

## ACHRA Albemarle / Charlottesville HR Association

Summer 2008

### From the Desk of the President, Faye Giles

Dear ACHRA Members:

Excuses. Excuses. Excuses. Please accept my apologies for delaying the delivery of the ACHRA newsletter summer issue. I do hope everyone is having a somewhat relaxing summer and hopefully taking some time off to re-energize. In this issue, you will find quite a few updates and reminders. The most important reminder is to mark your calendar for the upcoming 11th Annual Fall Conference on Tuesday, September 9th. For more information, <http://achra.org/NewLayout/events.html>

*"It's not what you look at, but what you see." -Henry David Thoreau*

With kindest regards,

Barbara Kessler, PHR, Immediate Past President and Newsletter Person

### ACHRA Logo Contest

Calling on all active chapter members! The Board of Directors has voted to have a logo contest. The winning graphic will be used on the ACHRA website as well as on all Chapter marketing materials. It's time to create a brand! **Share your creativity, originality, and inventiveness!**

**The prize is a VISA card worth \$100!**

**Contest Rules:** All entries must be submitted by **July 25<sup>th</sup>** either electronically to Rena Wray [rlwray@embarqmail.com](mailto:rlwray@embarqmail.com), or in hard copy to ACHRA, P.O. Box 6185, Charlottesville VA 22906. There will be a Logo Judging Committee, who will present two finalists at the August Board Meeting for selection of the winner.

### 2008 ACHRA Board

**President**, Faye Giles, SPHR **President Elect**, Rudy Beverly **Secretary**, Shirley Franks

**Treasurer**, Deb Deuchar, SPHR **Sponsorship Committee Chair**, Ashleigh Slawski, SPHR

**Membership Co-Chairs**, Debbie Mincarelli, and Marty Lupinetti, SPHR, CEBS

**Program Co-Chairs**, Rachel Brozenski, SPHR and Reggie Ryals, SPHR

**Newsletter Chair**, Barbara Kessler, PHR **Workforce Readiness Committee Chair**, Ava Baum, SPHR

**Professional Development Committee Chairs**, Tracey Via, SPHR & Carolyn Fowler, SHRP, CCP, CBP

**Web Master Co-Chairs**, Sasha Cannon and Rena Wray

**HR Day Co-Chairs**, Justine Jackson and Rena Wray **Legislative Committee Chair**, Position Open

## Upcoming ACHRA Meetings

ACHRA members can look forward to a variety of programs in the year ahead. Plan on attending to network with colleagues, receive updates on HR topics, hone your skills, be inspired...and receive HRCI recertification credits! Scheduled programs for 2008 include:

Mark your calendars to attend an ACHRA-sponsored **Brown Bag Lunch** Tuesday, August 19 (3rd Tuesday), Noon - 1:15 pm, location TBD. Emily Sterrett, Ph.D., SPHR, President of Performance Works, LLC, a training and management consulting firm, will present, "The Market Value of Trust." The presentation is based on Stephen M. R. Covey's book, *The Speed of Trust*, 2006. 1 hour strategic recertification credit is pending from HRCI.

In October, we'll welcome Steve Zimmerman presenting "Lessons in Leadership" for a lunch meeting on Tuesday, October 14th.

The following month, we'll be joined by Jennifer Till of The Bridge, LTD for a breakfast meeting to discuss "Goal Setting - Developing Others, Developing Yourself."

Contact **Programs Co-Chairs Rachel Brozenske** at [reb@allisonpartners.com](mailto:reb@allisonpartners.com) and **Reggie Ryals** at [rryals@klugeestate.com](mailto:rryals@klugeestate.com).

## Welcome New 2008 ACHRA Members

Mike Somers,

Virginia Department of Rehabilitative Services

AND

John McQuilkin, Albemarle County

## Annual Fall Conference

The **Annual Fall Conference** is fast approaching. It's scheduled for **Tuesday, September 9<sup>th</sup>** at Farmington Country Club. We hope you've marked your calendars and are planning to attend. It will be a fabulous day!

**Your participation is requested.....please read on.**

Certified Professional Speaker and Author, Patti Hathaway, The CHANGE AGENT, will be presenting, how we can most effectively lead through change (MISSION POSSIBLE: Mastering the Leadership Challenge of Change).

Patti would like to tailor her program to our specific concerns and needs. **Please respond to this survey by August 25.** Thanks in advance for your confidential feedback!

