

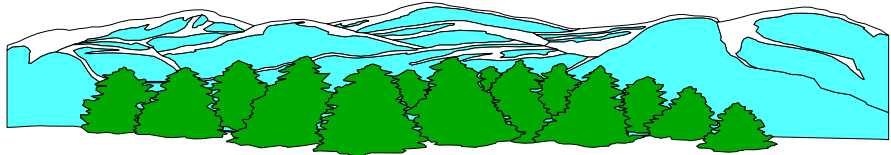
August 12, 2005

# NEW RIVER VALLEY SHRM CHAPTER

AFFILIATE OF



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



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## Greetings From The President

NRV SHRM Chapter Members,

For the first time in recent memory (and possibly ever) inclement weather wrecked havoc on a summer time chapter meeting, we could normally expect a cancellation, postponement or other problem in the winter months. Jamie Bennett, Marsh USA was grounded in Chicago due to severe thunderstorms but was still able to present an effective program via teleconference on Employee Wellness vs. Disease Management: The Bigger Bang

Our presenter for August will be a member of our chapter board of directors; Christy Porterfield from Virginia Tech will present "The Facets Diversity Program". I look forward to seeing you each at our meeting.

Regards,  
Jim Hungate, SPHR, CPC  
Chapter President

## 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 September newsletter are due August 30th. They may be sent to the chapter's secretary, Teresa Harless, at [tharless@blacksburg.gov](mailto:tharless@blacksburg.gov). Teresa's telephone number is 540-558-0721.

## Meeting Notices

### CHAPTER INDUSTRIAL MEETING

Be sure to mark your calendars to attend the next meeting that will be held on **Tuesday, September 13th** at IHOP 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](mailto:bruce.jennings@volvo.com) for more information on the Industrial Meeting.

### BOARD OF DIRECTORS MEETING

The monthly Board meeting will be held on **Tuesday, September 6th** at 5:15 p.m. in the LeClair Ryan Flippin Densmore offices located at 2000 Kraft Drive Suite 1000. Any Board members that cannot attend should contact Teresa Harless at [tharless@blacksburg.gov](mailto:tharless@blacksburg.gov).

## What is the SHRM Foundation?

The SHRM Foundation was founded in 1966 as a 501(c)(3) not-for-profit affiliate of the Society for Human Resource Management (SHRM). It is governed by a volunteer Board of Directors from the HR profession, including academics, practitioners and representatives from SHRM. The Foundation funds research, publications, and education to advance the HR profession and enhance the effectiveness of HR professionals. To support its important work, the SHRM Foundation conducts an annual fundraising campaign. All contributions to the Foundation are tax-deductible. The 2005 campaign chair is Judy Clark, SPHR, a member of the national SHRM Board of Directors.

The Foundation promotes research, innovation, and the use of research-based knowledge. With an annual budget of approximately \$1 million, it funds major research projects that have a direct and practical impact in advancing the HR profession. The Foundation puts out RFPs to the research community and then evaluates the research proposals it receives. Using its "LIVE" criteria (L=Leverage, I=Impact, V=Visibility, E=Enhances the profession), the Foundation selects projects to fund.

The Foundation also funds practical publications on specific issues such as the highly acclaimed book, *Making Mergers Work: The Strategic Importance of People* and the new DVD *HR in Alignment: The Link to Business Results*. Other Foundation projects include educational scholarships for HR professionals, the college HR Games, the Masters' Series, SHRM White Papers, the Effective Practice Guidelines series, and online directories of undergraduate and masters degree programs in human resource management. For more information about the Foundation, go to [www.shrm.org/foundation](http://www.shrm.org/foundation).

## Need HR Help NOW?? Get it with LIVE HELP from SHRM



### What is Live Help?

Live Help is an interactive, one-to-one chat feature that connects you directly to an SHRM staff member for quick real-time assistance. It is provided for both customer service inquiries and quick answers to HR questions and is accessible during regular SHRM business hours (Monday through Friday, 8:30 am to 5 pm ET). The link for instructions to use this service can be found at <http://www.shrm.org/help/whatis.asp>.

