



BVHRMA Newsletter

September 2008

Chapter #0330

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Monthly Luncheon Meetings

TOPIC:

The Value HR Brings to Your Organization

WHEN:

September 4, 2008 11:30am - 1pm

WHERE:

College Station Conference Center

COST:

\$10/member & first time guest, \$15/non-RSVP guest

SPEAKER:

Mike Cargill, Superintendent BISSD; Larry Rodgers, Asst Chief Exec Officer, the Med; and Kathy Merrill, Asst City Mgr, CS

September Diversity Dates

Submitted by Jennifer Humphries, Diversity Chair

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

Healthy Aging Month:

Pediatric Cancer Awareness Month

1 - Labor Day (United States)

1 - Ramadan (Islamic, Muslim, Moslem)

9 - Grandparent's Day (United States)

11 - Patriot Day (United States)

16 - Mexico's Independence Day

19 - San Gennaro Day (Italian-American)

21-27 - Deaf Awareness Week

23 - Autumnal Equinox (Japan)

26 - Lailat-UI-Quadr (Islamic, Muslim)

30 - Rosh Hashanah* (Jewish New Year)



2008 Calendar of Events

BVHRMA Monthly Meetings & Luncheons are held the first Thursday of every month at the College Station Conference Center.

Networking begins at 11:30 a.m.; Lunch served at 12 noon; close by 1:00pm.

Contact Information

www.BVHRMA.org

jkthorn@tamu.edu

SHRM & Other Events

Strategy Conference

<http://shrm.org/conferences/strategy/>

September 24-26, 2008

Palm Springs, CA | Westin Mission Hills Resort & Spa

HR Southwest

www.HRSouthwest.com

October 14-17, 2008

Forth Worth, TX | Fort Worth Convention Center

SHRM Diversity Conference & Exposition

<http://shrm.org/conferences/diversity/>

October 27-29, 2008

Atlanta, GA | Atlanta Marriott Marquis

“When dealing with people, remember you are not dealing with creatures of logic but with creatures of emotion.”

— Dale Carnegie

PHR/SPHR Certification

The next opportunity to take the PHR/SPHR certification exam is December 1 through January 31. BVHRMA is forming a study group using current PHR/SPHR certified professionals as study group facilitators.

If you are interested in becoming certified and would like to join the study group being formed, it is not too late. The study group will last 6-8 weeks starting on 8/19 at 6:30 and will cover each of the six modules in the SHRM Learning System. Please contact our Certification Chair, Jan Pfannstiel at jpfannst@tamu.edu for more information

2008 Exam Schedule

Exam	Testing Window Duration	2nd Testing Window
PHR/SPHR	8 weeks	Dec. 1, 2008 -- Jan. 31, 2009

2008 Application Deadlines

Exam	Window	Reg. Deadline Date	Late Deadline Date
PHR/SPHR	Dec. 1, 2008 - January 31, 2009	Oct. 10, 2008	Nov. 14, 2008

2008 PHR/SPHR Exam Fees

	Nonrefundable Application Fee	Exam Fee If Submitted By the Regular Deadline	Total Due If Submitted By the Regular Deadline	Total Due If Submitted After the Regular Deadline*
PHR				
SHRM member	\$75	\$175	\$250	\$300
Nonmember	\$75	\$225	\$300	\$350
Student/recent graduate**	\$75	\$45	\$120	\$170
SPHR				
SHRM member	\$75	\$300	\$375	\$425
Nonmember	\$75	\$350	\$425	\$475

* A \$50 (U.S.) late fee will be assessed on applications received after the regular deadline but on or before the late deadline.

**For students/recent graduates, the balance of the PHR exam fee is required upon meeting experience and graduation requirements.

SHRM Membership

Ever wonder if SHRM membership is worth it? Check out all that comes with being a member of the largest HR Organization in the World!!

Federal and State Government Affairs www.shrm.org/government

- Federal Affairs
- Hot topics
- Policy and position statement
- HR Voice
- Periodic e-mail alerts
- State Laws & Regulations
- Pending state legislation
- State-by-state information
- Biweekly legislative newsletter
- Federal resources and links
- Fact sheets
- Regulatory developments
- Legislative action center
- Tool to get involved in influencing legislation
- Enacted laws
- Policy tools
- HR Issues Update

SHRM Publications www.shrm.org/pubs

- *HR Magazine*®
- HR Week e-newsletter and podcast
- *SHRM*® *Legal Report*
- *Managing Smart*
- Download articles designed for your line managers for **FREE** to use in your own in-house electronic or printed newsletters
- *Staffing Management*™ Magazine
- *Workplace Visions*® newsletter
- HR Focus Area E-newsletters

