

AFFILIATE OF



SOCIETY FOR
HUMAN
RESOURCE
MANAGEMENT

www.achra.org



June 2005

From the Desk of the President

Greetings to all members!

As the weather warms up and summer arrives, we prepare ourselves and our families for a busy time of year. As you prepare for summer vacations, camps and adventures, the ACHRA Board is busily working on plans for the fall - planning our annual HR conference event, study groups, special events to supplement our monthly meetings, as well as various campaigns and initiatives. All of this is an effort to offer you more and to get more members of the HR community involved and informed.

I feel that our chapter is very successful in offering a variety of networking and educational opportunities to our membership. We have been working steadily to meet our 2005 goals and we're making real progress. I extend my gratitude to Board and committee members for making it all happen. I applaud our volunteer leaders for their hard work and dedication and proudly lead this organization.

Tessy Schlemmer

ACHRA President

SHRM News

Did you know that SHRM can bring training to your organization and enhance your staff development program with the SHRM In-House Training Program?

Each program develops HR competencies for your organization, for HR professionals and other members of your management team. SHRM programs are developed according to the highest quality standards and these programs deliver accurate, real-life applications that employees can apply once they return to the office.

These on-site programs are cost-effective ways to train a number of individuals from your organization in one place, at one time, without the need for travel. Contact SHRM.org for details.

Save the Date!

8th Annual ACHRA Fall Conference

You are cordially invited to Save the Date
of Tuesday, October 11, 2005 for this special full-day event!

Guests include: Margaret Morford, Top 10 speaker at the 2004 SHRM National Conference;
John G. Corlett, Ph.D., specializing in Organizational Development with over 20 years of
experience; and four of the area's finest attorneys, R. Craig Wood, John E. Davidson,
Daniel J. Meador, Jr., and Cathleen P. Welsh.

The conference topics have been carefully chosen to interest and appeal to all of you. So, we
hope you'll take a break from your busy schedule and join us for what promises to be a fabulous
day!

To be held at Farmington Country Club.

More details to come.

The 2005 Conference Planning Committee

Thanks to Adams & Garth

ACHRA would like to thank Adams & Garth
for sponsoring the June Monthly Membership Meeting.

Adams & Garth
Staffing Leadership in Central Virginia

Adams & Garth Staffing is Central Virginia's most
respected independent staffing agency. Their success is a direct
result of the firm's commitment to personal, customized service; a thorough understanding of the
local workforce; and effective staffing solutions that result in many satisfied and loyal clients since
1989. Adams & Garth Staffing Solutions--skillful at finding the right talent for you. Hiring options
range from recruiting permanent executives, to finding professional staff for the day. Their clients
call them Respectful, Responsive, Resourceful. Call 434-974-7878 or visit us at

<http://www.adamsandgarth.com>

For Sponsorship opportunities, please contact Faye Giles at (434) 982-2733 or gft3e@virginia.edu

Update from the UVA Student Corner

I would like to take this opportunity to thank the ACHRA members that participated in the internship/externship program this year. I received excellent feedback from the students regarding their internships. They greatly appreciated the time and effort you all put into their intern positions. They gained valuable hands-on experience that has helped prepare them for the workforce. Thank you again!

On another note, the leaders of the UVA HR Club have graduated this semester. We wish them luck and much success in their future endeavors! However, their departure has left the club without leadership. The former President of the HR Club advertised and promoted the club before she left. She met with the Dean of the McIntire School of Commerce and also with University Career Services. Unfortunately, she did not get any student response for interest in carrying on the HR Club. Therefore, the club is non-existent at this point. Gerald Starsia, Associate Dean Administration, has agreed to be the faculty sponsor of the UVA HR Club. Mr. Starsia has all of the information regarding the history of the club and will be happy to pass that along to a student that is interested in starting the club again. Until the student body shows interest in the field of Human Resources the club will remain inactive. Please contact me if you are aware of a student that is interested in the field of HR and may like to have more information regarding the club. Any thoughts, ideas, suggestions are greatly appreciated!!!

Again, thank you for your support of our students and rising HR professionals. Hopefully, there will be interest in carrying on the club next year!

