



# SVSHRM NEWS

The Voice of the HR Profession Serving Rockingham,  
Augusta, Page and Shenandoah Counties in Virginia

March 2016

## Leadercast is Coming!

### There is still time to register!

Visionary leaders have the ability to see a preferred future, operate in the present, and utilize the resources around them to architect a clear path to a new destination. Leadercast is the world's largest one-day leadership event will be held on May 6, 2016 from 8:00am to 4:00pm at Eastern Mennonite University (EMU) University Theater at University Commons. Join us to receive insights and tools that will enhance your capabilities as a visionary leader.

### Why you should attend:

- ◆ It's fun!
- ◆ Continental Breakfast, snacks and lunch are included!
- ◆ This is a live broadcast. You never know what will happen!
- ◆ You will learn practical leadership tips!
- ◆ HRCI and SHRM credit will be available!
- ◆ Prizes will be awarded!

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*“An existing member introduced me to the chapter and I have been going ever since. The informative meetings have been very beneficial and I enjoy meeting new HR professionals.”*

*-A SVSHRM Member*

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The beautiful Shenandoah Valley

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Spring has sprung in the Shenandoah Valley!

## Scholarships Available for 2017 – Save the dates now!

SVSHRM provides scholarships designed to assist members to obtain professional certification. These scholarships are offered annually. Descriptions are listed below (including typical deadlines) so you can be prepared to apply within the year!

### Peter Veglahn Scholarship Information

The Peter Veglahn Memorial Scholarship serves as a memorial to Peter “Pete” Veglahn who was a long time member of the Shenandoah Valley Society for Human Resource Management (SVSHRM) and a member of the Virginia SHRM State Council. Through Pete’s work on behalf of SHRM and his career as a professor at James Madison University, he made many positive contributions to the advancement of the human resource profession. For current college students, the application is available January to May each spring; the 2016 deadline was March 25. The scholarship is administered through the Community Foundation Central Blue Ridge. For the 2017 application, click here:

<http://cfcbr.org/peter-veglahn-memorial-scholarship/>

### Emily Sterrett Memorial Scholarship

The SVSHRM Board established a scholarship in memory of long-time SVSHRM Member and board chair, Emily Sterrett. Emily passed away in October of 2013 after a long battle with cancer. She was an active member in our chapter and served as co-chair of the SVSHRM Certification Committee for over ten years. Emily was responsible for and directed the Essentials of Human Resources class and the SHRM self study course through SHRM. The SVSHRM Board awards two scholarships in her memory; one for admission and materials for the EHRM course and one for the SHRM certification preparation course.

To be considered, applicants should submit a document of 250 words or less informing the SVSHRM Board why they are taking the course and why they should be selected for the scholarship. More information will be made available before next year’s application deadline.

### SVSHRM Essentials of Human Resource Management (EHRM) Course

The EHRM Course is a must for any new professional! The scholarship application deadline for the SHRM learning system was February 28, 2017. With the late deadline, those interested in being considered for the scholarship should have already completed registration for the program.

Here is the link to the SHRM learning system course.

<https://www.jmu.edu/outreach/programs/all/shrm/learning-system.shtml>

The scholarship application deadline for the EHRM course will be March 31, 2017. The course usually begins at the beginning of May so there would be time to award the scholarship and then the recipient could register for the EHRM program.

Here is the link to the SHRM Essentials of Human Resource Management course:

<https://www.jmu.edu/outreach/programs/all/shrm/essentials.shtml>



SHRM Self Study Program is available through SHRM

## SHRM Benefits – Newsletters to Assist You!

Below are descriptions of newsletters available for SHRM National Members. Another good reason to join the SHRM national organization.

### HR Daily

In 2016, HR professionals will face many emerging challenges, from new legislation and compliance requirements to technology breakthroughs and a tumultuous presidential election. Look for SHRM's HR Daily to stay on top of these workplace issues, as well as provide critical news, trends and analysis each business day.

### HR Week

HR Week offers a weekly roundup of HR news, issues affecting the profession and additions to the SHRM web site. With more than 500,000 subscribers, HR Week is one of the leading periodicals for the HR profession.

### Compensation & Benefits

Compensation and benefits issues are of paramount importance to employers. The weekly Compensation & Benefits Update e-newsletter offers information on the latest trends and best practices from employers that are controlling cost and rewarding employees effectively.

### Global HR

The Global HR e-newsletter is published monthly by SHRM's Global discipline area. The newsletter mirrors this online community's focus on international HR management issues, as well as development in global employment laws and best practices.

### HR Technology

Keep up with what's happening in the world of HR technology, social media and cybersecurity with SHRM's weekly HR Technology Update. Features include web site updates, product announcements and the latest news.

