

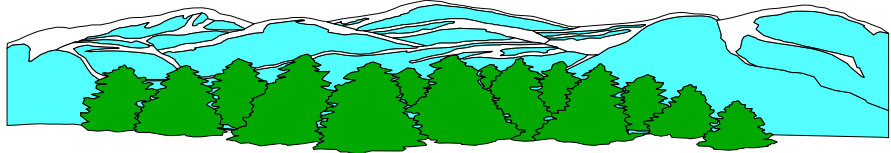
June 14, 2006

NEW RIVER VALLEY SHRM CHAPTER

AFFILIATE OF



www.nrvshrm.com



Board of Directors

MIKE DRISCOLL, SPHR
President 951-5585
Michael.driscoll@tetra.net
CHRISTY PORTERFIELD
President Elect 231-8060
christyp@vt.edu
VALERIE JONES CRABTREE
Chapter Membership 381-2386
Valerie.crabtree@na.manpower.com
TERESA HARLESS
Secretary 558-0721
tharless@blacksburg.gov
KEITH LASHOMB, SPHR
Treasurer 381-3200 ext. 1903
hr@duncanauto.net
CHUCK SWAIN
Diversity Coord. 557-2233
Chuck.swain@eaglepicher.com
JAMES COWAN
Legislative Coord. 961-2600
cowan@flippindensmore.com
BRUCE JENNINGS
Industrial Liaison 674-7461
bruce.jennings@volvo.com
KAREN EDMONDS, SPHR
Shrm Foundation Rep 394-2007
kedmonds@nax.net
MIKE AAMODT
Student Chapter Liaison
831-5513 maamodt@radford.edu
KATHY JANOSKO
Web Site Administrator 443-3377
Kathy@ali-inc.com
LORRIANE WACHSMAN, PHR
Workforce Readiness Coord. 443-3444
lwachsman@warmhearth.org
CAROL DUDDING
HRCI Coordinator 382-6087
cdudding@fnbonline.com
CINDY HALE, SPHR
Member at Large 552-3515 ext. 307
chale@hhhunt.com
BRENDA FARMER
Member At Large 674-7354
brenda.farmer@volvo.com

Greetings From The President

NRV SHRM Chapter Members,

I wish to thank all who participated in last months food drive for the benefit of the Southwest Virginia Second Harvest Food Bank. Several families within our community will certainly benefit from your generosity.

I also wish to express our gratitude to Mr. James Cowan of LeClair Ryan who provided us with a legislative update. Jim's presentation centered on Reasonable Accommodation and the ADA. Prior to Jim's presentation we heard from Michelle Bouchard from the Partners of Self-Sufficiency who detailed her organizations mission. She also asked for potential volunteers to speak at the workshops.

On June 6th, the Board sponsored a New Member Social at Beamer's Restaurant. We hosted 6 new members to the NRV Chapter and had an opportunity to welcome them aboard, explain the value and mission of the Chapter, and provided them with answers to their questions. We also noted that the Social committee was looking for volunteers who might be able to share a few hours a year. Volunteer opportunities are not just for new members. If you are interested in getting more involved in the Chapter and would like to volunteer in some manner, please feel free to call me to discuss how best you can support the Chapter.

A special congratulations is in order for the Radford University SHRM Student Chapter. Dr. Aamodt recently informed us that the Student Chapter has won the Superior Merit Award again. We will be sure to let them know our excitement following their return to campus in the fall.

I look forward to seeing everyone at the June 15th Chapter meeting, being held at the Farmhouse Restaurant.

Sincerely,
Michael Driscoll, SPHR

Meeting Notices

CHAPTER INDUSTRIAL MEETING

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

BOARD OF DIRECTORS MEETING

The monthly Board meeting date and location will be announced at a later date.

Board Meeting Minutes

Date: Tuesday, June 6, 2006

Attendees: Michael Driscoll, Teresa Harless, Christy Porterfield, Keith LaShomb, Valerie Crabtree, Jim Cowan, Karen Edmonds, Bruce Jennings, Cindy Hale, Carol Dudding, Gary McDaniel, Brenda Farmer

- Mike Driscoll would like to express his appreciation to Mike Aamodt for the good job on the NRV SHRM website. He also reported that all Board members were pleased with the survey monkey set up by Gary McDaniel and that we should proceed on with sending the survey to all members of the NRV SHRM group.
- Valerie Crabtree reported that there are 119 current members and 33 of that number are new members.
- Keith LaShomb distributed the May financial report to Board members. The group discussed placing the scholarship fund into a interest earning account. Carol Dudding will explore the different options that the group may have.
- Karen Edmonds suggested that the group come up with some ideas of ways to raise funds for the SHRM Foundation. Carol Dudding recommended increasing the membership fee by \$5.00 and having that additional amount go directly to the scholarship fund. The Board unanimously voted in favor of this action and it take effect on January 1, 2007. Karen Edmonds recommended that items with the NRV SHRM logo be available for purchase at SHRM meetings. Bruce Jennings discussed having a contest to design a new logo for the NRV SHRM group. It was suggested that the winner of this contest would receive a \$50 gift certificated.
- Bruce Jennings reported that the local industries are doing well and that they are actually having difficulties finding enough workers for various positions.
- Mike Driscoll reported for Mike Aamodt that the Radford Student Chapter received a Superior Merit Award. Our congratulations to them.
- Cindy Hale reported that the next State Council meeting will be in Staunton on July 28, 2006
- Gary McDaniel reported that he had contacted the Farmhouse and made arrangements for the June 15th lunch meeting. The menu and price will remain the same as the previous lunch meeting.
- Gary McDaniel has been working on a survey tool to send to members for their input regarding the NRV SHRM Chapter. Teresa Harless will email the survey to members and the results will go to Gary McDaniel. It was suggested that the results come back to Gary anonymous.
- The first new member social proceeded the Board meeting.

