



# November 2007

CHAPTER #0330

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## *The changing face of today's workforce*

**Who:** Dr. Elizabeth Umphress

**Topic:** The changing face of today's workforce

**What:** BVHRMA Monthly Meeting and Luncheon

**When:** Thursday, November 1, 2007 from 11:30 to 1:00

**Where:** College Station Conference Center, 1300 George Bush Drive, College Station, TX

**Cost:** \$10 for members; \$15 non-BVHRMA members

**Lunch (subject to change):** Lasagna, Green Salad, Garlic Bread, & Green Beans

**RSVP:** [n-felcman@tamu.edu](mailto:n-felcman@tamu.edu) or [www.bvhrma.org](http://www.bvhrma.org)

### **Topic Description:**

Join us for a presentation that will help you to recognize the learning opportunities and challenges associated with diversity in the workplace. As well as provide you with tips to help integrate a diverse workforce.

### **Speaker Bio:**

Dr. Umphress is an assistant professor in the Mays Business School at Texas A&M University. Her research focuses on three related themes: organizational justice, ethical behavior, and diversity. Her work has appeared in journals such as the *Academy of Management Journal*, *Journal of Applied Psychology*, *Organization Science*, and *Organizational Behavior and Human Decision Processes*. Dr. Umphress teaches a diversity and ethics course to executives, and negotiations to undergraduate and graduate students in the Mays Business School. She has won several college-level teaching awards including the Association of Former Students Distinguished Achievement Award. Also, she serves on the editorial board of *The Academy of Management Review* and *Organizational Behavior and Human Decision Processes*.

### *Prose from the Pres*

Greetings from HR Southwest. If you are not here attending, then you are really missing a great opportunity to interface with other HR Professionals and develop professionally. Additionally, at least one of our members, Nikki Felcman has reached out and volunteered to server on one of the HR Southwest committees. She has been assisting with the registration booth and although working long and hard, has had a rewarding experience. I encourage every one of you to try to attend HR southwest in the future as it will be a great benefit to you.

In addition, the Texas State Council meeting was rewarding and both Sarah Tobola, our president elect, and I have picked up some great ideas which we will be bringing back to our chapter. With all the growth in the Brazos Valley, we have some great opportunities to grow our chapter and provide a wealth of HR expertise to our community. Watch for our redirected mission statement and commitment to a new vision for our organization – an organization of truly HR professionals!

See you the next BVHRMA meeting in November.

Bob Hensz

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### *November Diversity Calendar*

National American Indian Heritage Month

- 1 - All Saints' Day (Christian, Roman Catholic)
- 1 - Dia de los Muertos "Day of the Dead" (Mexico, Latin America)
- 2 - All Souls' Day (Roman Catholic)
- 4 - Daylight Saving Time ends (United States)
- 11 - Veteran's Day (United States)
- 12 - Birthday of Baha'u'llah (Baha'i)
- 22 - Thanksgiving (United States)

## *2007 SHRM & State Upcoming Events...*

### **Texas State Council Global Forum Conference**

November 7, 2007 | Houston, TX

### **SHRM Leadership Conference**

November 14-15-16 | Washington, DC

## *2007 SHRM & State Upcoming Events...*

### **Employment Law & Legislative**

March 10 – 12

Washington, DC | Capitol Hilton

### **Global Conference & Exposition**

March 31 – April 2

Boston, Mass | Boston Marriott Copley Square

### **Staffing Management Conference & Exposition**

April 14 – 16

Nashville, Tenn | Gaylord Opryland Hotel

### **60th Annual Conference & Exposition**

June 22 - 25

Chicago, Ill | Sheraton Chicago (HQ)

## *BVHRMA Upcoming Events...*

Unless otherwise noted, monthly meetings/luncheons are held on the first Thursday of every month from 11:30AM to 1:00PM at the College Station Conference Center, 1300 George Bush Drive, College Station, TX

**DECEMBER 6**

Holiday Social