



July 2004 NEWSletter



2004 OFFICERS

President

Rod Mitchell
Grace Bible Church
rodmitchell@grace-bible.org

President Elect

Chris Grunkemeyer
First American Bank, SSB
grunkemeyer@fabtexas.com

Co-Vice President- Programming

Sharon Cheatham
O.I. Corporation
scheatham@oico.com

Co-Vice President- Programming

Lawanna Gustavus
Kelly Services
gustals@kellyservices.com

Co-Vice President- Membership

Jamie Boyd
MJS Solutions, LTD
jamie@mjs-online.com

Co-Vice President- Membership

Lori Howe
Trajen, Inc.
Lori.Howe@trajen.com

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Steve Davee
S.C. Davee Associates
scdavee@txcyber.com

Treasurer

Jamie Boyd
MJS Solutions, LTD
jamie@mjs-online.com

August BVHRMA Luncheon

When: Thursday, August 5 2004

Where: Briarcrest Country Club

Time: 11:30 AM - 1:00 PM

Cost: \$10.00 members/\$15.00 guests/\$5.00 students

RSVP: to Lawanna Gustavus, Gustals@Kellyservices.com, by noon on Monday, August 2, 2004. Due to catering requirements, we will be unable to accommodate walk-ups.

Speaker: Rebecca Boenigk, CEO of Neutral Posture (see

Bring Your Boss to the August Luncheon at Briarcrest Country Club

Summer is upon us and everyone is starting to make vacation plans. Please keep in mind that we have several exciting speakers during the summer months. For those of you that like to plan ahead, please note that our August meeting is a special event at Briarcrest Country Club.

Our guest speaker will be Rebecca Boenigk, CEO of Neutral Posture. Rebecca was recently listed as being one of the Honorees of the Leading Women Entrepreneurs of the World and as the "Supplier of the Year" for UPS 2003 and will be speaking on the "Importance of HR in the Workplace". As HR professionals, we recognize the importance of this role, so take the opportunity to invite your boss or an associate that may benefit from learning about HR. It will be your opportunity to shine as Rebecca talks about her journey to this discovery within her company.

Start now and give your boss plenty of notice for this exciting event! If you plan to attend, please RSVP to Lawanna Gustavus by noon, Monday August 2, 2004.

June Dates of Awareness

- 1 - Canada Day
- 4 - Independence Day (United States)
- 4 - Fil-American Friendship Day (Phillippines, United States)
- 6 - President George W. Bush birthday
- 9 - Martyrdom of the Bab (Baha'i)
- 13 - Bon Festival/Feast of Lanterns (Japan)
- 24 - Pioneer Day (Mormon)
- 26 - Anniversary of the Signing of ADA (United States)
- 31 - Feast of St. Ignatius Loyola (Spain, Roman Catholic)

Submitted by Jennifer Humphries, BVHRMA Diversity Chair

SHRM

Workplace Diversity Conference and Exposition

New Challenges, New Opportunities

October 25-27, 2004 ♦ Chicago, Illinois

Keynote Speakers: Edward James Olmos ♦ Cari M. Dominguez ♦ Andrew Young

Workplace Diversity Conference and Exposition promises to be an excellent learning and networking opportunity for all professionals who are responsible for diversity within small, medium and large organizations. SHRM has planned an extensive conference agenda for participants to:

- Enhance diversity initiatives within their organization.
- Update themselves on current compliance issues.
- Understand the strategies and practices for maximizing diversity in the workplace.
- Gain a clearer understanding of corporate diversity programs.
- Develop a start-up action plan for workplace application.
- Build a business case for diversity.

For more information, please visit <http://www.shrm.org/conferences/diversity/>

Certification and the HR Bottom Line

It wasn't too long ago when we were riding high on the technology wave. Let's face it--it was a job seeker's paradise--too many jobs and not enough workers. Today, workers are struggling to keep their jobs, job seekers are finding new jobs scarce, and employers are trying their best to keep up with the changing economy without sacrificing the quality of their products and services.

During these challenging times, an effective HR staff must be able to demonstrate more than "good people skills." "Good people skills" won't help overhaul an organization's compensation structure, won't develop and assess an organization's training program, won't help an organization be proactive in developing a culture free of sexual harassment, and won't develop an OSHA-compliant health safety program.

One way to assess the effectiveness of an HR professional is by certification. An HR department whose staff is professionally certified can—and should—make a significant contribution to the management and strategic direction of an organization. They can ensure that the organization's people strategy is correctly aligned with its business strategy.

