

August 11, 2006

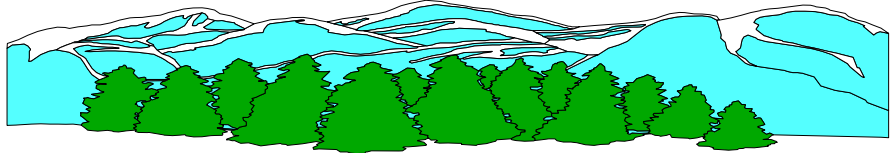
NEW RIVER VALLEY SHRM CHAPTER

AFFILIATE OF



SOCIETY FOR
HUMAN
RESOURCE
MANAGEMENT

www.radford.edu/~nrv-shrm/



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Greetings From The President

NRV SHRM Chapter Members,

I wish to thank all the members who participated in the June Member Survey. The Board had an opportunity to review the results and will be making plans to act on the results. One notable item was that a majority of the respondents actually preferred a lunchtime meeting as opposed to the breakfast meetings. Armed with information such as this, the Board discussed adding two additional lunchtime meetings to next year's calendar. We will provide everyone with details in the upcoming months. We would also like to gain some additional clarification on some of the responses received. We are planning to send an abbreviated follow up survey to better deliver on your expectations from your Chapter. More information will follow on this "mini" survey.

I wish to express our gratitude to Mr. Larry Linton a Senior Safety Consultant with the Department of Labor and Industry for his presentation on Hazard Recognition in the Workplace. Mr. Linton's presentation included a visual awareness that each of us can use as we move about our own organizations. Even those of us that may not directly be responsible for safety within our organization have an opportunity to continually be thinking about safety and addressing those situations that appear to be hazardous.

With October just around the corner, I would like to remind everyone about the Virginia State Conference in Roanoke. You can get additional details from the agenda on the Conference, and register on-line at www.rvshrm.org. Don't forget about the great opportunity to socialize with other chapter members while pretending to play golf (that would be me), as a kick-off event prior to the Conference.

I look forward to seeing you at the August 17th Chapter meeting at the Hampton Inn.

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, September 12th** 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 will be held on **Tuesday, September 5th** 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.

Chapter Financial Report

CHAPTER FINANCIAL REPORT

Beginning balance as of June 30, 2006	\$ 9,797.91
Ending balance as of July 31, 2006	\$10,053.53

Visit nrshrm.com for a detailed listing of transactions.

Board Meeting Minutes

Date: Tuesday, August 8, 2006

- The Board discussed and voted to sponsor the Wytheville annual Forum which is scheduled to be held on September 26, 2006. Wytheville is looking for our support both monetary and with getting speakers. Cindy volunteered to look for some affordable speakers.
- The Board also took up and voted to move \$2,500 from the checking account into a no-penalty CD, to take advantage of a greater rate of return.
- The Board tabled and will discuss the logo contest at the next scheduled meeting in September. Karen Edmonds was not in attendance and may have other submissions and information.
- In the spirit of supporting our profession, the Board also decided that at the September 21st meeting, that we would invite guests and other chapters. The lunch will be served as a buffet style and The Farmhouse has confirmed they can hold up to 100 people. The cost of the buffet lunch is slightly more—NRV members will be \$15.00 and non-NRV members and guests will be \$20.00. Cindy Hale is working on a flyer to distribute to other Chapters as well as NRV. Everyone will be required to pre-register. Those who show up not registered will have "space available" standing.
- The Board will review a draft of the updated Chapter By-Laws at the next scheduled Board meeting. All SHRM Chapters are to have updated by-laws by year's end.

Announcements

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 29, 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.

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.

FREQUENTLY ASKED QUESTIONS ABOUT THE SHRM FOUNDATION

When I make a contribution, how is my money used?

The money raised through the annual campaign is used to fund projects with a tangible benefit to HR practitioners including the Regional Scholarship Program and the SHRM Masters Series. With your support the SHRM Foundation invests more than \$400,000 annually in research, education and publications to advance the HR profession and enhance your effectiveness as an HR professional.

I pay membership dues to SHRM. Don't my dues support the Foundation?

The SHRM Foundation is a separate 501(c)(3) charitable, not-for-profit organization. While SHRM does provide some support, the Foundation depends upon annual contributions like yours to build its endowment and fund important research, publications and projects.

Does my individual contribution make a difference?

Absolutely! When you give to the SHRM Foundation, you support your profession and invest in your own career. You are making an impact on thousands of people by creating more vital and effective workplaces through solid HR research. So please include the SHRM Foundation in your list of charitable contributions this year.

How much should I give?

Your gift is tax-deductible. All donors of \$25 or more will be listed in the Foundation's annual "thank you" brochure. Donating to the SHRM Foundation is an ideal way to give back to your profession.

2006 SHRM Golf Tournament



Date: October 11, 2006

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



Time: 7:30 a.m. Registration
8:00 a.m. Shotgun Start
1:00 p.m. Awards &
Luncheon



Please Submit Entries By September 20, 2006:

**Coy Renick, SPHR
2045 Mountain View Rd
Vinton, VA 24179
Phone: 540-890-3153
Cell: 540-556-4480
Email: crenick@cox.net**

The cost is \$50 per player and \$200 per team.

18 holes of Captain Choice

Prizes for the Winning Teams

Closest to Pin on Par Three's

Sponsored By:
Roanoke Valley SHRM, New River Valley SHRM, and Virginia SHRM State Council

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	Behavior Interviewing: Customize the Interview
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 meetings on 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.

PLEASE BE SURE TO REPLY TO THIS E-MAIL FROM TERESA HARLESS (tharless@blacksburg.gov) BY TUESDAY, AUGUST 15TH 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