



BV-SHRM Newsletter

Chapter #0330

January 2011

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Monthly Program & Luncheon

TOPIC: CREATIVE LEADERSHIP: The art of Managing Complexity through Facilitation and Collaboration

WHEN: Thursday, January 13, 2011

TIME: Lunch served from 11:30AM to noon; Program from noon to 1:00PM

WHERE: General Services Complex, Rm. 101

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

SPEAKER: Hector & Suzanna Ramos

Parking: Park in the southeast lot. If no TAMU tag, visitors will need to pay \$2 per hour through automated pay station. 50% reimbursement available

Program Details

CREATIVE LEADERSHIP: THE ART OF MANAGING COMPLEXITY THROUGH FACILITATION AND COLLABORATION

Introduction:

Creativity has become a new skill valued by cutting edge organizations. This skill has a new dimension because it has been developed into a teachable and measurable skill that may be the most valuable element contributing to an organization's success.

Description:

Companies are facing an acceleration of change and complexity in a business world that demands fresh strategic and innovative decisions. Creative leadership enables managers and employees to tap into their innovative thinking and expertise to enhance their productivity and service.

Learning Objectives:

- Understand how to diagnose different types of heuristic challenges
- Develop strategies for creative leadership in the workforce
- Measure creative leadership

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AFFILIATE OF
SHRMTM
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT



Please RSVP for the monthly luncheon by noon on
Monday, 1/10/11!
rsvpprograms@gmail.com





Member Newsletter



Annual BV-SHRM membership dues are due for 2011. Membership renewal is \$20.00 if a SHRM National Member or \$40.00 in not a SHRM National Member.

“Take time to deliberate, but when the time for action has arrived, stop thinking and go in”
~Napoleon Bonaparte~

Invest in your professional development through BV-SHRM and SHRM National Membership.

Visit us and become a Fan of BV-SHRM on

facebook

Visit us on the Web at www.bv-shrm.org

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RESOURCE MANAGEMENT

Speaker Bio

Creative Leadership

Hector and Suzanna Ramos (Facilitators)



Hector comes from Madrid, Spain and is a consultant of creative thinking in Singapore. His area of expertise is the Osborn-Parnes *Creative Problem Solving* (CPS) and *Decision Making* frameworks, including creative cognition, emotional principles and instruments to enable groups to discover and leverage on their creative and innovative potential and abilities - individually and as a team. He has conducted training workshops and facilitated groups for Civil Service College (Singapore), Facilitators Network (Singapore), Citibank (South East Asia) and Buffalo State College Leadership Center. Hector holds a Bachelor of Science degree (Honors) in European Community Studies (French and Italian) from the College of Cardiff, University of Wales and a Master of Science Degree in Creative Studies and Change Leadership from the State University of New York, Buffalo College. During the course of his studies in Buffalo, he was awarded the International Center for Studies in Creativity Alumni Foundation Achievement Award.

Suzanna comes from Singapore and served as an assistant principal and professional development officer at the Ministry of Education (Singapore) facilitating teachers in action research. In addition to creativity tools, approaches and frameworks, her area of expertise is facilitation during idea generation sessions, leveraging on the principles of dialogue and reflection to enable collaborative creative thinking. She has facilitated groups from the Asia Business Forum (Singapore), Erie County Commission for Women (Buffalo, NY) and Board of Cooperative Educational Services - Gifted and Talented Education (Spencerport, NY). She holds a Bachelor of Arts degree (Honors) in Geography from the National University of Singapore and a Master of Science Degree in Creative Studies and Change Leadership from the State University of New York, Buffalo College. During the course of her studies in Buffalo, Suzanna received the President's Medal for 'Outstanding Graduate Student' and 'Outstanding Master's Thesis Award'.

Hector and Suzanna are co-founders of the Singapore International Affiliate of the American Creativity Association (SIAACA), the first international affiliate of this organization. They are currently pursuing their doctoral degrees in Educational Psychology at Texas A&M University, focusing on 'Creativity', 'Intelligence' and 'Giftedness'.



Member Newsletter



DATES AT A GLANCE:

January 13th

Combined monthly meeting with ASTD at GSC

January 20th

BV-SHRM Board Planning Meeting

January 23rd-25th

THEHRA Winter Conference

February 3rd

Combined monthly meeting with ASTD at Epicures

“A Winner is someone who recognizes his God-given talents, works his tail off to develop them into skills, and uses these skills to accomplish his goals.”

~Larry Bird~

Building Value with HR Excellence Award Program

The Brazos Valley Society for Human Resource Management (BV-SHRM) awarded the inaugural *Building Value with HR Excellence Award* at their annual holiday luncheon and award ceremony on Thursday December 2nd at the Hilton Hotel and Conference Center.