April Beirne

UVA Student Chapter Liaison

Email: abeirne@adamsandgarth.com

Sponsorship Opportunities are Available for your Business

ACHRA is looking for monthly meeting sponsors. We would like to offer our ACHRA members the opportunity to sponsor a meeting before we solicit outside businesses. If you would like to promote your company/business at an ACHRA meeting, please contact Faye Giles at 434.982.2733 or email at gft3e@virginia.edu You will be given five minutes at the beginning of the meeting to promote your company to the membership. You will also be provided with a table to display promotional materials. You will receive acknowledgement of your sponsorship in the ACHRA newsletter and in the monthly E-vite. Meeting sponsors may invite two guests to attend their sponsored meeting.

Hats off to Venturi!

Many thanks to Sue Durnwirth and the rest of the Venturi Staffing Partners team for hosting the June 7th ACHRA social! It was a fun (and delicious) summer networking opportunity held on the beautiful veranda at their lovely Pantops Mountain location!



Community Relations News

THE COMMUNITY RELATIONS COMMITTEE

INVITES YOU TO PARTICIPATE

IN

THE 2005 ACHRA

FOOD COLLECTION DRIVE

While most of us think to donate food during the holiday months, we sometimes forget that hunger exists the rest of the year. It is with this purpose and in keeping with the Community Relations Committee mission to support local charities, that we are asking for your help to make our three-month food drive a success.

In partnership with the Blue Ridge Area Food Bank (<http://www.brafb.org/>), we hope to fill a food box at the July, August and September membership meetings. As an incentive, members who choose to participate and donate food will have an opportunity to win some fun prizes! Each time you bring a donation, your business card will be put into a bowl and names will be drawn to win prizes at each meeting.

At the September meeting, in addition to the regular prizes, we will also have a final drawing for a grand prize. Every card that was collected, including all those from the September meeting will be mixed together and we will do one final drawing. If you donated at every meeting, you will have three cards in the bowl, and three chances to win. Previous winners will also be included in the grand prize drawing.

You can visit the ACHRA website (www.achra.org) and click onto the Community Relations link for more information about the food drive. We thank you for your help and support.

Your Community Relations Committee,

Wendy, Donna and Brett

ACHRA Programs and Networking Opportunities!

Join us for networking and learning over the summer at new locations.

July 2005 – We'll feature the Predictive Index tool, which is a behavioral based assessment tool that is quick and easy to use. It can be used to determine if a candidate has the innate qualities that would lend favorably to a position - or not! Imagine having the insight into personality and character before you make an offer. And, to help you understand the tool and gain confidence in it, we're planning to make the tool available for you to use during the presentation. Steve Picardi, Jr. will be presenting. This breakfast meeting will be held at the Albemarle County Building on 5th street, with catering by Hot Cakes. This presentation has already been awarded 1 HRCI Certification Credit.

August 2005 – We'll join resources with the Blue Ridge ASTD (American Society for Training and Development) group to present how training/organizational development and human resources interrelate. Our very own John Beta will be part of the presentation team. This presentation is a breakfast meeting and will be held at the Gravity Lounge on the downtown mall.

September 2005 – We'll learn about "distance learning" from Grant Tate, PhD. Based on research on on-line education in Europe, North America, and Japan, and his personal experience as a faculty member in the University of Phoenix's Doctoral Program, Grant will present the advantages and disadvantages of on-line education. Grant is the founder and CEO of Bridgewater Innovations Group, LLC. His company has a single purpose: To help people learn and thrive in a complex world. Join us at Rococo's for a dinner meeting and learn from the expert. We will be pursuing HRCI Certification for this meeting.

October 11, 2005 – Don't miss the ACHRA HR Conference!. We're very thrilled to offer a high powered day of learning in the beautiful Farmington Country Club Ballroom. Reserve this date on your calendar. You won't want to miss Margaret Morford, one of the best speakers at the 2004 SHRM Conference, John Corlett from the Darden School, and an afternoon in "the court room." Of course, HRCI Certification credits are pending. More details will be provided in future communications.

PHR/SPHR Fall Study Group

If you are interested in participating in a fall study group, please contact Tracey Via at 972-7642 or by email at Tracey.Via@lexisnexis.com

It is the mission of the Albemarle/Charlottesville Human Resource Association to serve as a recognized resource and provide leadership to its membership and the business community through sharing and promoting best practices in human resource management.