

November 16, 2006

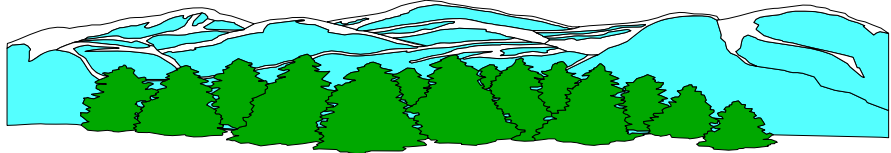
# NEW RIVER VALLEY SHRM CHAPTER

AFFILIATE OF



SOCIETY FOR  
HUMAN  
RESOURCE  
MANAGEMENT

[www.radford.edu/~nrv-shrm/](http://www.radford.edu/~nrv-shrm/)



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## Greetings From The President

NRV SHRM Chapter Members,

Good news. We have received a “thumbs-up” on our revised Chapter bylaws from SHRM National. We were asked to review and redraft our Chapter bylaws to include several items National feels are of a significant nature. One such inclusion, are instructions on what to do should a Chapter dissolve. We, as a Chapter must now ratify these new bylaws by majority vote. Attached to this newsletter you will find a complete copy of these bylaws (eight pages). We will hold a vote at our next Chapter meeting on November 16<sup>th</sup> at the Farmhouse. Should you have any questions, please feel free to call me at 540-951-5585. **We will also hold elections for the 2007 Board positions at this meeting.**

I would also like to thank our guest speaker at last month’s Chapter meeting, Professor Barry O’Donnell. Professor O’Donnell is the Associate MBA Director at Virginia Tech. Barry’s presentation focused on Behavior Interviewing: Customize the Interview. Although most of us may practice behavioral interviewing techniques, he demonstrated ways to take the concept a step further by customizing the interview for each unique job and to help match the characteristics of the culture and needs of the company through carefully designed questions from employees who have association with the position. All in all, very useful information to help utilize the interview process and gain better results.

Save the Date: December 7, 2006 beginning at 5:00 pm will mark the beginning of our annual Holiday Social. Again, the Social will be held at the Farmhouse Restaurant. Please join us to share some good cheer and fond memories from this year. We will have plenty of light snacks and refreshments for all.

I look forward to seeing everyone at the November 16<sup>th</sup> lunchtime meeting.

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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, November 14th** 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.

## Chapter Financial Report

### CHAPTER FINANCIAL REPORT

Beginning balance as of September 30, 2006	\$7,382.15
Ending balance as of October 31, 2006	\$7,281.18
Scholarship Balance	\$1,065.00
Certificate of Deposit	\$2,500.00
Total Assets	\$10,846.18

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

### 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 28, 2006. 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.

### 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](mailto: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.**

### NRV SHRM LUNCH MEETING

Thursday, November 16, 2006

Farmhouse Restaurant in Christiansburg

Lunch 12:00 p.m.—12:45 p.m.

Program 12:45 p.m.—1:45 p.m.

The topic will be Worker's Compensation and Ethics.

The cost is \$15 for NRV SHRM Members and \$20 for non-members.

Please RSVP to Teresa Harless, [tharless@blacksburg.gov](mailto:tharless@blacksburg.gov), by Monday, November 13, 2006.

2007 Board Member Nominees  
New River Valley  
Society for Human Resource Management

President	Christy Porterfield
President Elect	Keith LaShomb
Past President	Mike Driscoll
Membership Chair	Valerie Jones Crabtree
Treasurer	Karen Edmonds
Secretary	Susan Graves
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College Relations Chair	Mike Aamodt
SHRM Foundation Rep.	Chuck Swain
Workforce Readiness Advocate	Lorraine Wachsman
Member At Large	Cindy Hale
Member At Large	Fran Wessel

## *Holiday Social*

**When:** Thursday, December 7, 2006

**Time:** 5:00 p.m. to 7:00 p.m.

**Location:** The Farmhouse in Christiansburg

The menu will be very similar to what was provided at last year's social. An open bar will be provided.

Due to the success of the Silent Auction the past two years, we will have one this year as well. However, we are in need of items for our auction. This is a great opportunity for members to get their company's name out, especially if the item you are donating has your company's name or logo on it. We understand that not all member's employers have items to donate. Therefore, if you wish, you can purchase an item unrelated to your company's business. The proceeds go toward the NRV SHRM Scholarship Fund.

Please RSVP Teresa Harless at [tharless@blacksburg.gov](mailto:tharless@blacksburg.gov) by November 29, 2006. If you would like to donate an item for our Silent Auction, please contact Gary McDaniel at [gmcdaniel@dsagency.com](mailto:gmcdaniel@dsagency.com) or (540) 343-7855 by December 1<sup>st</sup>. We hope you can come join in the fun!

## 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
<b>April 20, 2006*</b>	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
<b>June 15, 2006*</b>	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
<b>September 21, 2006*</b>	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
<b>November 16, 2006*</b>	TBA	Workers Compensation and Ethics
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 November 16th will be a 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.