The BV-SHRM *Building Value with HR Excellence Award* program recognizes and rewards an outstanding HR Professional for their accomplishments within their organization, advancing the HR Profession, and providing service to the community as a HR Practitioner. The award was designed to recognize and highlight HR Professionals who contribute to their organizations goals, help make a difference in their employee’s lives, achieve professional development, impact the local community through volunteer service and advance the HR Profession.

BV-SHRM presented the *Building Value with HR Excellence* award to **Janelle Ramirez** who received a commemorative plaque and a \$250.00 donation made on her behalf to the SHRM Foundation.

The nomination packet described Janelle as “serving as an advocate/advisor for HR Programs and services and more importantly for the University employees who use those processes” and “her breadth of knowledge about not only HR functions but the University kept the organization stable and productive during times of uncertainty and change.” Janelle has been employed with TAMU for 16 years and currently holds the position of Executive Director of HR Operations.

In addition to her professional position in HR, Janelle has volunteered and helped establish the LoneStar chapter of THEHRA, was a past President of BV-SHRM, serves as current President of B/CS Hispanic Forum and actively mentors high school students through the Gear-Up program.

Other nominees included: Adam Davidson with the Texas A&M Research Foundation, Sharon Lindley with OI Corporation, Elizabeth Schwartz with TAMU Human Resources, Leah Smith with BMI Defense Systems and Kerri Spann with TAMU Vet Med Teaching Hospital.

BV-SHRM was proud to recognize these nominees and the award recipient Janelle Ramirez for personifying a truly exemplary HR Professional who has had a positive impact on those in their organizations and in the community as a whole.



Congratulations to Janelle Ramirez pictured on the left!

Job Well Done!

Thanks to all nominators and congratulations to all Nominees!





Member Newsletter



2011 President Stacy Overby with 2010 President Cheryl Young

President's Piece

As I look to the New Year, I have to reflect on how many things I have to be thankful for this year. The chapter has accomplished so much and we owe it all to the great folks that have volunteered so much of their valuable time to support the great people within our organization. If I haven't said it before and if there are any questions in your mind, please don't let there be. I sincerely appreciate everything you each do for our organization and what you do for the organizations and businesses in which you work. I look forward to 2011 and all that entails. One of my goals that I hope to complete this upcoming year is to get to know each member better than I do now. I hope that I won't need to read your name tag to figure out who you are. Cheryl Young did a great job leading BV-SHRM this year and we all owe her a big THANK YOU. See you all in 2011 and may you all have a Blessed Holiday Season and a Happy and Prosperous New Year.

Very Respectfully,
Stacy A. Overby
2011 BV-SHRM President

Upcoming Meetings:

Feb 3 – Pro/Cons and Cautionary Tales of the Use of Assessments; Teresa Gonzales, The Management Connection
Location Epicures Catering Facility

Mar 3 – Paul Wilson with Dept. of Homeland Security

Apr 7 – Retha Blakely; Risk Management

May 5 –Rep from TALX; Unemployment

June 2 – Attorney Chris Peterson; References

All meetings are at College Station Conference Center unless otherwise noted.

New Year's Resolution – A New (improved) You??

The New Year brings with it New Year's Resolutions and a fresh beginning for the upcoming year. But this year, will it also bring a new and improved YOU? January has many observances that can give each of us a head start on taking steps to make 2011 a year focused on the NEW improved YOU.

Be on purpose month: purpose is what drives us. Find the purpose in the things you do and you will be driven to excel in those things.

Get organized month: If you are not organized, you can lose track of things and let them slip through the cracks. Organization is fundamental to success.

National mentoring month: Everyone has skills and things that they have learned through experience. SHARE IT!

Clean out your inbox week: Do not procrastinate, tackle those items in the inbox and provide feedback if you are unable to successfully address the issue on the spot.

Take back your time week: Focus and prioritize. You don't need to and CAN'T do it all! Focus on key goals and go for it. Get rid of those time wasters.

Customer service day: Customer service should be practiced and perfected everyday! Look for a chance to WOW your customer and make their day!

Better Business Communication Day: Communication is a factor in whether your employees are happy or disgruntled. Communicate OFTEN and honestly!

Fun at Work Day: Joy and happiness shine through and are contagious. Find happiness and joy in all that you do to help make your work FUN!

Freethinkers day – Feel empowered to think creatively and come up with innovative solutions to issues and road blocks.





