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*President's Letter*

Hello Everyone!

As we embrace the Autumn season we acknowledge many changes in the SHRM organization. This summer we welcomed a new SHRM National CEO, Laurence O'Neil. Additionally we have a new Southeast Region Administrator, Crystal Adair.

As we anticipate the composition of the 2009 New River Valley SHRM Board of Directors we are soliciting volunteers from our general membership. Members who would like to be considered to service on our Board should contact Sam Camden [scamden@vt.edu](mailto:scamden@vt.edu), (540) 231-4281 or me, [KeithLaShomb@hughes.net](mailto:KeithLaShomb@hughes.net), (276) 688-3341 Ext 5065.

We had two excellent programs in September. First, Mary Jane Umberger gave a great presentation at the Farmhouse "Ethical Dilemmas in HR". This event was well attended and we received many favorable comments on her program. Our second program in September was held at Claytor Lake. Mike Aamodt's "Structured Interview Workshop" was very informative. Strengthening our employment screening skills is ever important as we fine tune our interviewing techniques to hire the best qualified candidates. For businesses looking for a new location to hold meetings, the pristine environment of Claytor Lake may be worth pursuing.

**Our October membership gathering will be held at The Hampton Inn, Christiansburg on Thursday, October 16<sup>th</sup> (7:30 am – 9:00 a.m.).** This will be a Panel Discussion addressing "Trends and Changes Affecting HR in the New River Valley. This should prove to be an interesting meeting that will provide insight for the New River Valley HR professional. **As with our other programs this year, this meeting has been approved for HRCI credit (1-hour/Strategic Management).** In support of the SHRM Foundation we will be raffling off an "autographed Virginia Tech Football", so bring some extra change and purchase a ticket before the meeting.

The 2008 Virginia State SHRM Conference will be held at the Richmond Convention Center, October 22<sup>nd</sup> – 24<sup>th</sup>. Join HR Professionals from across the state and share practical information that you can take back to your chapter and organization. The registration cut-off date is October 6<sup>th</sup>. For registration information visit the Richmond Human Resource Management Association website at [www.rhrma.org](http://www.rhrma.org).

A tip from the HR Daily Advisor:

**WHAT 8 THINGS DO EMPLOYEES WANT?**

(Hint: Money's Not on the List)

Tangible rewards play a role in job satisfaction, says today's experts, but for many workers, the "happiness factor" depends heavily on intangibles, such as respect, trust, and fairness.

(1). Appreciation, (2) Respect, (3) Trust, (4) Individual Growth, (5) Good Boss, (6) Compatible Co-workers, (7) Compatible Culture, (8) A Sense of Purpose. For more information on this topic provided by Marilyn Gardner visit the website

Best Regards,  
Keith F. LaShomb

## *Meeting Notices*

### **BOARD OF DIRECTORS MEETING**

The monthly Board meeting will be held on Tuesday, October 7th at 7:30 a.m. at Manpower in Christiansburg. Any Board members that cannot attend should contact Susan Graves at [sgraves@duncanauto.net](mailto:sgraves@duncanauto.net).

### **CHAPTER INDUSTRIAL MEETING**

Be sure to mark your calendars to attend the next meeting that will be held on Tuesday, October 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 Jeff Hamley at (540) 639-8971 or [jeffrey.hamley@atk.com](mailto:jeffrey.hamley@atk.com) for more information on the Industrial Meeting.

## *Chapter Financial Report*

Beginning Balance as of August 31, 2008	\$ 2,836.66
Ending Balance as of September 30, 2008	\$ 2,445.63
Scholarship Balance	\$ 2,857.00
Certificate of Deposit	\$ 2,500.00

## *Announcements*

### **SHRM Foundation News: Your Financial Support Makes A Difference!**

In 2008, the SHRM Foundation will once again sponsor the Masters Series at the SHRM Annual Conference. This series of in-depth learning sessions features internationally known experts in the field of management science. The 2008 Masters Series will feature Linda Hill, Denise Rousseau and Oren Harari. The Masters Series focuses on timely and provocative issues that affect your career and industry. Open to all attendees, these senior-level programs offer insight into the HR profession from thought-leaders and top academicians. Summaries of the 2007 and 2006 Masters Series are available on the SHRM Foundation website. For more information on Foundation sponsored educational programs, visit [SHRM Foundation](http://www.shrm.org/foundation).

