



## September 2004 NEWSletter



### 2004 OFFICERS

#### President

Rod Mitchell  
Grace Bible Church  
[rodmitchell@grace-bible.org](mailto:rodmitchell@grace-bible.org)

#### President Elect

Chris Grunkemeyer  
First American Bank, SSB  
[grunkemeyer@fabtexas.com](mailto:grunkemeyer@fabtexas.com)

#### Co-Vice President- Programming

Sharon Cheatham  
O.I. Corporation  
[scheatham@oico.com](mailto:scheatham@oico.com)

#### Co-Vice President- Programming

Lawanna Gustavus  
Kelly Services  
[gustals@kellyservices.com](mailto:gustals@kellyservices.com)

#### Co-Vice President- Membership

Jamie Boyd  
MJS Solutions, LTD  
[jamie@mjs-online.com](mailto:jamie@mjs-online.com)

#### Co-Vice President- Membership

Lori Howe  
Trajen, Inc.  
[Lori.Howe@trajen.com](mailto:Lori.Howe@trajen.com)

#### Secretary

Steve Davee  
S.C. Davee Associates  
[scdavee@txcyber.com](mailto:scdavee@txcyber.com)

#### Treasurer

Jamie Boyd  
MJS Solutions, LTD  
[jamie@mjs-online.com](mailto:jamie@mjs-online.com)

### October BVHRMA Luncheon

*When:* Thursday, October 7, 2004

*Where:* College Station Conference Center

*Time:* 11:30 AM - 1:00 PM

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

*RSVP:* to Lawanna Gustavus at [Gustals@kellyservices.com](mailto:Gustals@kellyservices.com)  
by Monday, October 4, 2004.

*Speaker:* Roland Mower, Research Valley Partnership.

*Topic:* Economic Development

### Future Events

#### October 5-8, 2004

HR Southwest - Regional Conference [www.hrsouthwest.com](http://www.hrsouthwest.com)  
Fort Worth, Texas

#### November 4, 2004

Topic: COBRA (New Laws and Changes)

Speaker: Oweida Peterson - Conexix

Location: College Station ConferenceCenter, Rm. 101

#### November 15, 2004 - January 15, 2005 *Winter Exam Window*

PHR/SPHR Certification Exams

Visit <http://www.hrci.org/> for deadline dates, times,  
locations, etc.

#### December 2, 2004

Holiday Luncheon

Pebble Creek Country Club, Empire Room

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

## September Dates of Awareness

*Submitted by Jennifer Humphries, BVHRMA Diversity Chair*

### September DIVERSITY DATES

Sept 15-Oct 15 - National Hispanic Heritage Month (Mexico)

1 - Healthy Aging Month: National attention on the positive aspects of growing older.

6 - Labor Day (United States)

11 - Israal Miraji Ascent of Propher Muhammad

12 - Grandparent's Day (United States)

16 - Independence Day (Mexico)

16 - Rosh Hashanah (Jewish New Year)

16 - Stepfamily Day

18-26 - Religious Freedom Week

19-25 - Deaf Awareness Week

19- San Gennaro Day (Italian-American)

21 - Autumnal Equinox (Japan)

25 - Yom Kippur (Jewish)

30 - Sukkot (Jewish)

News and Trends for August/September

By Barbara Deane and Erika Doyle

What is the most important value in U.S. American culture right now?

With the current U.S. political and economic climate fraught with uncertainty, DiversityCentral.com polled our readers about the dominant cultural values shaping the perceptions and judgments of most Americans today. We presented our readers with six choices, which included five sets of values and one choice that read "None of the above." We then asked readers to choose which one value set most strongly represents U.S. American culture right now. More than half of those responding chose the value set "Freedom, liberty and independence", while almost one quarter selected the option, "None of the above."

Here are the values our readers selected:

Freedom, liberty, independence. 53% (32 people) Justice, fairness, equity. 15% (9 people) Integrity, truth, honesty. 1% (1 person) Responsibility. 5% (3 people) Unity (family or community). 3% (2 person) None of the above. 21% (13 people)

The above list of values are included in a list of eight "global values" presented by Rushworth Kidder in his book, *Shared Values for a Troubled World* (Jossey-Bass, 1994). According to consultant Alan Richter\*, when people are asked to choose their most important value from Kidder's list, Americans choose "freedom" 99 percent of the time, whereas people in Asia choose "unity (family or community)" 90 percent of the time. While Richter reminds us that global values are ideals and not always lived up to, this suggests that people in different parts of the world prioritize values differently. Although the participants in our Quick Poll represent only a small sample, we note that our readers did not overwhelmingly choose "Freedom, liberty, independence," and perhaps more noteworthy is that one quarter of our readers didn't select any of these value sets at all. If these patterns held in a larger sample of respondents, it might indicate some kind of shift occurring in American thinking.

A total of 60 people responded to the Quick Poll conducted during the month of July 2004.