Member Newsletter



“Making resolutions is a cleansing ritual of self-assessment and repentance that demands personal honesty and ultimately, reinforces humility. Breaking them is part of the cycle.”
~Eric Zorn~

Professional Development Opportunities

2011 Gulf Coast Symposium on HR Issues

May 11-12, 2011 @ the Reliant Center in Houston, TX

For more information: <http://www.hrhouston.org/displaycommon.cfm?an=1&subarticlenbr=235>.

THEHRA Winter Conference

THEHRA invites you to attend its 2011 Winter Conference January 23-25, 2011

The conference will be held at the stunning AT&T Executive Education & Conference Center, the new cutting-edge conference facility that features beautiful meeting spaces and hotel accommodations.

To register, please go to: <https://thehra.peopleadmin.com>

SHRM 2011 Conference Schedule:

Employment & Legislative Conference

March 14-16, 2011, Washington DC

Talent & Staffing Management Conference & Exhibition

April 11-13, 2011, San Diego, CA

SHRM 2011 Annual Conference & Exposition

June 26-29, 2011, Las Vegas, NV

Diversity & Inclusion Conference & Exhibition

October 24-26, 2011, Washington DC

To register for SHRM Conferences use below link:

<http://www.shrm.org/Conferences/Pages/default.aspx>

Fun Monthly Observances:

Fruitcake Toss Day 8

Show and Tell Day at Work 8

Cockroach Race Day 26

Fun at Work Day 28

If you left a fruitcake on your desk during the break, you might inadvertently have a show and tell “item” for your co-workers and could plan a cockroach race with the new “office mates” to celebrate fun at work day!

Some Actual Useful Observances:

Financial Wellness Month

International Creativity Month

National Clean Off Your Desk Month

National Get Organized Month

Clean Out Your Inbox Week

MLK Day (17)

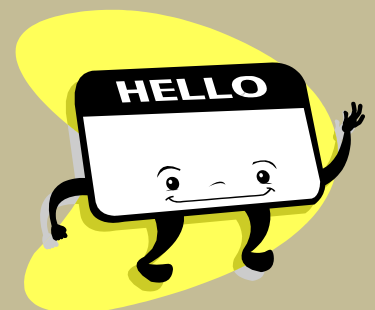
Better Business

Communication Day (25)

BV-SHRM Magnetic Name Badges

The New Year is approaching quickly and we'll be making one tiny change during our events (monthly programs, seminars, socials, etc.)--we will no longer be distributing name badges to BV-SHRM members at the registration table. In the New Year, you will be asked to take your name badge with you at the end of the monthly program and then bring it back with you to each BV-SHRM event that you attend. And for those members that are interested, you can place an order for a BV-SHRM magnetic name badge. New or replacement magnetic name badges will each cost \$5.00. We'll be taking orders at each of our monthly programs. We'll have a sample for everyone to view at the January and February meetings. Cash or checks will be accepted as payment. Checks should be made out for \$5.00 and made payable to BV-SHRM.

Order form included in newsletter e-mail.





Member Newsletter



ANNOUNCEMENTS!

job well done... 

Congratulations to our Most Recent PHR

Wendi-Arant-Kasper

Congratulations on this major accomplishment!

Welcome
New Members!



Welcome!

Jessica Dickenson
HR Administrator
MAC Pizza
Management, Inc.

Meeting date and location change for the January meeting.

Reminder, we will be joining ASTD for their regularly scheduled meeting on second Thursday in January instead of holding a meeting on the 1st Thursday. Please mark your calendar for a change in date and location

January 13th - General Services Building

The Building Value with HR Excellence Award Nominees - In the Nominators own words:

Said of **Adam Davidson** – “Adam has earned the respect of the operational managers. HR is viewed as solution-based and committed to meeting the needs of the operational managers. He also does an outstanding job of balancing between HR laws and best practices and meeting the needs of the management.”

Said of **Sharon Lindley** – “Sharon excels at listening to issues, helping the parties involved work through issues, and also explaining the company’s position on matters where it can’t be flexible. She is a trusted and valuable member of the management team”

Said of **Janelle Ramirez** – “Janelle works hard to cultivate effective professional relationships across campus, promote teamwork both within the department and throughout the Division of Finance, and serves as a positive role model for staff.

Said of **Elizabeth Schwartz** – “Elizabeth is the real-life example of how a leader walks the talk on a daily basis. She truly exemplifies what it takes to promote positive morale, inspire teams and display an attitude of support to others. She is renowned on this campus for her positive contributions to numerous goals.”

Said of **Leah Smith** – Leah has created a department where people can voice their opinions, concerns and questions. She takes a proactive role in assisting managers and supervisors and has created a HR dashboard to show Exec. Mgmt. how HR assists the company as a whole.”

