

SHRM-Texas State Council

Monthly Newsletter

November 2010



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### Welcome to November.

We hope you realize how much the SHRM-TSC appreciates your willingness to volunteer your time and to share your talents with us during 2010. The success of the Council is a true reflection of our volunteer leaders. Thank you.

The first SHRM-TSC meeting of 2011 will take place in Round Rock on Friday, January 28<sup>th</sup> and Saturday, January 29<sup>th</sup>. The meeting will be taking place at the Austin Marriott North. Rooms at the hotel can be reserved [online](#) or by phone at 512-713-6767. Rooms for our meeting are being held under the code: TSC at a rate of \$102 per night.

The January meeting is a mandatory meeting for all 2011 chapter presidents. If you are receiving this newsletter (and are not the 2011 president) please make sure to forward the information to the new leader.

## SHRM Foundation

### SHRM Leadership Conference – SHRM Foundation Auction

Head's up! If you're attending the SHRM Leadership Conference in November you won't want to miss the SHRM Foundation auction. It's stocked with a ton of great gifts, for yourself or just in time for Christmas presents! P.S. And be on the lookout for the TSC's donation to this event!

### Last SHRM Foundation Conference Calls for 2010

Save the date for the last SHRM Foundation conference call:

- Wednesday, November 3<sup>rd</sup> - 3:00 p.m.
- Orientation webinar for the SHRM Foundation is archived online

### Hope you're in Shape with SHAPE!

If you have any questions or need any further information regarding the SHRM Foundation, please visit the Foundation website at [www.shrm.org/foundation](http://www.shrm.org/foundation), or you can visit the TSC's site at [www.texasshrm.org](http://www.texasshrm.org) and go to Committees/SHRM Foundation for a synopsis

## Chapter Chatter

### Dallas HR

After another great HRSouthwest Conference, the volunteers and staff of DallasHR and HRSouthwest are focused on making 2011 the best year ever for our members and the local and state HR community.

Make sure that you save the date of next year's conference: October 30<sup>th</sup> through November 2<sup>nd</sup>. Also, be sure to check out the DallasHR website ([www.dallashr.org](http://www.dallashr.org)) for upcoming educational programs sure to meet both your informational and recertification needs. We are pleased to have back some of our members' favorite educators including: Mike Mirarchi, Deborah Avrin and Jim Vance. In addition to these outstanding facilitators, we will be adding new voices to our programming so make sure to stay connected! [Read more](#)

### DFW SMA

Our July 21<sup>st</sup> luncheon meeting starred our very own Joe Sommers who was part of our esteemed panel discussing Pre-Employment Assessments and How They Add Value to Your Bottom Line. Other guests included Brad A. Palmer - Business Development and Strategic Alliances at People Answers; Tim Lacy - Medical Advocacy Services for Healthcare, Inc. (MASH); Bill Nappier – Vice President, Personnel Systems; and Jill Jaynes – RadioShack, Corp. We had great lively discussion with this group and even made time for some great giveaways and lunch! Our sponsor for this meeting was Personnel Systems and it's our sponsors that make these great events happen – many thanks! [Read more](#)

### Fort Worth HRMA

This fall FWHRMA held its first one-day strategic credits event entitled "FWHRMA Strategic Mindset Conference," offering six strategic credits to attendees. Topics included "Going from Talking Strategy to Being Strategic," "Current Thinking in HR Metrics and Analytics," "Cost Control Under the Health Care Reform," "Understanding Financial Statements for Non-Financial Manager," and "Tax Credit Opportunities and Bottom Line Results." [Read more](#)

### Panhandle HRA

Panhandle Human Resources Association conducted their Annual Fall Seminar in October. It was a great success with several in attendance. The Seminar was worth seven HRCI General Credits. The Seminar was titled "Compliance Action Plan 2010." It was centered on the topic of compliance. We heard from three experts who offered information to ensure that our companies are in compliance. We also learned about I-9 forms and learned how we can protect ourselves in case we ever experience an audit. We are so excited that we were able to offer such an informative seminar to our local HR professionals. We look forward to other informational seminars!