How do you determine which professional certification to look for when staffing your HR department? The most respected certifications for HR professionals are the Professional in Human Resources (PHR), Senior Professional in Human Resources (SPHR) and Global Professional in Human Resources (GPHR) from the Human Resource Certification Institute (HRCI). Earning one or more of these designations validates that a professional possesses significant knowledge and experience in all areas of HR, including strategic management; workforce planning; human resource development; compensation and benefits; employee and labor relations, and occupational health, safety and security. Today there are more than 70,000 HR professionals certified by HRCI.

Most HR professionals who take on the challenge of the PHR, SPHR, and GPHR exams demonstrate more than knowledge. They display a true dedication to the HR management profession. They show it when they agree to study in excess of 40 hours and when they arrive at the testing center to take the four-hour multiple-choice examination. Certificants continue to demonstrate their dedication to the profession when they maintain their designation by re-certifying every three years through professional development or by retaking the examination. They are leaders in the HR profession.

Recruiters should take note of the designations as well. Although there may not be an abundance of jobs available today, the lack of jobs has not eased the skills shortage. The lack of a skilled labor pool is still a serious long-term issue. Recruiters should routinely include "PHR, SPHR or GPHR preferred" in advertisements for professional-level HR jobs. Recruiters need not worry that adding this preference may decrease the applicant pool. In fact, stating this preference may likely increase the pool of qualified candidates for the position and help separate the wheat from the chaff.

Many certified professionals are members of local chapters of the Society for Human Resource Management (SHRM). This organization is an excellent source for certified HR talent and resources. To learn more about how professional certification for HR professionals can benefit your organization, please visit the HRCI web site at www.hrci.org.

Alisa Goldschmidt is the Marketing Manager for HRCI.

Your Foundation at Work: The SHRM Information Center

The SHRM Foundation supports the SHRM Information Center through a quarter million dollar grant. The Information Center, a free service to SHRM members, publishes the online White Papers series, maintains the Competitive Practices Database and answers more than 70,000 HR inquiries annually. The Foundation grant ensures that the Information Center has the latest technology and the most current resources to help HR practitioners get the answers they need quickly and easily. For an overview of the Foundation's work, visit www.shrm.org/foundation.

The SHRM Foundation: Investing in Your Future as an HR Leader

Leah S. Smith, PHR
TSC Foundation Chair
BVHRMA #0330
979.393.9936
<mailto:leah.smith@trajen.com>

Legislative Updates

Together, we can make a difference!!

Last week, SHRM called upon its Grassroots' members to help defeat an amendment that would have effectively expanded the reach of the FMLA, without the normal legislative process, including examination and comment periods by human resource professionals. Proposed amendment, S #5134, to Department of Defense Authorization legislation, introduced by Sen. Feingold (D-WI), introduced expanding FMLA to dependents of military personnel deployed overseas by allowing access to 12 weeks of job-protected intermittent leave.

The FMLA Technical Corrections Coalition (active for the last couple of years following all legislative proposals that affect FMLA expansion) tapped into the GRASSROOTS efforts of SHRM to block the proposed amendment. By e-mailing SHRM members with a high-priority action to contact their Senators regarding this amendment, S #5134 was blocked by alternative amendment. Later that evening, Feingold withdrew his proposed amendment (for now) due to the debate that would likely occur.

Thanks to SHRM & the HR professionals for blocking any new regulations without proper process! Please let me know if you want any further information about this particular effort, or about getting involved in the grassroots process.

26th Annual Symposium, on Thursday, July 29 through Friday, July 30, 2004, in San Antonio, for only \$295 (SHRM members). This annual symposium, hosted by The Texas Association of Business and the Society for Human Resource Management (SHRM) Texas State Council, brings critical information that every business owner should know from the human resources perspective. For more information, call 800/856-6721 or visit the website to get registration forms, <https://www.txbiz.org/ERSReg.nsf/WebRegForm>.

Submitted by Konny Goff, Legislative Chair

Please remember if you plan on attending the Thursday August 5 luncheon RSVP Lawanna Gustavas, Gustals@Kellyservices.com by noon on Monday, August 2, 2004.

Brazos Valley HRMA is an affiliate of SHRM (Society for Human Resource Management). For more information about HR employment, resumé's for individuals seeking a career in HR, and to find helpful links to other HR relevant web sites. go to