### How does it work?

Click the live help button and answer a few quick questions so SHRM can direct you to the appropriate department. You will then be greeted by a staff person and can submit your question. You will receive a response within seconds and may be able to get an immediate answer during your brief chat. If no one is available at that moment to respond, you will be given the option of sending an email instead.

### Who are the "live persons" on the other end of Live Help?

Live Help is brought to you by the Information Center and the Customer Service Departments -- the same SHRM Staff who answer your questions via the SHRM phone and email services. Many staff take turns on Live Help, so different people may be "on" at different times of the day. The staff of the SHRM Information Center provides the "Answers to HR questions" section of Live Help. The Customer Service Representatives, experts on SHRM membership benefits, conferences and seminars, provide Live Help for many non-HR questions.

### Can I get a record of the discussion I have?

Yes. At the conclusion of your chat you may choose to provide an email address where a transcript of your session will be sent within seconds.

### What if I have a follow-up question?

If it is necessary for you to be in touch with the same staff member you chatted with previously, and that individual is no longer available on chat, your request will be directed to them via email for a separate response. Complex issues are best addressed by phone or email in most cases. If your question takes more than a few lines to type, or you have several questions about an issue, it is probably best to ask it through email or the telephone. Live Help is best suited to one quick question.

### Why does it sometimes take several seconds for a response?

There may be a brief delay before you see a response for many reasons, one of which is that they may be chatting with up to three visitors at one time. In addition staff may be pulling up a link to provide you or another member with a response to a question. They respond as quickly as possible, but complicated HR-related questions or those requiring system research may result in delays of a few seconds. Live Help is busiest late in the day when more individuals tend to be on the SHRM website conducting Internet research. You might want to try it again at a less busy time of day.



## RVSHRM Golf Tournament

Once again, the Roanoke Valley SHRM and the New River Valley SHRM will be co-sponsoring a Golf Tournament this fall. The tournament will be held at **Hanging Rock Golf Club in Salem on Monday, September 12, 2005**. Lunch will be served at 12:00 noon with a shotgun start at 1:30pm. After the round of golf there will be an awards ceremony. Prizes will

be awarded for the top two teams, for closest to the pin on two holes and longest drive on two holes. Come and join the fun, good fellowship and networking between the two SHRM Chapters.

Please follow this link [http://www.rvshrm.org/newsletters/2005\\_Golf\\_Tournament\\_Flyer.pdf](http://www.rvshrm.org/newsletters/2005_Golf_Tournament_Flyer.pdf) to download the registration form. Contacts for the event are: RVSHRM, Dan Oyler, (540) 915-9635, [danoyler@tmava.com](mailto:danoyler@tmava.com) and NRVSHRM, Michael Driscoll, (540) 951-5585, [Michael.Driscoll@tetra.net](mailto:Michael.Driscoll@tetra.net).

## Chapter Financial Report

### CHAPTER FINANCIAL REPORT

Beginning balance as of June 30, 2005	\$9,484.29
Ending balance as of July 31, 2005	\$8,177.11

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



## The Annual SHRM Foundation Campaign Is On!

The SHRM Foundation's 2005 Annual Campaign is in full swing and we're counting on everyone to help support the Foundation. The Foundation serves as a catalyst for leading edge research and education to advance the HR profession.

The Foundation is dependent upon financial support from individual HR professionals, corporations and businesses, as well as from SHRM Chapters. The NRV-SHRM annually contributes to the SHRM Foundation and has pledged to do so again this year. Contributions demonstrate support of the future of human resource management. The dynamic field of human resource management continuously challenges HR professionals to keep up with the latest developments and trends. For 30+ years, the SHRM Foundation has funded research, publications, and educational programs to help HR professionals and their employers prepare for the future.

As many of you know, last year the Foundation's annual campaign raised \$428,000 and this year the SHRM goal is to raise it to \$500,000. The chapters and state councils contributions are vital to the Foundation being able to reach that goal.