### Talent Acquisition & Talent Management

This provides updates on all aspects of recruiting and managing talent. With almost 100,000 subscribers, this e-newsletter shares the latest news on all aspects of talent acquisition, organizational and employee



**Past Board Members speak highly of the time they spent serving the organization!**

*"I joined SHRM & SVSHRM once I realized that HR was my passion. I wanted to learn as much as I could about the field and have the opportunity to network with other HR professionals in the area. Joining SVSHRM gave me the motivation to obtain my professional certification. I am very proud to be a member of such a wonderful organization!"*

*-A SVSHRM Member*

development, diversity, and employee relations and engagement.

### Workplace Compliance

SHRM's Workplace Compliance e-newsletter offers summaries of legal decisions, legislative news and regulatory news, as well as analysis of what they mean for your organization. The weekly e-newsletter also provides you with bookmarks to new legal resources on the SHRM web site.

### SHRMStore

The weekly SHRMStore e-mail features new additions to the SHRMStore catalog, highlights books and other products that are of interest to HR professionals and lets readers know about special offers and other discounts.

### See more at:

<https://www.shrm.org/publications/e-mailnewsletters/pages/default.aspx#sthash.aiWKI5IR.dpuf>

## SVSHRM Board

### Positions available

Serving in a board position has so many advantages. You have the opportunity to meet and get to know many dedicated HR professionals. In addition, you can receive SHRM and HRCI recertification credit for serving. The SVSHRM board is fairly large so the work is evenly distributed. Find below, a list of currently available positions. If interested, contact SVSHRM President, Jim Hungate at [Jim.Hungate@perdue.com](mailto:Jim.Hungate@perdue.com)

**Finance Chair**-The Finance Committee Chair sits on the Board of Directors and assists the organization in establishing adequate and effective internal controls and procedures. The Finance Committee Chair provides guidance and assistance in ensuring that the organization's financial statements are accurate and complete and ensures that the organization's financial statements are audited using a third-party firm.

**Diversity Chair**-Monitor and evaluate on a continuing basis local activities concerning diversity issues. The Diversity Chair spearheads the effort to diversify the chapter's membership/leadership and to publicize successful diversity programs in the local community.

**Workforce Readiness Chair**-Serves as an appointed member of the chapter Board of Directors. Monitors and evaluates on a continuing basis local activities concerning workforce readiness issues and plans and encourages chapter involvement and activities impacting the workforce readiness arena. Presents a report or update to the chapter President and fellow chapter members. Works in cooperation with state-level workforce readiness advocates.

# Types of Memberships

*Did you know that SVSHRM includes a wide variety of membership types? Take a peek at the list below to find out more. You may be aware of a friend or colleague who can benefit from one of these membership types.*

## Professional Membership

Individuals who meet one or more of the following qualifications: (a) individuals engaged in human resource management with at least three years of experience at the exempt level; (b) individuals certified by the Human Resource Certification Institute; (c) faculty member with three or more years' experience holding assistant, associate, or full professorial rank in HR and who possess at least three years of responsible experience in the Human Resources field; (d) full-time consultants with at least three years' experience practicing in the field of human resource management; and/or (e) full-time attorney with at least three years' experience in counseling and advising clients on matters relating to the human resource profession. Professional members have voting rights and may hold office in the SVSHRM. The offices of President and President Elect will be held only by practicing HR professionals (i.e. Professors and Attorneys are not eligible for these offices).

## General Membership

Individuals engaged in human resource management at the exempt level but who do not meet the requirements of Professional membership. General members have voting rights and may hold office in the SVSHRM with the exception of the President and President-Elect positions.

## Associate Membership

Individuals in non-exempt human resource management positions as well as those who do not meet any of the foregoing categories but have a bona fide interest in human resource management and the mission of the chapter. Associate members do not have voting rights and may not hold office in SVSHRM.

## Student Membership

Individuals enrolled in the equivalent of at least six credit hours per term in a degree-seeking program where the course work taken or planned supports a demonstrated interest in human resource management. Student members do not have voting rights and may not hold office in SVSHRM.

## Retired Members

Any member in good standing with SVSHRM at the time of retirement from any firm, organization, or institution may become a Retired Life Member by continuing to pay their annual dues. Retired members do not have voting rights and may not hold office in SVSHRM.

## SHRM (national) Members

Individuals who are members of the national SHRM organization are always welcome as members of SVSHRM. They will be placed in one of the above membership categories based on their qualifications. Thirty percent (30%) of the Chapter members are required to be Society for Human Resource Management national members for the Chapter to maintain its national SHRM affiliation.

## Contact Us

Give us a call if you need more information about your membership or if you have suggestions for this newsletter!

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Visit us on the web at  
[www.svshrm.org](http://www.svshrm.org)

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***“I joined SVSHRM because I love the HR profession and wanted to network with other professionals in the community who are passionate about HR. I am also a member of National SHRM and find the email updates and information on their website very valuable.”***

**-A SVSHRM Member**

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