



# May 2006 Newsletter



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## HELPING THE LABOR MOVEMENT EMBRACE RECOVERY

At 3 pm on May 3, 2006, the National Alcohol and Drug Addiction Recovery Month Web site will premiere a Web cast exploring the labor movement's role in supporting recovery from alcoholism and drug addiction. Union members, employers, employee assistance professionals and others interested in worker health and wellness issues are encouraged to tune in.

Titled "Helping the Labor Movement Embrace Recovery," the Web cast will address how labor organizations can help their ranks fully address these issues, especially those in industries most at risk for alcohol and drug abuse.

Expert panelists addressing these issues will be Frank Migliaccio, Executive Director, International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers; Jamie Becker, Behavioral Health Care Coordinator, Laborers' Health and Safety Fund of North America; Robert Lindsey, President, National Council on Alcoholism and Drug Dependence, Inc.; and Ann Price, Co-Chair, United Airlines, The Association of Flight Attendants, Employee Assistance Program.

This Web cast is one in a series of such programs sponsored by Recovery Month throughout the year. To view it, visit the Recovery Month Web site, <http://www.recoverymonth.gov/2006/>. Following the premiere, the Web cast will remain available through the site's archive.

For additional information about how unions and union employers can work together to ensure their workplaces are drug free and supportive of those in recovery, visit DOL's Working Partners for an Alcohol- and Drug-Free Workplace Web site at [www.dol.gov/workingpartners](http://www.dol.gov/workingpartners). Working Partners leads DOL's Drug-Free Workplace Alliance, a partnership that works to improve safety and health in the construction industry through substance abuse prevention and intervention.

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).

## IN THIS ISSUE

Coming Events	Pg 4
Diversity Notes	Pg 3
HR Services Study	Pg 5
HR Southwest	Pg 5
Member Profile	Pg 2
SHRM Foundation	Pg 2
Webcast	Pg 1

## **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](http://www.shrm.org/foundation).

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

## **MEMBERSHIP PROFILE NEW MEMBER**

Born: ?

Family: ?

Education: ?

Who will the newest member of BVHRMA be? The next new member of BVHRMA could be a business owner or an office manager in a small business. These individuals may have other duties but they hold the primary responsibility for the human resource function in a small business or organization. Many of these small business owners and office managers in the Brazos Valley do not realize that they are eligible to join BVHRMA. The benefits in joining BVHRMA for these individuals are they same as those of the HR professional, access to networking with other HR professionals and thereby access to a wealth of HR knowledge, monthly meetings, etc.

The number of small businesses in the Brazos Valley is growing. We need to get the word to the small business owners and office managers in our community about the opportunities and resources that BVHRMA offers to them. As a member of BVHRMA, will you serve as an ambassador to the community by telling those you know about the resources and help available to them through BVHRMA?



## **HR – LEADING PEOPLE LEADING ORGANIZATIONS**

## **DIVERSITY NOTES**

### **MAY 2006**

- 1 - May Day
- 2 - May Day Bank Holiday (United Kingdom)
- 3 - Israel's Independence Day (Yom Ha'Atzma'Ut)
- 4-7 - Cinco de Mayo (Mexico)
- 4 - National Day of Prayer (United States)
- 9 - Victory Day (Russia)
- 10 - Mother's Day (Mexico)
- 14 - Mother's Day (United States)
- 19 - Malcolm X's birthday (African-American, United States)
- 20 - Armed Forces Day
- 23 - Declaration of the Bab (Baha'i)
- 25 - Ascension Day (Christian)
- 29 - Ascension of Baha'u'llah (Baha'i)
- 29 - Memorial Day (observed)

Asian/Pacific American Heritage Month  
National Mental Health Month  
National Older Americans Month  
Women's Health Care Month

**Asian/Pacific American Heritage Month** was enacted by Public Law 102-450 on October 28, 1992. The purpose of the law was to honor the achievements of Asian/Pacific Americans and to recognize their contributions to the United States. This recognition was the culmination of Jeanie Jew's efforts in the 1970's to establish Asian Pacific American Heritage Week. Following the United States bicentennial in 1976, Jew realized that Asian Pacific Americans were ". . .were excluded from those stories during celebrations of the country's bicentennial. We were literally ignored even though we were part of building this country."

A year later, Jew enlisted the support of Rep. Frank Horton (R-NY) who, along with Rep. Norman Mineta, (D-CA), introduced House Resolution 540. This resolution proclaimed the first ten days of May as Asian Pacific American Heritage Week. Senators Daniel Inouye and Spark Matsunaga introduced similar legislation into the Senate.

May was selected for the recognition because two significant events in history took place in that month: Japanese immigrants first arrived in the United States on May 7, 1843, and the transcontinental railroad was completed on May 10, 1869 (Golden Spike Day). Furthermore, since school is still in session during May, educators could capitalize on the opportunity to include APA history into the curriculum.