[http://www.surveymonkey.com/s.aspx?sm=BNXI1M1JWCMjIKuGn\\_2fN\\_2bAQ\\_3d\\_3d](http://www.surveymonkey.com/s.aspx?sm=BNXI1M1JWCMjIKuGn_2fN_2bAQ_3d_3d)

The survey will also be available on the ACHRA website at the following address:

<http://achra.org/NewLayout/announcements.html>

*Sincerely,*

*Rena Wray and Justine Jackson, Co-Chairs*

*2008 ACHRA Fall Conference Planning Committee*

### Level One Sponsors



## Meeting Sponsors Needed!

### Sponsor an ACHRA Meeting!

Is your company looking for the opportunity to present your service or product to Human Resources professionals in the Charlottesville area? If so, consider sponsoring an ACHRA monthly chapter meeting!

For a \$250 fee, you'll receive the following:

- Up to five minutes at the beginning of the meeting to promote your company/organization.
- Public thank you during the event.
- A table to display promotional materials.
- Opportunity to place promotional brochures at tables where members are seated.
- Acknowledgement of sponsorship in ACHRA meeting announcements (e.g., on electronic invitation to members as well as having information posted on the ACHRA website).
- Acknowledgement of sponsorship in ACHRA newsletter.
- One guest attendee at the meeting.

ACHRA is looking for sponsors for the following meetings::October 2008 and November 2008

Meetings are held the second Tuesday of each month. Places and times TBD.

### Sponsor the Annual Fall Conference!

HR Day is September 9, 2008. This is a wonderful opportunity to promote your business at our annual day-long HR learning event, held at Farmington Country Club. We are looking for one more Level I sponsor, and several Level II sponsors.

#### **HR Conference Level I Sponsor: \$750**

- Display booth at event
- Company materials included in program packet
- Public thank you at event and acknowledgement in ACHRA newsletter
- Brief (3-5) minutes presentation to attendees to introduce company/organization
- Company banner displayed in the meeting room
- Company promoted on pre-event advertising [TV, print, online] with company logo

Conference attendance for one person

#### **HR Conference Level B Sponsor: \$450**

- Display booth at event
- Company materials included in program packet
- Public thank you at event and acknowledgement in ACHRA newsletter

Conference attendance for one person

For more information regarding ACHRA sponsorship, please contact Ashleigh Slawski at [ashleigh.slawski@lexisnexis.com](mailto:ashleigh.slawski@lexisnexis.com).

## Come Study with ACHRA!

Yes, it's that time of year again! The Professional Development Committee will again sponsor a Fall SPHR/PHR Study Group/Prep Course. We will meet once a week starting in September. Each of the six functional areas of HR will be facilitated by fellow ACHRA members. The facilitators have all received his/her certification and will provide you with information and "helpful hints" to help prepare you for the exam.

**Target Audience:** Individuals preparing to sit for the SPHR or PHR certification exam and/or wishing to expand their HR body of knowledge

**Dates:** September 16 to November 18, 2008 in preparation for the December 1, 2008 to January 31, 2009 testing window.

**Times:** Tuesdays, 5:30-7:30- length subject to change depending on session content.

**Location:** Cadmus Communications, 1317 Carlton Avenue, Charlottesville (where Tracey Via is Director of HR, (434) 327-1902).

### Requirements:

- Must be a member of ACHRA (Albemarle-Charlottesville HR Assn.). To access an Application for Membership, go to [www.achra.org](http://www.achra.org) and follow the "Join ACHRA" link. Please submit the application in a timely manner in order to assure that the Membership Committee can review and approve the application prior to beginning of the study group sessions.
- In honoring the guidelines for utilizing and purchasing the SHRM learning system, participants will need to purchase the 2008 system. ACHRA will purchase the system at a reduced fee of \$425 and members can purchase them from ACHRA. There have been substantial changes from the 2007 modules and it is highly recommended that all participants use the 2008 system.

*To get this special price, write a check payable to ACHRA for \$425 no later than July 31, 2008 with delivery of the check to the ACHRA Treasurer Deb Deuchar or mail to ACHRA, ATTN: Debra Deuchar, Treasurer, Post Office Box 6185, Charlottesville, VA 22906. This will allow us to deliver your 2008 SHRM Learning System booklets before the first class.*

### Examination Information:

- Registration deadline is October 10, 2008. (Late registration is November 14, 2008)
- The next testing window for PHR/SPHR is December 1, 2008 – January 31, 2009 and for GPHR, December 1 to December 31, 2008
- Application fee: \$75 (non-refundable) plus
- Exam fee: PHR - \$175 if SHRM (national) member; \$225 non-member or  
Exam fee: SPHR - \$300 if SHRM (national) member; \$350 non-member

Check the [www.hrci.org](http://www.hrci.org) website for more details.

