

NOVEMBER 5, 2004

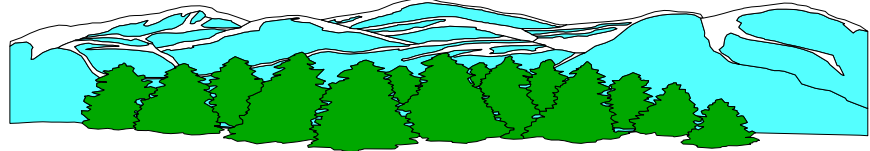
NEW RIVER VALLEY SHRM CHAPTER

AFFILIATE OF



SOCIETY FOR
HUMAN
RESOURCE
MANAGEMENT

www.nrvshrm.com



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Greetings From The President



Many thanks to Todd Leeson of Gentry, Locke, Rakes & Moore for the great program at our October meeting on "Responding to an EEO Charge". As always, Todd's presentation was informative and interesting.

November is a busy month for our chapter: the Diversity Workshop by Dr. Ben Dixon of Virginia Tech was held at the Farmhouse in Christiansburg on November 3rd. We had a good turnout, and Dr. Dixon and Christy Porterfield provided hands-on, practical advice on developing a diversity initiative. Our chapter meeting will be on November 18, at the Hampton Inn, 7:30 a.m. and the program will be Motivating the Workforce, by Cindy Schilling of Transformation Systems. This program has also been approved for recertification credit. Motivation and Diversity: two concepts dear to the hearts of HR professionals!

Thanks to everyone who contributed to the SHRM Foundation raffle at our last meeting. Including the chapter's support, we raised \$135 for the benefit of the Foundation. Congratulations to Karen Edmonds and Mike Driscoll for winning the VT snowman and the VT tailgate goodie bag, and thanks to Melissa Zienius for coordinating our SHRM Foundation efforts.

The NRV SHRM Community Connections is set to begin this month. Rita Turpin will meet with the Job Readiness class in Dublin, and I'll be meeting with the class in Christiansburg. I'm excited about this opportunity for our chapter members, as HR experts, to help individuals learn some of the skills they need to be successful in the NRV workplace. If you haven't already considered participating in this effort, please think about it now, and contact me to find out how to get involved.

We will be doing a Membership Campaign this Fall through December 31. Those joining or rejoining NRV-SHRM will be good to go for 2005 and will have their names entered for a prize drawing to be held in January. So watch for details! Remember that if you are a member of national SHRM, you receive a discount on your chapter dues--if you're not a national member, check it out at www.shrm.org. You'll be amazed at what SHRM has to offer, both at the local and national level.

And don't forget the NRV SHRM Holiday Social on December 2 at the Farmhouse. John Yearick, social committee chair, and his committee are putting together a great event!

I look forward to seeing you soon. Have a great month!

Best wishes,

Lorraine

Announcements

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. There is a 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.

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. Articles for the December newsletter are due November 30th. 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 September 30, 2004 | \$9,093.48 |
| Ending balance as of October 31, 2004 | \$9,243.91 |

Visit nrvshrm.com for a detailed listing of transactions.

BOARD MEETING MINUTES

September 7, 2004

Attending: L. Wachsman, K. Janosko, M. Whisonent, C. Hale, J. Cowan, B. Jennings, K. Edmonds

- We will co-sponsor the annual Business Decision Forum put together by the Wytheville human resources group. Brochures will be distributed by email to chapter members.
- There has been a delay in starting up the Community Connections program due to a personnel change in the VT Institute for Policy Outreach. The new employer liaison will be Michelle Bouchard, replacing Kasey Martin.
- The September chapter meeting will be held on September 15 at 11:30 a.m. at Ryan's. The board will determine whether the chapter should hold meetings at time other than our traditional breakfast meeting time.
- The nominating committee, chaired by Bruce Jennings will begin assembling a slate of officers.

The SHRM Foundation fund raising raffle will be held at the October chapter meeting.

