

BOARD OF DIRECTORS

MIKE AAMODT, SPHR

President 831-5513
maamodt@radford.edu

ROBIN BALL, SPHR

President Elect 231-3089
rball7@vt.edu

KEITH LASHOMB, SPHR

Past President (276)688-3341 x. 5065
keithlashomb@hughes.net

KAREN EDMONDS, SPHR

Treasurer 394-2007
edmondsk@montgomerycountyva.gov

SHARON WILLIAMS

Secretary 239-1093
partners@vt.edu

JAMES COWAN

Legislative Coordinator 961-2600
cowan@flippindensmore.com

APRIL LUCAS

Diversity Coordinator 443-3443
alucas8@vt.edu

Susan Hurst

Workforce Readiness Coordinator
shurst@nrvc.org

BROOKE PERRY, PHR

Chapter Membership 382-7213
brooke@brightservices.net

LORRAINE WACHSMAN, PHR

SHRM Foundation Representative
443-3444

lwachsm@warmhearth.org

CYNDY RUPE, PHR

HRCI Coord. 633-2963
crupe@vt.edu

JEFF HAMLEY

Industry Chairman 639-8971
jeffrey.hamley@atk.com

MELISSA VADEN

Member at Large 552-3011
mvaden@moog.com

SAM CAMDEN

College Relations Chair 231-4281
scamden@vt.edu

DARREN WAGNON

Member at Large 731-7379
dwagnon@carilion.com

President's Letter

Greetings from the President!

At the August meeting, Doug Crowder from Carilion and Robin Ball of Virginia Tech gave an interesting talk on the importance of using HR metrics to monitor the effectiveness of HR interventions and to strategically plan new interventions. Doug provided a list of available formulas, provided some case studies of how HR metrics were used at Carilion to drive organizational change, and Robin discussed how she used the HR metrics provided to her. I think our speakers did a great job of demonstrating how important it is to measure such areas as turnover, absenteeism, and declined job offers. Doug made a great point about GIGO (garbage in, garbage out): If you don't collect accurate data, your interventions will fail.

On August 14, Mike Driscoll and his social committee held our first social event of the year – a night watching the Pulaski Mariners minor league baseball team. It was a beautiful night for baseball. If you haven't been to a Mariners' game at Calfee Park in Pulaski, you are missing a great evening of entertainment – a beautiful ballpark, good food, and \$4 tickets can't be beat.

Keith LaShomb and his nominating committee are in the process of developing a slate of officers to present to the membership at the September meeting. If you are interested in serving on the Board in 2010, please contact Keith at keith-lashomb@hughes.net. Don't feel bashful about nominating yourself. We are also looking for a member to manage our webpage for next year. If you like playing with computers and want to be the webmaster, please let me know.

A reminder that the Virginia State SHRM conference will be held in Virginia Beach on October 4-6. There is still plenty of time to register. If you are in need of strategic management HRCI credit, the conference is a great place to get it. Information on the conference can be found at <http://virginiashrmstateconference.com>. Also, a reminder that the North Carolina SHRM State Conference will be held in Greensboro on September 16-18. Information about the NC conference can be found at: <http://nc.shrm.org/webmodules/webarticlesnet/templates/?a=14&z=2>

The national SHRM office has asked us to again remind those of you that are not national members about a special that they are offering. The special offer gives first-time new members a first-year price of \$145, which is \$15 off regular dues when you enter your chapter affiliation. Plus, each new member will also receive a free SHRM tote bag with the new logo. You must use the online application during September to receive this special.

This month, our chapter meeting will be a breakfast meeting beginning at 7:30 a.m. on September 17 at the Hampton Inn in Christiansburg. Victor Cardwell and Thomas Winn from Woods Rogers will provide a legal update on FLSA issues. Victor and Tom are both excellent speakers; It should be a fun and informative meeting.

I look forward to seeing everyone at the Hampton Inn.

Best Regards,
Mike Aamodt

Chapter Financial Report

Beginning Balance as of June 30, 2009	\$ 2,199.87
Ending Balance as of August 31, 2009	\$ 2,650.24
Scholarship Balance	\$ 2,111.76
Certificate of Deposit	\$ 2,500.00
TOTAL ASSETS	\$ 7,262.00

Chapter Social Events

Mark your calendars.....



For Tuesday night, September 22nd for an evening of fun and excitement at the New River Bowling Center! The fun starts at 6:30 pm with shoes for only \$2.50 and \$2.50 per game! The Center has plenty of hot food and cold beverages, and we will provide the entertainment. We'll also have a prize for Hi-score male and female.

On Saturday, October 3rd, we'll be holding a Chapter picnic at the Mid County Park here in Montgomery County from 11:00 am to 2:00 pm. There will be plenty to eat and drink, so bring the whole family for an enjoyable fall afternoon. The park has a shelter so come rain or shine. Don't forget your hiking boots!



On Wednesday, October 13th, please join us for an informal Wine and Cheese "Meet and Greet" the Board members (both current and those nominated for 2010 positions) and learn more about what they do in their roles to support each of us and our profession. This is also an opportunity to let the Board know if we are meeting your expectations as a Chapter, as well as what we need to focus on going forward. The event will begin at 5:30 pm and last no longer than an hour and a half. We'll have a drawing for a nice wine basket just before we wrap up for the evening. As soon as we finalize the location we'll let you know.

If you have any questions or comments please feel free to contact Mike at mike_driscoll@msn.com

**NEW RIVER VALLEY SHRM
MEMBERSHIP MEETING
September 17, 2009**

Topic: FLSA Enforcement Under the Obama Administration

With the new administration, we have a new Labor Secretary with a strong pro-employee/pro-labor perspective; we have increased budgets and an invigorated enforcement agenda. This session will provide an overview of what we can expect from DOL in terms of its new initiatives. It will focus primarily on the white collar exemptions, highlighting pitfalls that many employers overlook both in terms of proper classification and payroll administration issues. This session will be beneficial for all employers, both large and small. Come join Tom and Victor for a lively discussion of hot topics in the world of wage and hour. Bring your questions!

**Speaker: Victor Cardwell and Tom Winn
Woods, Rogers PLC**

**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)