



April 2005 Newsletter



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April 2005 BVHRMA Luncheon

Where: College Station Conference Center, Room 101

When: Thursday, April 7, 2005 at 11:30 a.m.

Speaker: **Dr. Michael Wesson**, Mays Business School, Texas A&M University

Topic: **Knowing the "basics" about the Termination Interview: Training, Preparation, and Documentation**

RSVP: konny@igoergo.com or 778-0502, #114, by noon on Monday, April 4th

The session is designed to be a general overview of the termination interview. Basic topics to be covered will be: the importance of training managers for the interview, preparation for the interview itself including topics to be covered, and documentation after the interview process. "Myths" about terminations and "best practices" will also be covered. A mock termination will be conducted as part of the session.

Dr. Michael Wesson teaches and does research in the areas of human resource management and organizational behavior. His specific research interests focus on the areas of organizational entry (recruitment, selection, and socialization), job search, person-organization fit, and organizational justice. Prior to returning to school for his doctoral degree at Michigan State University, Michael worked for 3 years as human resources manager for Baker Hughes, Inc.. He has served as a consultant to the automotive supplier, oil and gas, and technology industries in areas dealing with recruiting, onboarding, compensation, and turnover.

Board Accepts Resignation

On April 4, 2005, Chris Grunkemeyer submitted his resignation as President of BVHRMA for 2005. At its meeting on Friday, April 1, 2005, the board accepted his resignation and took nominations for individuals to fill the vacant president position. Leah Smith was elected to serve out the remaining year as President. We thank her for her willingness to step up in this fashion.

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 Awareness Dates April 2005

- April 1** April Fool's Day -USA, Canada, UK Farvardin-Iranian
 Kha B'Nissan New Year- Assyrian
- April 3** Daylight Saving Time begins
- April 5** Ch'ing Ming Festival – China, Taiwan
- April 6** Chakri Day – Thailand Organization of the Church - Mormon



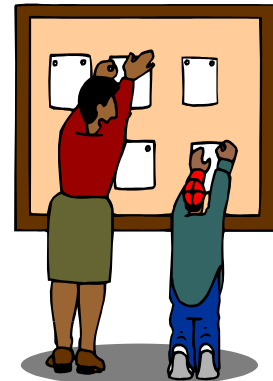
- April 7** World Health Day (U.N.) – Dedicated to the protection and advancement of human health.
- April 9** Chetra Navratra – Hindu Jalai – Baha'i
- April 13** Baisakhi (Sikhism) Bown Pinai New Year – Laos

- April 15** Adam's Peak Pilgrimage – Sri Lanka
- April 17** Independence Day – Syria

- April 18** Ram Navami – Hindu
 Sechselauten – Switzerland
 Independence Day – Zimbabwe

- April 19** Discovery Day – Puerto Rico

- April 21** Mahavira Jayanti – Jain
 Feast of Ridvan – Baha'i
 Kartini Day – Indonesia
 Daughter/Son to Work Day – USA, Canada
 Eid-Maulad-Un Nabi – Islam



- April 22** Gathering of Nations Pow Wow – Aboriginal
 Earth Day
 Passover begins at Sundown – Jewish
 St. George's Day – Christian
 World Book & Copyright Day – U.N.

- April 24** Palm Sunday – Eastern Orthodox
 Pesach (Passover) – Jewish
 Martyrs Day – Armenia

- April 25** Anzac Day – Australia, New Zealand Independence Day – Portugal

- April 27** Administrative Professionals Day – USA, Canada

- April 28** Holy Thursday – Easter Orthodox

- April 29** Holy Friday – Eastern Orthodox Midori No Hi – Japan
 Arbor Day – USA

- April 30** Gahambar Maidyozaarem- Zoroastrian Koninginnedag – Netherlands

Legal Briefs for HR

By Audrey E. Mross

1. Big Day in Austin - Congratulations to AHRMA for hosting a terrific legislative day this past Thursday, March 24! I was honored to be the luncheon keynote speaker, and found many folks who were interested in pending employment-related legislation and willing to jump in and be a part of the process! Big thanks to Philip Brady, the AHRMA legislative chair (and his team), and Cathy Wodarski, AHRMA president, for making this day happen!

