWAN
Legislative Coordinator 961-2600
cowan@flippindensmore.com

MARY ALICE WHISENANT
Member at Large 674-3590
mwhisenant@tmdfrictioninc.com

BRUCE JENNINGS
Industrial Liaison 674-7461
bruce.jennings@volvo.com

DAVIS WALKER
Retiree Liaison 552-9227
dgwalker@usit.net

MELISSA ZIENIUS
SHRM Foundation Rep. 980-7233
melissa@hoovercolor.com

MIKE AAMODT
Student Chapter Liaison
831-5513 maamodt@radford.edu

KATHY JANOSKO
Web Site Administrator
443-3377 kathy@ali-inc.com

JOHN YEARIK
Social Committee Chair
394-3321 advantagejcy@earthlink.net

It feels like summertime, and the living should be getting easy, but instead it's busy! That's nothing new for human resources professionals, or for the NRV SHRM Chapter.

Last month, there were several opportunities to join with fellow members for fun and for information, or both. On May 12, Partners for Self-Sufficiency (PSS), a regional collaborative of the five local Departments of Social Services in the New River Valley hosted our chapter at a luncheon at Custom Catering. The goal of the partnership is to work with other community partners, including the nonprofit and private sector, to help New River Valley citizens obtain and retain self-sufficiency. At the lunch, Raquel Lynn Becerra, Associate Director, Race and Social Policy Research Center of Virginia Tech explained the PSS partnership, and discussed some innovative programming that is in place to help individuals become better prepared for the workforce. Workforce readiness initiatives are an opportunity and a responsibility for HR professionals to ensure the success of our organizations and the viability of our communities.

On May 13, the board and a group of long-term chapter members gathered to surprise Davis Walker and wish him well as he moves from the NRV to South Carolina. Davis was a founding member of the chapter, back in 1971, and will be sorely missed. We hope that he will return often and stay in touch. There are no words to thank him for all he has done for our family of HR folks in the NRV.

Our chapter meeting on May 20 was outstanding. Camille Wright Miller, notable speaker on HR matters, and author of a column in the *Roanoke Times* on business and HR topics, was our speaker. Her insights and encouragement related to strategic HR were exciting and helpful. Many thanks to Camille, and to the chapter's program committee, for providing a great program.

Look for more great events as the summer continues:

June Chapter Meeting: Clint Morse, of Ryan LaClair Flippin Densmore on June 17

Avalanche Baseball game on July 17

Golf Outing on August 27

Remember to check the newsletters and the chapter website for details on all upcoming events.

Hope to see you at the June 17 meeting!

All the best

Lorraine Wachsmann

Diversity Update

Diversity is a broad term. If fifty HR professionals gathered in a meeting to discuss diversity initiatives, there would likely be fifty different views and many more initiatives. The term “diversity” became widely used in the late 1980s after a shift to re-develop EEO and Affirmative Action policies. It has become a catch-all term to address needs from narrowly protected-class groups to respect for religious holidays and providing a welcoming environment for potential applicants.

While traditional diversity issues such as race and gender discrimination are still active in the workplace, many feel that incidents have significantly decreased and have stepped aside to exhibit broader concerns. For several years now, alarming unemployment and skilled applicant shortages have significantly increased diversity in our workplaces. The New River Valley is fortunate to have two major universities, growth in established companies, and an increased number of new businesses to add to the diverse culture of our rural area.

Diversity, for many businesses, has evolved from compliance obligations, ethics, and company policies and guidelines to fairly catering to unprecedented levels of differences in employees in order to keep morale and productivity high. Current diversity training is incorporating respect of people with differences (notice new terminology, too) and helping employees to understand civility and responsibility of actions in a proactive approach, rather than reactive after an undesirable incident occurs. Comprehensive training programs include sensitivity training that goes beyond EEO concerns such as aging population concerns, persons with disabilities, unskilled/low educated populations, and cultural lifestyles (such as Appalachian studies, same-sex lifestyles, non-traditional families, and generational gaps).

In an effort to address the needs of HR professionals in the New River Valley, I invite each of you to let me know about any particularly difficult issues you have, training needs, or sharing of ideas and resources that may help others in the area. Diversity in recruiting will be the topic for July and will include resources for advertising and provide information on the renewed interest in “Workforce Readiness”.

This article was written by Christy Porterfield, Human Resource Analyst, Virginia Tech. Christy can be reached at christyp@vt.edu.

ANNOUNCEMENTS

AVALANCHE BASEBALL GAME



Mark your calendars for Saturday, July 17, 2004 at 7:05 p.m.! The Salem Avalanche will play Kinston. Please plan on joining the Roanoke Valley SHRM group along with the New River Valley SHRM members for an exciting evening of good food and good times! A cookout will begin at 6 p.m. in the picnic area near first base. The NRV Chapter will pay \$5 towards each ticket—bring the family. Enjoy hot dogs, hamburgers, and cheer the Avalanche on to a win. A registration notice will be sent closer to the game date. There’s nothing like a baseball game for family summer fun!