Chapter Financial Report

CHAPTER FINANCIAL REPORT

Beginning balance as of April 30, 2006	\$10,154.09
Ending balance as of May 31, 2006	\$10,179.77

Visit nrvshrm.com for a detailed listing of transactions.

Announcements

DO YOU HAVE AN ARTISTIC FLAIR?

If so, NRV-SHRM needs you. We would like to develop a new logo for our chapter and are inviting you to participate. We hope to use the logo on written materials shared within the chapter and in possible fund-raising efforts to support the NRV-SHRM Scholarship Fund and the SHRM Foundation. So the winning artwork will get a lot of exposure.

Any artwork must be submitted to President Mike Driscoll either online at michael.driscoll@tetra.net, mailed to Tetra Holding (US), Inc., 3001 Commerce Street, Blacksburg, VA 24060, or faxed to 951-5553 **no later than Friday, July 14, 2006**.

The winner will receive a \$50 gift certificate to either Sheets or Beamer's Restaurant (winner's choice). Anyone having questions should contact Karen Edmonds, 540-394-2007.

So whether you're using colored pencils or cutting-edge graphic design software, bring it out to participate and help our chapter come up with a great logo!

ARTICLES FOR SHRM NEWSLETTER

Articles for each month's newsletter are due on the last Tuesday of the previous month. Articles for the July newsletter are due June 27, 2006. They may be sent to the chapter's secretary, Teresa Harless, at tharless@blacksburg.gov. Teresa's telephone number is 540-558-0721.

nrvshrm.com JOB DATA BANK

The Chapter now has a job posting area on the web site. 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 Mike Aamodt (maamodt@radford.edu)
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.

SHRM REGIONAL SCHOLARSHIPS

Did you know... The SHRM Foundation provides \$50,000 annually to fund the Regional Scholarship Program? The scholarships support SHRM members working full-time and pursuing HR degrees or professional certification. New for 2006! Four academic scholarships of \$1300 each and eight certification scholarships of \$600 each will be awarded in each region. Each of the five SHRM regions receives \$10,000 to award to applicants in their part of the country. SHRM members, chapters and state councils may submit an application to SHRM by July 15 for consideration. Scholarship applications and complete details are available at www.shrm.org/foundation/2002_scholguidelines.asp.

PROFESSIONAL HUMAN RESOURCES MANAGEMENT CERTIFICATE PROGRAM & EXAM PREP COURSE

This 13-week program is available through Mary Baldwin College at the Roanoke Higher Education Center beginning August 31, 2006. The program's focus is on study preparation for the Professional Human Resources (PHR) and the Senior Professional Human Resources (SPHR) exams. For more information about the course and registration details, visit Mary Baldwin's web site at www.mbc.edu/learning or contact Dan Dowdy at 540-767-6173 or email ddowdy@mbc.edu.

2006 SHRM Golf Tournament



Date: October 11, 2006
7:30 AM Registration
8:00 AM Shotgun Start
1:00 PM Awards & Lunch on the Deck

Sponsored by:
> Roanoke Valley SHRM
> New River Valley SHRM
> Virginia SHRM State Council

Hanging Rock Country Club (15 minutes from The Hotel Roanoke)

**18 holes of Captain Choice
Prizes for the Winning Teams
Closest to Pin on Par Three's
Beginners are Welcome**

Cost: \$50 per player
\$200 per team

Please submit your entries by September 20, 2006:

Coy Renick, SPHR
2045 Mountain View Road
Vinton, VA 24179

Phone 540-890-3153
Cell 540-556-4480
Email crenick@cox.net

2006 Calendar of Events & Annual Meeting Schedule

DATE	SPEAKER	TOPIC
January 19, 2006	James Cowan with LeClair Ryan Flippin Densmore	Legal Update
February 16, 2006	Fred Starling	How To Train Supervisors and Managers in Counseling, Discharge and Discipline
March 16, 2006	Christy Porterfield	Diversity
April 20, 2006*	Jack Smalley, Express Business Solutions	The Performance Appraisal: Friend or Foe?
May 18, 2006	James Cowan, LeClair, Ryan, Flippin, Densmore	Legal Update—Reasonable Accommodations and the ADA
June 15, 2006*	Todd Leeson—Gentry Lock	Legal Update—What HR Professionals need to know about Employment Lawsuits
July 20, 2006	Larry Linton, Senior Safety Consultant—Dept. of Labor & Industry	Hazard Recognition in the Workplace
August 17, 2006	Katherine Elam—Junior Achievement & Kevin Carlson, Assoc. Prof. for Dept. of Management at VT	Junior Achievement in the Workplace & HR Metrics and Analytics
September 21, 2006*	Steve Miranda	The Quick and the Dead: HR Strategies for the New Millennium
October 19, 2006	Barry O'Donnell—Virginia Tech; Assoc. MBA Director	The Quick and the Dead: HR Strategies for the New Millennium
November 16, 2006*	TBA	TBA
December 7, 2006	Holiday Social	

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

*The NRV SHRM meeting on June 15th, September 21st, and November 16th will be lunch meetings that will be held from 12:00 noon until 1:30 p.m. The locations and details regarding the lunch meetings will be sent to members at a later date.