2. Chart of Pending Bills - In preparing for my speech, a chart of pending bills was prepared. This chart should be included with this newsletter.

3. We're #5 - Texas was #5 last month, in sending letters to Congress via HRVoice on the SHRM website. We achieved that level with only 89 letters (and the #1 state had only 135), so we can easily move up the charts by inspiring a few more folks to use the website to communicate their views. The aforementioned PowerPoint includes a slide-by-slide demo of how easy it is to use HRVoice.

4. Amicus Brief - The SHRM Texas State Council filed an amicus brief with the Texas Supreme Court, at the request of defense counsel, in a case involving the enforceability of arbitration agreements in employment. As of March 16, the parties have been instructed to submit briefing, which may result in the Court taking up the appeal (from a lower court decision that refused to enforce the arbitration clause).

We were able to assist counsel, via an amicus brief, in getting a very good decision for employers in the Zeltwanger case (nixing plaintiffs' ability to use a tort theory of liability, where an adequate remedy was available under a statute, for the purpose of evading the statutory caps on damages) and hope to be of service to employers, again, with this second TSC "friend of the court" brief. Stay tuned!

5. Good Publicity - The legislative chair of Dallas HR was recently quoted and pictured in a Dallas Morning News article which discussed phased retirement. Way to go, Barbara O'Neal!

6. Need Publicity? - If you are part of a business that would benefit from advertising that targets fellow HR professionals, have I got a deal for you! HR Matters is a quarterly magazine that is delivered, at no charge, to over 14,000 SHRM members in Texas. Even better, the more advertising that is sold, the more substantive content (i.e., good articles) can be included in each issue. If you have questions, ask the TSC Media Relations Co-Director, Jill Silman, at jsilman@meador.com.

*** Audrey E. Mross serves as the Co-Director of Legislative Action for SHRM Texas State Council. She is Labor & Employment Attorney with Haynes and Boone, LLP. You may contact her at audrey.mross@haynesboone.com or 214.651.5577.*

Your Foundation at Work: Effective Practice Guidelines

The SHRM Foundation: Investing in Your Future as an HR Leader. If you are like most HR professionals, you probably have trouble keeping up with the latest research findings in human resources. To help make research-based knowledge more accessible, the SHRM Foundation has created a new series entitled *Effective Practice Guidelines*. The guidelines compile and summarize the HR practices in a given area that have been shown to be effective

based on research studies. A subject matter expert with both research and practitioner experience distills all relevant findings and expert opinion into specific advice on how to conduct effective HR practice. The first report in the series covers Performance Management and was written by Elaine Pulakos. The report may be downloaded free from the SHRM Foundation website.

Deadline for SHRM Scholarship Approaches

Investing in Your Future as an HR Leader

The SHRM Foundation Regional Scholarship Program is a flexible awards program designed to assist working SHRM members. Scholarships are awarded annually to professional, general and associate members pursuing a college degree or working towards SPHR or PHR certification. The number of scholarships and the individual award amounts will vary each year depending on the number of applicants and their financial needs. However, a total of \$6000 in scholarship money is available for SHRM members in your region, and a total of \$30,000 will be awarded nationwide in 2005.

Individuals may apply for either an Education Scholarship or a Certification Scholarship, and applicants may specify the amount of money



they are requesting up to \$3000. For example, if your organization does not reimburse you for taking the certification exam, you could request a scholarship for the amount of the exam fee. Or you might be working on your master's degree.

If your tuition reimbursement does not cover your full college costs, you could request a scholarship to cover the additional expenses. Chapters and state councils may also apply for scholarship funds to support certification-training programs.

