



October 2004 NEWSletter



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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
by Monday, October 4, 2004.

Speaker: Todd McDaniel, Research Valley Partnership.

Topic: Economic Development

Future Events

October 5-8, 2004

HR Southwest - Regional Conference 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.

Diversity in October

National Disability Employment Awareness Month

Work to End Domestic Violence Day
Annually, October 1st

Children's Health Month

National Fire Protection Week
Annually, the Sunday through Saturday in which October 9th falls

National Lee Denim Day for Employers
Annually, the first Friday in October

Breast Cancer Awareness Month

Make a Difference Day
Annually, the fourth Saturday in October

Sight Night
Annually, October 31st

For other diversity dates, please go to http://www.shrm.org/hrtools/tlcalendar_published/

10 Steps for Creating Tolerance in the Workplace

1. Hold a "brown bag lunch" series to talk about diverse cultural and social issues.
2. Create a display area where employees can post notices of events and activities happening in their communities.
3. Collaborate with local community organizations and encourage employees to volunteer.
4. Provide employees with opportunities to attend local cultural events and exhibits.
5. Incorporate diversity as a business goal and secure a high degree of commitment from all employees.
6. Avoid singling out employees of a particular race or ethnicity to handle diversity issues on behalf of everyone else.
7. Start a mentoring program that pairs employees of diverse backgrounds (e.g., different age groups, cultures or levels within the company).
8. Foster an open working environment.
9. Value the input of every employee and reward managers who do.
10. Establish an internal procedure for employees to report incidents of harassment or discrimination. Publicize the policy widely.

(www.tolerance.org)

Your Foundation at Work: Making Mergers Work

The SHRM Foundation book, *Making Mergers Work*, is making headlines! Based on a joint study with Towers Perrin on the role of human resources in mergers and acquisitions, the book clearly demonstrates that HR's early strategic involvement in the M&A process directly impacts its chances of success. If your organization is planning a merger, be sure to pick up your copy of *Making Mergers Work*, the Strategic Importance of People from the SHRMStore.

The book provides detailed information on how HR can add value at every stage of the M&A process. A review in Soundview says "this book gives [HR] the tools necessary for creating careful planning and implementation, realistic expectations, and consistent, well-conceived communication with employees." To read an executive summary of the findings or to purchase the book, 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



October 5-8, 2004 “Sailing to New Territories” Fort Worth Convention Center

HR Southwest is fast approaching, but it is not too late to register. You can still register on-line at www.hrsouthwest or on-site.

Full Conference Rates: \$585 for SHRM National & Texas State Chapter members /\$635 for non-members.
One Day Conference Rates: \$150 for SHRM National & Texas State Chapter members/\$175 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. 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 or faxed to him at 979-690-3351 by.

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."

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

Please submit your completed form to Steve Davee, Chapter Secretary at scdavee@txcyber.com or Fax: 979-690-3351