

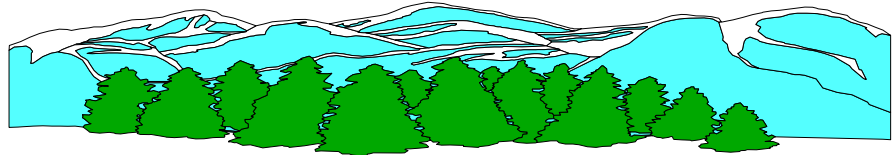
September 12, 2005

# 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,

Thanks to both presenters for their time and effort in providing valuable information to our chapter during August chapter meeting. Jim Cowan of LeClair Ryan Flippin Densmore, and chapter Legislative Coordinator provided a quarterly update on our legislative issues. Additionally, Christy Porterfield, our chapter Diversity Coordinator as well as a representative of the Office of Student Programs, Human Resources at Virginia Tech presented an informative and enlightening diversity presentation. The presentation used the analogy of facets in a gem stone (such as a diamond or ruby); each facet represented a different culture and a strength and difference of each culture. Each facet (or culture) brought an element to the greater whole contributing to it's brilliance.

Our presenter for September will be Todd A. Leeson, Labor and Employment Attorney with Gentry Locke Rakes & Moore will be presenting a program titled "Employment Law Update". 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 October newsletter are due September 27th. 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, October 11th** 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, October 4th** 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).



### **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 and shotgun start at 1:30pm. After the round of golf there will be an awards ceremony. Prizes will be awarded to the top two teams, for closest to the pin on two holes and longest drive on two holes. Come and enjoy 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).

**CANCELLED**

## HRCI Recertification: Is It Time To Renew?



Once certified as a Professional in Human Resources (PHR), a Senior Professional in Human Resources (SPHR), or a Global Professional in Human Resources (GPHR), you must recertify every 3 years (from date of original certification or last recertification).

Sixty (60) hours of learning credit is required during those 3 years

Credit earned on hour-for-hour basis (one hour learning =one hour recertification credit)

If you don't submit recertification form, you must retake the exam

No supporting documentation should be submitted to HRCI, but should be maintained for your records in case you are audited

Recertification requirements have changed; so make sure to review them at [www.hrci.org](http://www.hrci.org)

Recertification credits can be earned online at <http://www.hrci.org/recertification/credits.html>.

There are now two ways to recertify--by completing the paper application (available at [www.hrci.org/Recertification/PDFAPP](http://www.hrci.org/Recertification/PDFAPP)) or by accessing your online recertification file by clicking "My Recert File" at [www.hrci.org](http://www.hrci.org).

Credit is awarded for HR-related activities in these categories:

Continuing Education: Credit awarded hour for hour. (Chapter meetings can be pre-approved for HRCI recertification credit.)

Instruction: 1 hour taught = 1.5 credit hours awarded. (Includes courses taught at work such as workplace violence prevention, sexual harassment prevention, etc.)

On-the-Job Experience: Credit is awarded for first-time work activity if it broadens your knowledge of the field of HR, such as developing a strategic plan, rolling out a new 401K plan, etc.

Research/Publishing: Research, write, or publish on HR topics.

Leadership: External leadership activities count, including being an SHRM volunteer leader.

Professional Membership: Be a member of a national HR-related professional association and earn credit hours. (SHRM, ASTD, World at Work, etc.)

Answers to ALL your recertification questions can be found at [www.hrci.org](http://www.hrci.org).

A recertification form can be found at <http://www.hrci.org/Recertification/PDFAPP/>.

HRCI now offers ONLINE storage of your certification documentation so you can complete the form as you go.

There is a \$100 processing fee to recertify.

- If you have changed jobs or addresses, notify HRCI (not just SHRM) at [hrci@hrci.org](mailto:hrci@hrci.org).

HRCI sends recertification reminders via email, so they must have your current/correct email address.

## Chapter Financial Report

### CHAPTER FINANCIAL REPORT

Beginning balance as of July 31, 2005	\$8,177.11
Ending balance as of August 31, 2005	\$8,108.73

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

## 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, SEPTEMBER 14TH 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