HR News www.shrm.org/hrnews

- HR News Stories
- Court Report
- Member News
- Inside SHRM
- HR News Weekly Quiz
- HR Congressional Monitor

Online HR Knowledge Center www.shrm.org/kc

- Express requests
- HR FAQs
- HR Solutions
- FLSA and Healthcare resources
- White papers and articles
- State laws and regulations
- Salary survey directory
- Sample policies, job descriptions, forms, RFPs, mission statements
- HR Basics
- HR metrics
- SHRM research
- More than 100 HR toolkits
- Free state regulation posters
- Leading economic indicators

HR Focus Areas www.shrm.org/focusareas

Online communities for specialized HR content, including:

- Compensation & Benefits
- Global HR
- HR Consulting
- HR Measurement
- Staffing Management
- Business Leadership
- HR Outsourcing
- HR Technology
- Workplace Diversity
- Workplace Law
- Public Sector
- Organizational and Employee



You are invited to participate in Bryan Collegiate High School's...

Job Shadow Day 2008

Job Shadow Day 2008

Bryan Collegiate High School (BCHS) is organizing a Job Shadow Day for our Sophomore class on **October 17th, 2008**. Our goal is to link local businesses with students who are currently making plans and decisions about their education and career paths. The Job Shadow experience will enable our students to get a realistic view of the types of careers available to them in the Bryan/College Station area, as well as get a "glimpse" into the daily activities associated with each profession.

BCHS is a new school in the B/CS area. We are one of a handful of Early College High Schools in the state of Texas. Early College High Schools offer both high school courses as well as college courses within the curriculum. Students graduating from such schools complete high school while simultaneously completing their first two years of college! Because our students are focused on attending and completing college, they are interested in professional careers. For this reason *you* have been invited to participate!

If you are interested in opening a BCHS student's eyes to his or her future by participating in the **October 17th, 2008 Job Shadow Day**, please contact Leslie Locke at lalocke@tamu.edu or 952-451-7407 by October 1st. We have a Sophomore class of 100 students. Our goal is to place each student with a professional (one student per professional). Please think about all of those within your organization who would really enjoy this experience and extend this invitation!

Job Shadow experiences not only benefit the student, but the organization as well. The students who spend time with you during a Job Shadow Day experience are the future workforce. Some of the students may chose to stay in the B/CS area or return to it after college. This is your opportunity to introduce them to professional life both within your organization and within our community.

To participate as a Job Shadow Day Professional Participant, please contact Leslie Locke at lalocke@tamu.edu or 952-451-7407 by October 1, 2008. Upon registration, you will receive more specific instructions for your Job Shadow Day experience.

We are looking forward to working with you!

Many thanks!

Leslie Locke | Community Liaison | Bryan Collegiate High School | 1901 E VillaMaria Rd. | Bryan, TX 77802 | 952-451-7407 | lalocke@tamu.edu

Diversity

Submitted by Jennifer Humphries, Diversity Chair

In the August 2008 article, *Advice for New Diversity Practitioners*, Rebecca R. Hastings, SPHR, interviews Peter Bye, president of MDB Group, Inc, a diversity and inclusion consulting firm in Livingston, N.J. Mr. Bye gives the following advice to diversity practitioners:

Know Your Business

"If someone is going to be successful in this work, they definitely need to understand the business," Bye says. In fact, he says he would choose a people-oriented business expert with no diversity experience over a diversity expert who knows nothing about business.

Though Bye admits that more knowledge of diversity would have been nice going into his first role, he says his business experience proved to be very helpful. "I did not know what kind of relationships I would need to move diversity forward, but having been a business leader I knew how to go about being out there."

A successful diversity practitioner also needs to know how to be an influential leader in an organization, according to Bye. And that's where internal candidates may prove to be more successful than outsiders. Bye says he has seen highly qualified outsiders fail, only to be replaced by insiders who have no diversity experience but who prove to be highly effective.

Leave Your Agenda at the Door

Personal experiences with injustice and bias certainly help diversity practitioners understand others' experiences, but those experiences alone are insufficient preparation for the demands of the role.

"I am concerned when I see people doing diversity work and they clearly have an unspoken agenda," says Renee Yuengling, Ph.D., who directs the diversity practice at the Northern Virginia-based consultancy ICF International. "If you are not in control of your own stuff, you lose credibility."

"People come into this work for many reasons, but at the core of it is a desire for justice which comes from having experienced injustice," Yuengling continues. "But you cannot let that get in the way of being effective. If you are working at an organizational level, you have to work for the benefit of all, not just certain groups."

Be Brave

The ability to have courageous conversations is noted as a key skill for any diversity practitioner, but that's easier said than done.

"People new to this work don't want to make waves or challenge the status quo," says Shirley Davis, the Society for Human Resource Management's (SHRM) director of diversity initiatives, but failure to speak up can perpetuate problems.