Our chapter is working to earn the designation of Chapter Champion, which we have earned many times in the past. **At the October chapter meeting, we will raffle a VT football**, signed by Coach Frank Beamer. Raffle tickets will be \$1.00 each or 6 for \$5.00. If you would like to purchase tickets before the October meeting, please contact Lorraine Wachsman, Foundation Coordinator for NRV SHRM at 540-443-3444, or email [lwachsman@warmhearth.org](mailto:lwachsman@warmhearth.org). Tickets will also be available at the

### **New River Valley Job Fair Tues. 10/21; 10 a.m. - 6 p.m. (NRV Mall)**

**Register Online:** [www2.nr.edu/nrvjobfairexpo/](http://www2.nr.edu/nrvjobfairexpo/) (or go to [www.nr.edu](http://www.nr.edu) and type 'job fair' in the search box)

All NRV SHRM members are encouraged to participate in the fall NRV Job Fair at the NRV Mall on **Tues. Oct. 21, 2008, 10:00-6:00**. This is an ideal opportunity to survey (or even hire!) potential employees...seasonal workers, technical, entry-level or experienced professionals. Registrations can still be accepted for a couple weeks (or until all available slots are filled). We're expecting a large turnout and a productive event!

The \$95 registration fee includes lunch and refreshments for up to 2 co. reps, an exhibit booth and access to an interview room. Please contact Sharon Williams for more details **and feel free to spread the word to other area employers you know**. I hope to see you there!

Sharon Williams, Community Liaison, NRV Partners for Self-Sufficiency, 239-1093 (cell), [partners@vt.edu](mailto:partners@vt.edu)

*Diversity News*

## Gender Wage Gap Once Cent Closer; Household Income Rises, Poverty Rate Unchanged

*US Census Bureau News*

FOR IMMEDIATE RELEASE

TUESDAY, AUG. 26, 2008, 10:10 A.M. EDT

Household Income Rises, Poverty Rate Unchanged, Number of Uninsured Down

Real median household income in the United States climbed 1.3 percent between 2006 and 2007, reaching \$50,233, according to a report released today by the U.S. Census Bureau. This is the third annual increase in real median household income.

Meanwhile, the nation's official poverty rate in 2007 was 12.5 percent, not statistically different from 2006. There were 37.3 million people in poverty in 2007, up from 36.5 million in 2006. The number of people without health insurance coverage declined from 47 million (15.8 percent) in 2006 to 45.7 million (15.3 percent) in 2007.

These findings are contained in the report [Income, Poverty, and Health Insurance Coverage in the United States: 2007](#) [PDF]. The data were compiled from information collected in the 2008 Current Population Survey (CPS) Annual Social and Economic Supplement (ASEC). Also released today were income, poverty and earnings data from the 2007 American Community Survey (ACS) for all states and congressional districts, as well as for metropolitan areas, counties, cities and American Indian/Alaska Native areas of a 65,000 population or more.

Current Population Survey (Primarily the source of national-level statistics)

The 2008 Current Population Survey Annual Social and Economic Supplement (CPS ASEC) reveals the following results for the nation:

### Income

Race and Hispanic Origin (Race data refer to people reporting a single race only. Hispanics can be of any race.)

Real median income (adjusted for inflation) for black and non-Hispanic white households rose between 2006 and 2007, representing the first measured real increase in annual household income for each group since 1999.

Real median household income remained statistically unchanged for Asians and Hispanics.

Among the race groups and Hispanics, black households had the lowest median income in 2007 (\$33,916). This compares to the median of \$54,920 for non-Hispanic white households. Asian households had the highest median income (\$66,103). The median income for Hispanic households was \$38,679.

### Regions

Between 2006 and 2007, real median household income rose in the Midwest (\$50,277) and the South (\$46,186), declined in the Northeast (\$52,274) and remained statistically unchanged in the West (\$54,138).

### Nativity

Real median income rose for native-born households for the second year, up 1.0 percent from 2006, to \$50,946. For foreign-born households whose householder was not a U.S. citizen, income dropped by 7.3 percent to \$37,637. For households maintained by a naturalized U.S. citizen, median income remained statistically unchanged at \$52,092.