GOLF OUTING



Our annual golf outing will be held at Hanging Rock Golf Club in Salem on August 27, and we’ll be partnering with the Roanoke Chapter for this event as well. Lunch and registration will be at 12:30 p.m., tee off at 1:30 p.m. More details will follow as plans are finalized.

nrvshrm.com JOB DATA BANK

The chapter now has a new job posting area on the web site. Members may begin placing job postings immediately. The data bank can be found under the “Position Postings” link on the web site. Please use the following guidelines when submitting a posting:

Guidelines to Post Vacancies

1. All postings should be submitted by e-mail via the website to Kathy Janosko, Web Site Administrator (kathy@ali-inc.com)
2. 30 day posting limit unless notified to remove sooner.
3. We accept HR related postings only.
4. NRV-SHRM is not responsible for editing the job posting. We reserve the right to determine appropriateness. NRV-SHRM does not endorse any advertiser/submission.
5. There is no charge to members of NRV-SHRM.

ARTICLES FOR SHRM NEWSLETTER

Articles for each month's newsletter are due on the last Tuesday of the previous month. For the **July** newsletter, the deadline would be **June 25th**. They may be sent to the Chapter's secretary, Teresa Harless, at tharless@blacksburg.gov. Teresa's telephone number is 540-558-0721.

CHAPTER FINANCIAL REPORT

Beginning balance as of April 30, 2004	\$9,249.83
Ending balance as of May 31, 2004	\$8,707.01

[Visit nrvshrm.com](http://nrvshrm.com) for a detailed listing of transactions.

BOARD MEETING MINUTES

Minutes – May 4, 2004, 5:15 pm, Warm Hearth Kroontje Health Care Center

PRESENT: Lorraine Wachsman, Jim Hungate, Brenda Farmer, Christy Porterfield, Bruce Jennings, Davis Walker, John Yearick, Jim Cowen, Karen Edmonds, Cindy Hale, and Mary Alice Whisenant

- Lorraine Wachsman reported on April 23 meeting of the Virginia SHRM State Council Report that was held in Arlington
- The Board discussed SHRM recommendations regarding emails to members that could fall under the CAN-SPAM Act of 2003. It was agreed that since newsletter and emails related to Chapter business to members were not considered SPAM, that any other types of announcements that the Board deems of interest or importance to the members be included in the newsletter, not sent out separately.
- The Board and Chapter members were encouraged to attend a luncheon sponsored by Partners for Self Sufficiency to be held May 12
- Social committee discussed the following planned activities: After house social held at Beamer's on April 29th; Baseball game in July and golf outing in August; surprise farewell dinner for Davis Walker on May 13th at the Nerve Restaurant.

MEETING NOTICES

CHAPTER INDUSTRIAL MEETING

Be sure to mark your calendars to attend the next meeting that will be held on **Tuesday, June 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 for more information on the Industrial Meeting.

BOARD OF DIRECTORS MEETING

The monthly Board meeting will be held on **Tuesday, June 1st** at the Warm Hearth Kroontje Health Care Center. This meeting will begin at 5:15 p.m. Any Board member who cannot attend should contact Teresa Harless at 558-0721 or e-mail to tharless@blacksburg.gov

2004 Calendar of Events & Annual Meeting Schedule

DATE	SPEAKER	TOPIC
January 15, 2004	Charlotte Mason, Innovative Management Group	Coaching for Success
February 19, 2004	Victor Cardwell and Tom Winn with Woods, Rogers	Legislative Update
March 18, 2004	Eric Melniczek, Career Assessment Coord., Radford University	Experimental Learning and Career Development Center
April 15, 2004	Members of the Radford University Student SHRM Chapter	NRV SHRM Chapter Salary Survey
May 20, 2004	Camille Wright-Miller	Strategic Human Resources*
June 17, 2004	FMLA Legal Update Clint Morse, LeClair, Ryan, Flippin, Densmore, Morse, & Jessee	Legislative Update
July 15, 2004	Jonathan Ward International Director, SHRM Virginia State Council	Outsourcing Issues
August 19, 2004	Tour: Radford University Business Park/St. Albans facility (tentative)	TBA
September 16, 2004	Virginia Tech Industrial Engineering Dept. (tentative)	Measuring Customer Satisfaction - Rick Groesbeck & Eileen Van Eiken
October 21, 2004	1) Todd Leeson, Gentry, Locke, Rakes & Moore 2) Round Table discussion: diversity & employee relations issues (tentative)	Legislative Update
November 18, 2004	TBA	TBA
December 2, 2004	Christmas Social	

All NRV-SHRM Breakfast Meetings will be held at the Hampton Inn, Christiansburg at 7:30 a.m. unless otherwise noted

 - PLEASE BE SURE TO REPLY TO THIS E-MAIL FROM TERESA HARLESS (tharless@blacksburg.gov) BY
 - FRIDAY, JUNE 11TH IF YOU ARE PLANNING TO ATTEND THE JUNE 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!