Said of **Kerri Spann** – “Kerri is super efficient in completing all her assigned tasks. She is very knowledgeable in all aspects of her HR position. She is always willing to help me or any of my co-workers if any of our employees have questions or concerns.”

Refer-a-Friend Program

Share BV-SHRM with a friend or co-worker in the HR field by completing the *Refer-a-Friend* form located at the end of the newsletter. Help them achieve professional growth and networking.

Legal Briefs

Welcome to Legal Briefs for HR, an update on employment issues sent to over 4800 HR professionals, in-house counsel and business owners all over the U.S. to help them stay in the know about employment issues. Anyone is welcome to join the email group . . . just let me know you'd like to be added to the list and you're in! Back issues are posted at www.munckcarter.com under Media Center/Legal Briefs.

Here's what's naughty and nice:

1. **Face Off with the NLRB** - The National Labor Relations Board (NLRB) filed a lawsuit against American Medical Response of Connecticut, Inc. based on its social networking policy and its firing of an employee who posted unflattering remarks about her supervisor on her Facebook page. The policy prohibits employees from posting pics which depict the company, without permission from the VP of Corporate Communications, and further prohibits making "disparaging, discriminatory, or defamatory comments when discussing the Company or the employee's superiors, co-workers and/or competitors." NLRB alleges that the policy interferes, restrains and coerces employees in the exercise of their right to engage in protected, concerted activities and that the discharge of the posting employee was discrimination. A hearing before an ALJ will take place on January 25, 2011.
2. **Here's GINA** - EEOC issued final regulations on November 9, to implement Title II of the Genetic Information Nondiscrimination Act (GINA). The rules take effect January 10, 2011 and will require some tweaking of employers' policies, procedures and forms. For example, there is a (not absolute) safe harbor for inadvertent acquisition of protected information as part of handling a request for leave under the FMLA and/or accommodation under the ADA, BUT specific language must be included in the medical form(s) employees take to their health care provider. Also, voluntary wellness programs and health risk assessments (HRAs) do come within GINA's ambit and care must be taken when wording medical questions and offering financial incentives conditioned on completion of the HRA. For a complete copy of the final regulation, go to www.eeoc.gov/laws/types/genetic.cfm and click on "Regulations (Final Rule)" in the right-hand column.
3. **One Less Thing to Worry About** - OFCCP announced that it will no longer inspect employers' Form I-9s as part of on-site compliance reviews. A forthcoming directive will negate the 1998 Memorandum of Understanding between DOL ESA and CIS (fka INS) which authorized OFCCP investigators to inspect the forms while conducting reviews of federal contractors and subcontractors.
4. **Strike That, Worry Some More** - Hoover, Inc. has settled allegations that it engaged in employment discrimination by imposing unnecessary I-9 requirements on its permanent resident employees. The problem arose when those holding a "green card" were asked to produce new documents after theirs expired, but U.S. citizens who used passports to satisfy I-9 documentation requirements were not asked to do the same when their passports expired. Department of Justice is looking for employers who engage in such "document abuse" so audit your internal procedures and make sure the staff who sign off on I-9s on behalf of the employer are familiar with the INA's requirements. A great resource for FAQs is the Handbook for Employers: Instructions for Completing Form I-9 which can be found at www.uscis.gov/files/form/m-274.pdf.
5. **Jingle Bills** - There will be no Paycheck Fairness Act, for now, as the bill fell two votes shy in the Senate. S.3772 (fka S.182) was meant to amend the Equal Pay Act by beefing up remedies and enforcement. Employers can breathe a little sigh of relief as the prospects for this potentially costly bill and others are dimmed by the shift to a Republican-controlled House.
6. **E-Verify Enhanced** - The Dep't of Homeland Security is enhancing the E-Verify system by adding passport photo reviews to the mix. While a name, SSN and birth date may all match, DHS and employers have not been able to confirm that they belong to the person who is offering facially adequate documents. Once state DMVs can tie in drivers' license photos, E-Verify accuracy will take another forward leap.