### Williamson County

The Williamson County HR Management Association Workforce Readiness Committee supported the Texas State Council's efforts to bring together "the civilian community and the military" in a project called the 2010 PATRIOT SUMMIT. The committee supported TSC in this project by providing "shoes on the ground" with WCHRMA volunteers, Susan Word (Chair), Michelle Chesnutt, Jim Burgess and Charla Lovelace to assist with registration, "meet and greet," picture taking and overall support during the day long conference in Round Rock, Texas. [Read more](#)

If you have an item you would like shared in Chapter Chatter please e-mail [denaculpepper@att.net](mailto:denaculpepper@att.net) by the 25<sup>th</sup> of the month.

## Diversity

By Otis "Scotty" Scott

**Have You Read: Racing Toward Diversity Magazine?** – This free E-magazine is now available at [www.racingtowarddiversity.com](http://www.racingtowarddiversity.com) , just fill out the form on their website and receive you E-magazine every quarter.

Their Publication: Diversity is an urgent matter in today's global marketplace and in the economic conditions we face. Embracing diversity in the workplace and appealing to diverse customer groups is essential for survival and growth. As the world changes at an increasing speed, our mission is to educate and showcase the best diversity efforts being made nationally as well as globally. Written with business and educational audiences in mind. Stories will highlight the best of what is happening in corporations, organizations and educational institutions. The heart of workplace diversity lies with enlightened leadership and a genuine commitment to fairness, rather than a desire for business gains. Inspired leadership uses a positive moral compass to drive a new way of thinking and integrating our nation's rich diversity. Cari Dominguez and Judith Sotherlund use the term "ganas" (gah-nas) to capture this concept. Ganas speaks to one's inner desire to succeed. Inspired motivation drives individuals to connect their day-to-day practices with their guiding beliefs, and to do the right things in the face of obstacles.

For additional information contact Fields Jackson, Jr., Founder & CEO at [charlesfieldsinc@aol.com](mailto:charlesfieldsinc@aol.com).

## HR Certification Institute

By Michele Domes, PHR

### Application Deadlines

Late deadline November 12, 2010 (Additional fees apply). This is the last testing period before the eligibility requirements change.

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## Workforce Readiness

By Barbara Lyon, Ph.D.

### Don't Forget!

Building Veteran Human Capital for Texas Employers. Our first program will be taking place in Dallas on **January 21, 2011**. We will be hosting similar programs throughout the state in 2011. We look forward to contacting chapters soon regarding ways you can help with the execution of these events.

To learn more about our Veterans Initiatives please log on to the Workforce Readiness page of the SHRM-TSC website.

*"A man who is good enough to shed his blood for the country is good enough to be given a square deal afterwards." - Theodore Roosevelt*

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### Deadlines:

#### Chapter Leadership Information Form (CLIF)

December 1<sup>st</sup>  
(All Chapters)

#### 4th Quarter CAR

December 31, 2010  
(District Directors)

#### SHAPE Year End Report

January 31, 2011  
(All Chapters)

## Chapter Events:

Lower Valley Chapter – Health Care Reform      November 4<sup>th</sup> -  
Brownsville

Brazos Valley – Total Rewards Seminar      November 16<sup>th</sup> - Bryan

## Upcoming TSC Events

Building Veteran Human Capital for Texas Employers      January 21st – Dallas

SHRM-TSC Winter Meeting      January 28 & 29, 2011 – Williamson County

TSC Global Conference      February 8, 2011 – Houston

TSC Legislative Conference      March 3, 2011 - Austin

SHRM-TSC Spring Meeting      April 29<sup>th</sup> and 30<sup>th</sup> - Tyler

Log on to [www.texasshrm.org](http://www.texasshrm.org) for details on any of these chapter or TSC events.

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## Volunteer Profile: Meta Pugh, SPHR



The council would like to recognize our volunteers as well as allow you to get to know each other a bit better.

Featured Volunteer: **Meta Pugh, SPHR 2011-2012 SHRM-Texas State Council Co-Director of Programs**

Meta, what advice would you give to a person who is new to their volunteer role?

**Stick with it! Don't give into that panic feeling. There are a lot of talented people you can reach out to for support.**

What do you enjoy most about your job (*Meta works as an HR Business Partner for Farmers Insurance*)? **The ever changing landscape of issues that I deal with – the many hats I get to wear.**

What is special about your chapter (Williamson County)? **Members are willing to work and learn from each other.**

What is your ideal vacation? **A cruise through the Greek Isles**

What is your favorite movie? **A River Runs Through It**

What is your favorite dessert? **Peach/Blackberry Cobbler**