We encourage ALL members who are not certified to consider completing this class and taking the exam.

Getting certified meets the mission of SHRM...

- 1) Serve the professional – It can affirm your expertise, increased career potential, and provide personal satisfaction
- 2) Advance the Profession – As more people become certified, it helps raise the status of the entire profession, reflecting well on each of us

Please contact one of the Professional Development Committee Co-Chairs if you are interested in signing up for the class or have any questions.

- Tracey Via at 434-327-1902 or by email at [viat@cadmus.com](mailto:viat@cadmus.com) or
- Carolyn Fowler at 434-975-5415 or by email at [cfowler1@cstone.net](mailto:cfowler1@cstone.net)

## “What are the benefits of being HRCI Certified?”

### What has being HRCI certified meant to me, my job, my career?”

"Achieving the PHR, SPHR and/or GPHR is one of the most rewarding and significant honors that a HR professional can achieve. Learning all facets of HR in preparation for the exam as well as working with and supporting other HR professionals as they strive to accomplish this feat, has made me a better HR professional and ambassador. I am more equipped to handle HR situations, determined to strengthen and grow my HR department and now actively serve as a stakeholder and key contributor as my company develops strategic initiatives and goals."

**Robin L. Fisher, PHR** June, 2007  
**Director of Human Resources**  
**ACAC Fitness and Wellness Centers**

"Having achieved the SPHR Certification in June of 2003, I was left with a great feeling of accomplishment and a broader HR knowledge base. Through the process of studying for the comprehensive exam, I was able to fill my HR knowledge gaps – learning more about areas of HR that had not yet been a part of my job experiences. My current company, WorldStrides, is a smaller company than my last one so we do not have a broad pool of HR area experts available. It is wonderful to have the confidence of broad knowledge and of the tested ability to handle the analytical aspects of HR.

I also continue to enhance my knowledge in a more driven and focused manner than I might have, given the SPHR recertification requirements. My boss appreciates and respects the fact that I have my certification, and encourages my continued education since I have proven that I have benefited from it.... He sees the ROI, so he is willing to continue to invest in my growth. I also feel confident that the certification increases my odds of being respected more quickly when I meet new HR colleagues, which is an added plus."

I encourage all career Human Resource professionals to pursue one of the certifications, based on your career goals. As Michelangelo once said, "The greater danger for most of us lies not in setting our aim too high and falling short; but in setting our aim too low, and achieving our mark."

**Leslie L. Andrus, SPHR** June, 2003  
**Senior Training & Development Specialist**  
**WorldStrides**

**William McDonough + Partners**

In 2006, I studied on my own and attempted to take the PHR exam. I did not pass. This time, I decided to join the ACHRA study

"I had been originally certified in approximately 1999 but I let the certification lapse. For me, one of the primary reasons I decided to recertify was that I was considering changing employers and feel that the certification is a great way to make your resume stand out from the crowd. Also, there is the personal satisfaction that comes from reaching a goal. An awful lot of what we do in HR is intangible and hard to measure. Certification is a tangible achievement that commands a certain amount of respect from others in the HR profession."

**Boyd Marquardt, SPHR** December, 2007

**Human Resources Representative**

**CFA Institute**

"A lot of employers know what the certification means and show you more respect. It forces you to keep current through continuing education. Certification is often listed in the help wanted ads for HR."

**Gayle Ernst, SPHR** May, 2001

**Director of Human Resources**

**William McDonough + Partners**

In 2006, I studied on my own and attempted to take the PHR exam. I did not pass. This time, I decided to join the ACHRA study group and I gained what I needed to know for the test *plus* so much more applicable knowledge through my study group members. When I sat for the exam on December 31, 2007, I passed with flying colors.

Having my PHR certification lends credibility to the work that I do. The knowledge gained from my studies has provided me opportunities to positively influence the HR processes that I am involved with on a daily basis.

**Amanda A. Moxham, PHR** December, 2007

**Employment Supervisor**

**Northrop Grumman Sperry Marine**

Becoming HRCI certified has helped build my confidence and credibility at work and among my peers. I received my PHR certification in 2006 and my SPHR certification in 2008

**Ashleigh Slawski, SPHR** January, 2008

**Human Resources Representative**

**Lexis Nexis**

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