On Oct. 2, 1978, President Jimmy Carter signed the Joint Resolution and the first Asian Pacific American Heritage Week was celebrated in May 1979. In 1992, the week was expanded to a month-long recognition when President George Bush signed the law permanently designating May of each year as Asian Pacific American Heritage Month. The law was unanimously supported by both the House of Representatives and the Senate.

## Upcoming Seminars & Conferences

<p><b><u>SHRM Annual Conference &amp; Exposition</u></b>          June 25-28, 2006 Washington, D.C.  <a href="http://www.shrm.org/conferences/annual/">http://www.shrm.org/conferences/annual/</a></p> <p>The SHRM Annual Conference &amp; Exposition is a three-and-a-half-day conference designed to give you, the HR professional, the most comprehensive and relevant professional development programs that improve your knowledge, skills and abilities.</p>	<p><b><u>2006 Strategic HR Conference</u></b>          October 4-6, 2006, Westin Kierland Resort   Phoenix, Arizona</p> <p>This three-day meeting promises to accelerate your strategic thought process, expand your view of what's possible, and give you key insights and ideas that you can use immediately to impact the success of your organization. An esteemed team of HR experts, leaders and visionaries will share their wisdom and best practices on how to think and act strategically.</p>
<p><b><u>2006 SHRM Workplace Diversity Conference &amp; Exposition</u></b>          October 16-18, 2006, Century Plaza Hotel and Spa   Los Angeles, California  <a href="http://www.shrm.org/conferences/diversity/">http://www.shrm.org/conferences/diversity/</a></p> <p>Join leaders in the field of diversity management at this two-and-a-half-day forum. You will attend guided dialogue sessions that focus on emerging issues, current research, and legislative and regulatory compliance. This conference promises to be an excellent learning and networking opportunity for all professionals who are responsible for diversity within small, medium and large organizations.</p>	<p><b><u>HR Southwest</u></b>          October 17-20, 2006          Fort Worth Convention Center          Fort Worth, Texas  <a href="http://www.hrsouthwest.com/">http://www.hrsouthwest.com/</a></p> <p>World-renowned keynote speakers, one of the most extensive schedules of educational sessions, fantastic networking forums, fabulous prizes, and a first-class venue for exposure to the newest HR products, techniques and services.</p>

## BVHRMA Chapter Meetings & Events

<p>May 4 College Station Conference Center, Room 101</p>
<p>June 1 College Station Conference Center, Room 127</p>
<p>July 13th</p>
<p>August 3</p>
<p>September 7</p>
<p>October 5</p>
<p>November 2</p>
<p>December 7</p>



## **Self-Audit Opportunity – Online HR Services Study Funded by SHRM Foundation**

The Smith School of Business at the University of Maryland, with funding from the Society for Human Resource Management (SHRM) Foundation, is conducting an important study of online HR services—sometimes referred to as “Virtual HR.” The study seeks to learn more about the conditions that lead to positive employee perceptions of HR services via technology. A number of organizations have already joined the study and Chapter members are invited to participate.

Participation in the study provides organizations with an opportunity to do a “virtual HR self-audit.” To be eligible for participation, an organization must have at least some HR content and/or services available to employees online, typically via intranet or Internet connections.

For each participating organization, the Smith School surveys 15-30 newcomer employees (3-6 months tenure) and their supervisors (optional). Organizations then receive self-audit data showing the results for their organization. Separately, they also receive comparative information related to a group of participating organizations.

The survey is online, although other arrangements can be made for special

circumstances. “The entire survey process, including reminders, is handled by the Smith School so it is very easy for organizations to participate,” says Kay Bartol, a professor in the Smith School and the principal investigator for the study. Normally, there is no cost for participation unless there is some unusual expense involved.

All data will be confidential and will not be reported in a way that identifies your organization or the others involved in this study.

A previous study funded by the SHRM Foundation and conducted by the Smith School surveyed multiple individuals in more than 150 organizations. The results generally supported the benefits of increased self-service via information technology. There was considerable variation, however, which pointed to the need for this follow-up study aimed at identifying the conditions that support positive reactions from employees. This phase of the study focuses on newcomers to the organization, an important segment and one that typically uses the online services immediately.

If you are interested in having your organization participate, please contact Dr. Kay Bartol, for more information at [kbartol@rhsmith.umd.edu](mailto:kbartol@rhsmith.umd.edu) or (301-405-2249).

### **DEADLINE APPROACHES**

The early registration deadline for the 2006 HR Southwest Conference on Oct 17-20, 2006 in Fort Worth is June 15, 2006. Tom Owen is serving as the HR Southwest Ambassador again this year. When you register for the conference you should enter our chapter name and Tom’s name as Ambassador in the appropriate areas. A blank HR SW registration form with those entries already made is attached to this newsletter.