OCTOBER BOARD MEETING MINUTES

October 12, 2004

Attending: L. Wachsman, J. Cowan, C. Porterfield, K. Janosko, J. Yearick, C. Hale, B. Jennings

- Community Connections will start in November, with chapter members presenting on HR related topics to job readiness classes.
- The chapter fundraising event to benefit SHRM Foundation will be a raffle at the October chapter meeting.
- The board approved the purchase of 2 gift certificates in the amount of \$25 each as door prizes for the Business Decisions Forum to be held in Wytheville on October 26.
- Nominating Committee Chair, Bruce Jennings is preparing a slate of officers to be presented to the chapter for selection at the October chapter meeting.
- Social Committee Chair, John Yearick, is planning a meeting of the committee immediately following the October chapter meeting to finalize plans for the holiday social, including the type of invitation, and a silent auction.
- Diversity Chair, Christy Porterfield, confirmed that the program on diversity is ready for November 3.
- Legislative Coordinator, Jim Cowan, reported that chapter incorporation is complete, and he plans to have a colleague report on the incorporation to the chapter board at the November meeting.
- Treasurer, Cindy Hale gave the treasurer's report.



NRV-SHRM Holiday at the Farmhouse

*Join your friends and colleagues
for an evening of Holiday cheer
and celebration*

(There will also be a silent auction)

Thursday, December 2, 2004

The Farmhouse Restaurant

5:00 – 7:00 pm

Hors d'oeuvres:

Shrimp cocktail

Meatballs

Crabmeat stuffed mushrooms

Bacon wrapped scallops

Chicken fingers

Fruit & Cheese platter

Open Bar 5 – 7 pm

Sample of auction items:

Frank Beamer signed football

Dinner at Chateau Morrisette

& one night at a bed & breakfast

Tetra aquarium and accessories

(must be present to bid)

RSVP by Nov 24 to Teresa 558-0721

Meeting Notices

CHAPTER INDUSTRIAL MEETING

Be sure to mark your calendars to attend the next meeting that will be held on **Tuesday, November 9th** at IHOP in Christiansburg. **PLEASE NOTE THAT THE MEETING LOCATION HAS CHANGED FROM STONE'S CAFETERIA TO IHOP (INTERNATIONAL HOUSE OF PANCAKES) IN CHRISTIANSBURG.** IHOP is located between Ryan's and Red Lobster 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, November 9th** in the VIP room at Beamer's Restaurant. This meeting will begin at 5:15 p.m. Hors d'oeuvres and beverage will be served. Both the 2004 and 2005 Board members are invited to attend. Please RSVP with Lorraine Wachsmann at lwachsmann@warmhearth.org.

Survey Requests

Sam Camden, Associate Director of Human Resources for Student Programs at Virginia Tech would like to survey other NRV-SHRM members regarding criminal background checks.

- 1) Do you conduct criminal background checks on your employees?
- 2) If you do, are they conducted on all employees or selected positions?
- 3) What service or company do you use for your checks?
- 4) Are the checks made for the State of Virginia only or is a national background check?
- 5) What is the cost per check?
- 6) What is the length of turn around time to receive the results?

Please email responses to: scamden@vt.edu

Alana Golden and Kristina Singletary, Masters students in the Industrial Organizational Psychology program at Radford University and officers of the Radford University SHRM chapter, are in the process of collecting data for a organizational selection measure that they are creating. This is a part of a class project needed to complete their degree. The population of focus in this study is individuals of management/supervisor status. It would be greatly appreciated if you would take the time to complete this survey. Please go to the following website to complete the survey.

<http://www.radford.edu/~agolden/consentA.htm>

To complete the survey either click on the link or copy and paste the link into an internet address bar. The survey should take roughly 30 minutes to complete. The initial link will bring you to a page with additional information regarding the study. Also, please take the time to forward this survey onto any associates. Just ensure that if you are forwarding the address that it is to only those that are of management status. If you have any questions or if there are any difficulties with the link please contact Alana Golden [540.831.2637]. Surveys must be completed by November 30th.

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 | Richard Groesbeck, PH.D., Research Assistant Professor with the Industrial and Systems Engineering at Va. Tech. | Panning For Gold In Your Customer And Employee Survey Data |
| September 15, 2004 | Steve Zimmerman, SHRM VA State Council President | Career Planning for HR Professionals |
| October 21, 2004 | Todd Leeson, Gentry, Locke, Rakes & Moore | Responding to an EEOC Charge: Trends Strategies and Practical Advice |
| November 18, 2004 | Cindy Schilling, Transformation Systems, Inc. | Motivating Your Workforce |
| December 2, 2004 | Holiday 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 MONDAY, NOVEMBER 15TH IF YOU ARE PLANNING TO ATTEND THE NOVEMBER 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