These last few months have been busy – the Foundation has been focused on reaching new donors, streamlining the grant giving process and raising their visibility within SHRM. The Foundation is also preparing to release two new products. This fall the Foundation will have a new DVD on talent management. The DVD is a case study of the Yahoo! Organization, specifically what it takes to attract and retain top people to a young, cutting edge organization. The DVD will include power point slides and a discussion guide, both of which can be used to facilitate discussion and interaction at chapter meetings. The Foundation is also looking forward to publication of their second report in the Effective Practice Guideline series. The Foundation introduced the Effective Practice Guideline series last year with a report on performance management. The intent of the series is to present relevant research-based knowledge in an easy to use format. The second report in the series on selection techniques will be available free of charge to all SHRM members this Fall.

The Foundation is also pleased to report that they have increased the amount of scholarship money available to SHRM members. This year the Foundation awarded \$30,000 in scholarships to SHRM members pursuing education or certification. The Board of Directors recently approved increasing the amount to \$50,000 annually in 2006. The Foundation believes that increasing the scholarship awards demonstrates their ongoing commitment to support professional development and to give back to SHRM members and chapters. It is the Foundation's hope that the additional products and services demonstrate the value of the Foundation and provide tangible reasons to support the Foundation's work.

The Foundation is also undertaking a strong effort to increase the visibility and effectiveness of their fund development to give the Foundation increased resources. This year, the Foundation introduced the leadership campaign. The leadership campaign seeks contributions from every member of the SHRM, HRCI and Foundation Boards as well as from each chapter president and state council president, with a goal of 100% participation. To encourage participation in the leadership campaign as well as reach our annual campaign goal, the Foundation has initiated an aggressive mail drive; many of you will notice the increase in correspondence from the Foundation. Additionally, the Foundation is utilizing a telemarketing firm to contact lapsed donors, and the Board of Directors is reaching out to the corporate community for support. Together, the Foundation believes that their efforts will ensure success for the Foundation and ultimately for us; the HR professional, and our communities.

Our chapter is asking that everyone contribute to the Foundation and all that it has to offer us. To aid in the contribution effort, we're having a raffle to benefit the Foundation at the September 15<sup>th</sup> breakfast meeting. We'll be selling tickets for \$5.00/ticket. We'll put all the tickets in the "hat" and draw out the winning tickets – yes, I did say **tickets**, so we'll have **two** items to raffle off! You must be present to win. We will draw the winning ticket number out and the person holding the winning ticket number wins **"The Prize"**. Well, actually, make that **Prizes**, but we draw them out one at a time. All of the proceeds are donated to the SHRM Foundation. So please join us at the September 15<sup>th</sup> meeting and take a chance (what the heck – take a couple of chances!) on the SHRM Foundation Raffle. *Melissa*

## 2005 Calendar of Events & Annual Meeting Schedule

DATE	SPEAKER	TOPIC
January 20, 2005	Dr. Richard Wilson—Ability Physical Medicine & Rehabilitation	Preventing Workplace Injuries
February 17, 2005	Legislative Update—DOL Regulations on Employment Based Permanent Resident Applications	Jeff VanDoren of LeClair, Ryan, Flippin & Densmore
March 17, 2005	Darrin Wagon with Cailion Behavioral Health	EAP/Mental Health—The Battle Between HIPPA and ER Liability
April 21, 2005	Bobbie Raynes, MS—Director of Training Development for Personnel Research Associates	Conflict Resolution—Preventing Workplace Conflict Before It Gets to Mediation
May 19, 2005	Mercer HR Consulting	Total Reward Systems
June 16, 2005	Steve Zimmerman	HR Career Paths
July 21, 2005	Marsh USA	Employee Wellness vs. Disease Management—The Bigger Bang
August 18, 2005	Christy Porterfield	The Facets Diversity Program
September 15, 2005	Todd Leeson	Employment Law Update
October 20, 2005	Mr. Allen Burrows, Social Security Administration	Social Security Then & Now
November 17, 2005	Jack Smalley	Effective Recruiting & Retention Practices—Love Them or Lose Them
December 2005	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](mailto:tharless@blacksburg.gov)) BY TUESDAY, AUGUST 16<sup>TH</sup> IF YOU ARE PLANNING TO ATTEND THE AUGUST 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