The 2005 application deadline is May 15. To learn more about the scholarships and to download an application, please visit http://www.shrm.org/foundation/2002_scholguidelines.asp

National Student Employment Week, April 11-15, 2005

By Erin Porter, Texas A&M University

April 11- 15, 2005, Texas A&M University will celebrate National Student Employment Week (NSEW) for the sixth consecutive year. This week-long celebration is dedicated to acknowledging and recognizing the valuable contributions Texas A&M student employees make to our university and the surrounding community. Student employees occupy many on and off-campus positions that play an integral role in the operation of our offices and businesses.

The TAMU Student Employment Office will be hosting "Professional Image: the Total First

Impression," on April 14, 2005, from 6:00 p.m. to 7:00 p.m. in Room 401 in Rudder Tower. Participants in this workshop will learn and practice techniques for projecting an image of confidence and professionalism by dressing for business success, the importance of being positive and proactive, and the benefits of being respectful of and cooperative with coworkers. This free seminar is open to the public. For more information, contact Erin Porter, Student Employment Office, Texas A&M University, 979-845-4542, eporter@tamu.edu.



Student Sponsorships Available

As great as HR Southwest is for you as a professional, it is just as beneficial for college students that are preparing for a lifetime in the Human Resources field. HR Southwest, October 25 – 28, 2005 in Ft. Worth, is one of the largest regional conferences of its kind. World known keynote speakers, extensive education sessions, and networking opportunities are just a few of the benefits for students.

Because BVHRMA knows the value this experience has to bear on students, we have approved two \$100 sponsorships for students attending this meeting. Do you know a college student who would be interested in attending HR Southwest? Students interested should contact Tom Owen at towen@tfs.tamu.edu for more information.

BVHRMA Meetings 2005

May 5, 2005, 11:30am	Networking lunch with 1/2 day session on Employee Retention by Jill Hickman	College Station Conference Center
June 2, 2005, 11:30am	TBA	College Station Conference Center
Upcoming Seminars & Conferences		
<p><u>SHRM Global Forum Conference & Exposition</u> April 11-13, 2005 in Chicago, IL http://www.shrm.org/conferences/global/</p> <p>Conference highlights include strategic discussions, workshops and presentations about global HR practices and issues from world-renowned experts of global HR</p>		<p><u>EMA Conference & Exposition</u> April 20-22, 2005 in Dallas, TX http://www.shrm.org/conferences/ema/</p> <p>This conference dedicated to HR professionals specializing in employment and staffing and is specifically designed to focus on the distinctive interests and professional development needs of employment professionals.</p>
<p><u>1st Annual Texas Diversity & Leadership Conference</u> May 9-11 in San Antonio http://texasdiversitycouncil.org/conference/</p> <p>Designed to provide a platform for dialogue on inclusion and diversity-related issues that impact our state. Participants will share best practices and strategies for integrated diversity initiatives to link business goals to workplace, marketplace, and community diversity objectives.</p>		<p><u>SHRM Annual Conference & Exposition</u> June 19-22, 2005 in San Diego, CA http://www.shrm.org/conferences/annual</p> <p>Certificate programs, SHRM Academy, the Masters Series featuring world-renowned experts in the field of management sciences, and a variety of other educational programs all designed with your HR needs and development in mind.</p>
<p><u>HR Southwest</u> October 25 – 28, 2005 in Ft. Worth http://www.hrsouthwest.com</p> <p>“HR: A Hallmark of Excellence” is this year’s theme for this regional conference that offers world known keynote speakers, extensive education sessions, and networking opportunities.</p>		

Ambassador to be Named

Am-bas-sa-dor. 1. A diplomatic official of the highest rank appointed and accredited as representative in residence by one government or sovereign to another, usually for a specific length of time. 2. An authorized messenger or representative.

Would you be interested in serving as the BVHRMA Ambassador to HR Southwest?

Grants will be awarded to HR chapters in December 2005 based on member registration at the HR Southwest, October 25 – 28, 2005. To that end, we are looking for an ambassador to help promote and market HR Southwest to our members and serve at the conference.

If you would be interested or would like more information about this service, please contact Leah Smith at leah.smith@trajen.com.