Davis says she wishes she had more courage early in her career. "I had lots of conversations with leaders who I felt had said or done inappropriate things, and I didn't speak up," she says. "I had to choose which battles to fight."

Master Sgt. Greg Jenkins, a combat engineer who unexpectedly became a military Equal Opportunity Advisor when directed to do so by the military, initially found it challenging to discuss equal opportunity issues with military commanders in the field. Over time, however, his courage grew. "The more I was able to get in front of folks and talk about it, the more comfortable I became with it," he says.

Never Stop Learning

Above all, diversity practitioners should consider themselves lifelong learners.

"I think that the biggest mistake that people who are drawn to this field make is thinking that they have to know it all before getting started," says Eric C. Peterson, SHRM's manager of diversity and inclusion initiatives, who began his career as an actor. "Every competent diversity practitioner I've ever met is on a constant learning curve, willing to admit their ignorance when faced with a brand-new issue."

Jenkins suggests that anyone new to the diversity field pursue as many sources of information and learning as possible, including books, web sites and interviews with other practitioners.

But he emphasizes the need for training that provides the opportunity to talk with a diverse group of people about the subjects diversity practitioners will eventually have to deal with on the job. "I would definitely urge someone to do whatever they could to find some school, academy or organization that is reputable and has produced passionate or aware diversity leaders and would convince my boss that I need to be sent to this school," Jenkins says.

"Talking to other white males about racism is very different than talking to those in a diverse group. It can be very frightening to talk about this in a mixed group and hear their reactions," Jenkins says. "But if you can't sit

down with people who are not like yourself and talk about things, you are going to have a really hard time talking about things in a diversity role.”

Peterson agrees that new diversity practitioners should start their learning journey by learning as much as they can about themselves. “While they’ll never be able to memorize the cultural tenets of every nation, race and community on the globe, they can learn to function in just about any cultural environment by being aware of their own cultural assumptions and worldviews and being willing to flex and adapt to new environments using that knowledge,” he says. “Gaining self-knowledge is often painful—most of us don’t know the things about ourselves that we don’t like—but is ultimately rewarding, both in terms of your life and your career.”

HR Gems, Workplace Wisdom, and Comic Quips

Submitted by Joyce Thornton, Vice President of Programs

Summer is certainly here. As we look forward to summer, we think of lightness-- we dress lighter, eat lighter foods, do fun things and relax a bit before the hectic fall is upon us. In this frame of lightness, let me share a few of what I consider gems, workplace wisdom, and comic quips that I have come across in the myriad of human resources literature.

Using e-mail for performance reviews, disciplinary actions, or other touchy matters is worse than breaking up over the phone. (adapted from “Managers Aren’t Always Able to Get the Right Message Across with E-Mail,” by Alex Markels in *The Wall Street Journal*, Aug. 6, 1996.)

You can strengthen your ability to per-suade others by eliminating the word “but” from your memos, e-mail, and phone conversations--use “and” instead.

“Supervisors—keep your staff so busy that they have no time to think about anything except getting their daily work completed”. Albert Allen

Managers who spread the credit around look much stronger than those who take all the credit themselves. (The Manager’s Intelligence Report)

Be a trouble-shooter. When you run into a problem, try to think of at least two solutions before you take it that problem to your supervisor.

Instead of trying to change your supervisor, change how you interact with him.—Katherine Spencer Lee

The world is full of willing people, some willing to work hard, the rest willing to let them.—Robert Frost

The only normal people (in the work place) are the ones you don't know very well.—Joe Ancis

A sense of humor is part of the art of leadership, of getting along with people, of getting things done.—Dwight Eisenhower

The brain is a wonderful organ; it starts working the moment you get up in the morning and does not stop until you get into the office.—Robert Frost

A supervisor's rating for an employee--**Dependability**--Works only if kicked every five seconds; **Accuracy**--Pretty good, only occasionally forgets what state he/she is in; **Cooperation**--Doesn't care, never has, never will; **Reliability**--Works so hard that he/she has to take a day off each week; **Performance**--Does all kinds of good stuff at evaluation time (I think this was adapted from a joke.)

One of the most feared expressions in modern times is "The computer is down" –Norman Augustine

Remember--Your point of view is something personal to you.

When you don't know what to do, walk fast and look worried.

Anyone can do any amount of work provided it isn't the work he/she is supposed to be doing.

Stress is nothing more than a socially acceptable form of mental illness. – Richard Carlson

After any salary raise, you will have less money at the end of the month than you did before

If you have a job without any aggravations, you don't have a job.—Malcolm S. Forbes



If you would like to submit an article for the newsletter please contact the Newsletter Chair at LGalvan1984@gmail.com.