\* From the article, "The diversity of values and the implications for global diversity work," by Alan Richter, *Cultural Diversity at Work Archive* (January 2001), DiversityCentral.com. Source:

[http://www.diversityhotwire.com/diversity\\_practitioners/news\\_trends.html](http://www.diversityhotwire.com/diversity_practitioners/news_trends.html)

## Your Foundation at Work: School-to-Work Matching Grants

Did you know? The SHRM Foundation funds up to \$10,000 per year in Education Matching Grants to SHRM chapters. Each year, matching grants of \$1,000 to \$2,500 per chapter are available to support chapter school-to-work initiatives. School-to-work programs offer chapter members the opportunity to do something for their communities, and to help develop the skilled workforce they'll need in the future. Business partnerships with students, teachers, schools and school districts are essential to overcome the deficiency in basic skills that often exists. Through these programs, students develop workforce readiness skills, gain work experience, and learn about career opportunities. To learn more about the matching grant program, please visit [www.shrm.org/foundation](http://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

## Confused About New FLSA Rules? New SHRM Book Helps Define Exempt and Non-exempt

For decades, human resource (HR) professionals have been working with outdated, confusing regulations regarding exempt and non-exempt employee status. The U.S. Department of Labor (DOL) has issued new rules to clarify Fair Labor Standards Act (FLSA) regulations and the Society for Human Resource Management (SHRM) and Seyfarth Shaw, LLP, have published a new book to help HR professionals apply the new laws in their organizations.

*What Every Manager Needs to Know about the FLSA and Its Updated Exempt Status Regulations* covers the regulations that come into effect on August 23, 2004. Written by the employment attorneys at Seyfarth Shaw Attorneys, LLP, this publication guides organizations through the changes that they need to make. The book addresses all aspects of the white-collar exemption regulations, as well as how HR professionals are to navigate different state and federal rules—(18 states have overtime exemption standards that differ from the federal regulations and HR professionals must be versed in both). *What Every Manager Needs to Know about the FLSA and Its Updated Exempt Status Regulations* is available through the SHRMStore at <http://shrmstore.shrm.org/shrm/>. The book is \$34.95 for SHRM members and \$39.95 for non-members.

## Be A Leader in BVHRMA!

Each year the Executive Board of BVHRMA is charged with the responsibility of selecting a slate of nominees for the elected volunteer leadership positions. Those nominees are presented for election by the membership at the regular November meeting.

This year the Board is asking every BVHRMA member to seriously consider volunteering to serve in a volunteer leadership position. To facilitate that process, we have prepared the attached Volunteer Interest Form for you to complete and return to the Board by September 15. The form lists all of the elected leadership positions and provides a brief job description for each. For more detailed information about the positions, refer to the BVHRMA website and click on "BVHRMA Volunteer Descriptions"

If you would like to discuss any of the positions with the incumbents, feel free to contact them directly. Their contact information may also be found on the website.

I hope you will seriously consider volunteering to serve in a leadership position for 2005. Broad participation in the leadership of our chapter will help ensure its future success. The attached form (Page 4) may be completed online and emailed to Steve Davee, chapter Secretary, at [scdavee@txcyber.com](mailto:scdavee@txcyber.com) or faxed to him at 979-690-3351 by September 15.

**Brazos Valley Human Resource Management Association**  
*Volunteer Leader Interest Form*

Date:	Certification:
Name:	
Title:	Employer:
Employer Address:	
Phone: Fax:	Email:
How long have you been a BVHRMA member?	Are you a SHRM member?

**Volunteer Leadership Interest**

*Please use the position titles listed below to prioritize volunteer leadership positions in which you have interest. Indicate your top four choices by indicating the numbers 1,2,3 or 4 in the section labeled "Level of Interest."*

<b>Level of Interest (1,2,3,4)</b>	<b>Position Title</b>	<b>Position Responsibilities</b>
	<b>President</b>	Preside at regular meetings. Serve as Chair of the Executive Board.
	<b>President Elect</b>	Serve as general assistant to President and assume duties as required.
	<b>VP Programs</b>	Develop, schedule and coordinate programs for membership meetings.
	<b>VP Membership</b>	Recruit, review and present applications of prospective members. Produce annual membership directory. Maintain membership rolls.
	<b>Secretary</b>	Record, maintain and distribute minutes of Board meeting.
	<b>Treasurer</b>	Manage receipts, disbursements, accounts and financial records for the organization.
	<b>Certification Chair</b>	Promote benefits of HRCI professional certification. Communicate developments, distribute materials, arrange study groups, advise members seeking certification.
	<b>Diversity Chair</b>	Enhance efforts to promote diversity within the association membership and oversee activities and resources directed at those efforts.
	<b>Legislation Chair</b>	Provide periodic updates on the status of key legislative issues affecting the human resource management field.
	<b>Newsletter Chair</b>	Prepare, publish and distribute a monthly Association newsletter and other Association published communications.
	<b>Public Relations Chair</b>	Provide liaison between the Association and local and national news media.
	<b>School to Work Initiative Chair</b>	Coordinate Association support of local school programs aimed at helping students achieve successful transition from high school to employment.
	<b>Student Liaison Chair</b>	Serve as liaison with the Texas A&M University student chapter of SHRM and coordinate developmental activities to support those students in their study of HR management and administrations
	<b>Website Chair</b>	Responsible for maintenance and upgrade of the Association internet website.

Please submit your completed form not later than September 15 to Steve Davee, Chapter Secretary at [scdavee@txcyber.com](mailto:scdavee@txcyber.com) or Fax: 979-690-3351