7. **Whaaaaaat?** - OSHA wants to amp up employers' workplace noise protection by reinterpreting its own standard. Up to now, employers often relied on personal protective equipment (PPE) like ear plugs, to get employees' noise exposure below the accepted level. If that worked, it was not necessary to use "feasible administrative and engineering controls" which may cost more. Now, OSHA believes that the controls should be used first and PPE would be relied upon only if the controls don't reduce noise to the accepted level. Administrative controls are measures which reduce employee's exposure to the noise, such as rotating workers between noisy and quieter areas. Engineering controls are changes to the equipment, facility and/or processes which reduce the noise. OSHA prefers controls over PPE since the latter requires that your employees actually remember to wear PPE while exposed to excessive noise. The million dollar question will be what does "feasible" mean . . . in stating its intent to issue more citations, OSHA says it means "capable of being done."
8. **Fat Chance** - After working 12 years at a McDonalds restaurant and ballooning from 155 to 231 pounds, a store manager was awarded \$17,500 by a Brazilian judge to compensate for the weight gain. The manager laid the blame on daily free lunches plus the need to sample the food regularly due to the presence of "mystery clients" who could appear at any time to test food quality and customer service.
9. **Kudos!** - A round of virtual applause for long-time LB4HR subscriber, **Tonya Holt**, who was honored by the Dallas Business Journal on Nov. 10 during its Best Corporate Counsel awards. Tonya is Senior Corporate Counsel for Sky Chefs, Inc. and she was recognized as a "Champion of Diversity." Woo Hoo!
10. **Stated Differently** - Here are some morsels for you multi-state employers:
 - **Arizona** - Under the recently passed medical marijuana law, employers may not discriminate against Cardholders (e.g., qualifying patient, designated caregiver, medical marijuana dispensary agent) in hiring, termination or imposing any term or condition of employment. Employers may still ban possession or use of, or being under the influence of marijuana while on the employers premises during working hours.
 - **California** - An employee will be allowed to sue her employer under both the Industrial Welfare Commission Wage Order and Labor Code sec. 1198 (via the Private Attorney General Act of 2004) for failure to provide "suitable seating." The IWC Wage Order requires that all working employees shall be provided with suitable seats when the nature of the work reasonably permits the use of seats. And the Labor Code declares failure to provide what the Wage Order requires "unlawful." *Bright v. 99¢ Only Stores* (Cal. Ct. App. 10-10).
 - **District of Columbia** - The DC Accrued Sick and Safe Leave Act provides job-protected and paid time off to employees for certain qualifying absences. There is a brand new Official Notice which covered employers must post, to explain employees' rights under the leave law. You can find the notice by clicking on Documents, then Forms/Posters at www.does.dc.gov/does.
 - **Massachusetts** - If you're confused by the new limitations on asking about criminal record history (which took effect Nov. 4), there is a new Fact Sheet posted by the Massachusetts Commission Against Discrimination that may help. You can find it posted at www.mass.gov/mcad/documents/Criminal%20Records%20Fact%20Sheet.pdf.
 - **Nebraska** - Effective January 1, 2011 the City of Omaha will charge an annual \$50 "commuter wheel fee" to each worker who lives outside of Douglas County, or within the county but three or more miles outside of the city limits, and commutes to Omaha to work. The fee kicks in for full-time workers who come to Omaha more than 30 days of the year and for part-time workers when they've worked 240 hours. The burden is placed on workers' employers to collect and remit the fee to the City, but employers may not deduct the fee from employees' pay without their written OK.
 - **Texas** - The Texas Workforce Commission amended the Payday Act regulations, effective Sept. 20. Some of the changes include acceptance of electronic posting of paydays and changes in definitions and rules relating to fringe benefits, commissions, bonuses and employee loans. Sale of an employer's business is a termination of employment

which triggers payment of vacation and other forms of paid time off, if owed pursuant to a written agreement or written policy. You can find the new regs at www.texasworkforce.org by clicking on Business & Employer, then Texas Laws and Requirements, then Texas Administrative Code.

11. **Don't Drive if You're Tipsy, Buzzed or Blitzen** - That's just one of the catchy slogans available on posters, decals and web banners for FREE, thanks to the Texas Dep't of Transportation and the National Safety Council, to remind your employees to drive safely during the holiday season. Just go to www.txdotholiday.com and enter the code TXEMP to access these items in English or Spanish, as electronic downloads and/or receive hard copies by mail.
12. **Thanksgiving** - This is the time of year that reminds me to be thankful and to do some thanking! As HR pros, counsel, business owners and managers, you make your workplaces functional, safe, productive, fun and a source of pride (not just income) for so many people. You've been tasked with the complex job of shepherding the most important resource any organization has . . . it's people. And you do it so well. In case you've not been told lately, THANK YOU for what you do!
13. **For the Birds** - If you like being tweeted and want breaking news on employment law changes, follow me on Twitter. I'm at @amross.

Until next time,

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REFER A FRIEND!

I would like to refer a friend to BV-SHRM.

Please send information about this organization to:



Name: _____

Address: _____

Phone: _____

Email: _____

Your Name: _____
(Optional)