Earnings

The real median earnings of men who worked full time, year-round climbed between 2006 and 2007. In 2007, the ratio of earnings of women who worked full time, year-round was 78 percent of that for corresponding men; 2006 and 2007, from \$43,460 to \$45,113. For women, the corresponding increase was from \$33,437 to \$35,102. These increases in earnings follow three years of annual decline in real earnings for both men and women.

Income Inequality

Income inequality decreased between 2006 and 2007, as measured by shares of aggregate household income by quintiles and the Gini index. The share of aggregate income received by households in the top fifth of the income distribution declined, while the shares for the third and fourth quintiles increased. Meanwhile, the Gini index declined from 0.470 to 0.463, moving closer to 0, which represents perfect income equality (1 represents perfect inequality). [To view the entire Census Bureau release, go to: [http://www.census.gov/Press-Release/www/releases/archives/income\\_wealth/012528.html](http://www.census.gov/Press-Release/www/releases/archives/income_wealth/012528.html) ]

## **NEW RIVER VALLEY SHRM**

### **MEMBERSHIP MEETING October 16, 2008**

**Topics:** Environmental Scan 2009. Trends and Events  
That will affect HR in the New River Valley

**Speakers:** Panel Discussion (lots of audience participation)  
Dr. Jeannie Reilly—Diversity Issues  
Aric Bopp—Demographic and Economic Trends  
in the NRV  
Jeff Hamley—News from the NRV Industrial  
Sector  
RU Student Chapter—Trends in Benefits

**Location:** Hampton Inn,  
Christiansburg, VA

**Time:** 7:30 a.m.— 9:00 a.m.

#### **APPROVED FOR RECERTIFICATION CREDIT**

This program has been approved for 1 credit hour towards PHR, SPHR, and GPHR recertification through the Human Resources Certification Institute (HRCI). This program will also count toward the strategic management component of the SPHR.



## 2008 Calendar of Events & Annual Meeting Schedule

DATE	TOPIC	SPEAKER	LOCATION
January 17, 2008	Organizational Justice (approved for HRCI—1.0)	Dr. Mike Aamodt, Radford University	Hampton Inn—7:30 a.m. to 9:00 a.m.
February 21, 2008	Mediating Conflicts (approved for HRCI—1.0)	Bobbie Raynes, Certified Mediator	Farmhouse—11:45a.m. to 1:30 p.m.
March 20, 2008	Legal Update: Focus on Em- ployee Relations	Jim Cowan, LeClair Ryan	Hampton Inn—7:30 a.m.— 9:00 a.m.
April 17, 2008	Technology and Staffing Online Recruiting and Screening	David Cohen, DCI Consulting; Ella Greer, Radford City Po- lice; Jerry Barnett, VEC	Baker's Best—5:30 p.m. to 8:30 p.m.
May 15, 2008	Legal Update: Staffing	Todd Leeson, Gentry, Locke, Rakes	Location TBA—7:30 a.m. to 9:00 a.m.
June 19, 2008	Terrorism & Workplace Vio- lence	Dr. Dennie Templeton, Radford University	Hampton Inn—7:30 a.m. to 9:00 a.m.
July 17, 2008	Dealing with the Distressed Employee	Dr. Sarah Hastings, Radford University	Farmhouse—11:45 a.m. to 1:30 p.m.
August 21, 2008	Legal Update: Health & Safety Approved for HRCI—1.0 credit	Stephen Burt & Dudley Woody Woods, Rogers	Hampton Inn—7:30 a.m. to 9:00 a.m.
September 18, 2008	Ethical Dilemmas Approve for HRCI/ Strategic Mgt Credit—1.0 credit	Mary Jane Umberger, HR Alliance, LLC	Farmhouse—12:00 p.m to 2:00 p.m.
October 16, 2008	Scanning the External Environ- ment in the NRV	Aric Bopp, NRV Economic Development Alliance	Hampton Inn—7:30a.m to 9:00 a.m.
November 20, 2008	Legal Update: Privacy Approved for HRCI—1.0 credit	Heather Polzin, LeClair Ryan	Hampton Inn TBA—7:30 a.m.—9:00 a.m.
December 4, 2008	Holiday Social	Fun, Fun, Fun	Farmhouse—5:30 p.m.
January 2009			

**Inclement Weather Policy: Meetings will be cancelled if Montgomery County Schools are closed or on a two-hour delay due to inclement weather.**