



# BV-SHRM NEWSLETTER

CHAPTER NO. 0330 ♦ APRIL 2016

*April's Program and Luncheon proudly sponsored by:*

**TPSU**



*The Plan Sponsor University (TPSU), offers the most comprehensive workplace retirement plan certification program for business owners, benefits specialists and other employer fiduciaries. The mission of TPSU is to enable plan fiduciaries to improve their retirement plan for the benefit of their employees through education and training.*

**For more information:**

4425 Military Trail, Suite 202,  
Jupiter, FL 33458  
855.755.4015  
[Registrar@TPSUniversity.com](mailto:Registrar@TPSUniversity.com)  
[www.TPSUniversity.com](http://www.TPSUniversity.com)

*Would your organization like to be featured here?*

*Contact Gari Jones about sponsorship opportunities at [gnjones@ag.tamu.edu](mailto:gnjones@ag.tamu.edu)*

## MONTHLY PROGRAM & LUNCHEON

- TOPIC:** People Analytics: Changing Our Mindset from Measurement to What Matters
- WHEN:** April 7, 2016
- TIME:** 11:30: Lunch, Networking, & Announcements  
12:00 Program
- WHERE:** Phillips Event Center  
1929 County Club Dr., Bryan, TX
- COST:** \$15/ BV-SHRM member  
\$20/ non-members
- SPEAKER:** Dr. Michael Wesson
- RSVP:** Please **RSVP by noon, Friday, April 1, 2016** to [rsvpprograms@gmail.com](mailto:rsvpprograms@gmail.com).
- MENU:** Lasagna with Chef's choice of starch & vegetables, water, iced tea and coffee.

## PROGRAM DETAILS

### **People Analytics: Changing Our Mindset from Measurement to What Matters**

Dr. Wesson will provide an overview of HR Analytics. Although we constantly hear the term "people analytics" in today's HR terminology, most people are still unclear as to what the term actually represents. The session will cover what the term "people analytics" represents to various stakeholders. He'll show how using data evaluating different processes as well as using numbers related to turnover can help an organization learn and adjust. He will introduce three ways that people analytics should change your mindset about how you approach human resource management and your day to day work. These adjustments can affect the quality of hire, improve the effectiveness of onboarding, heighten engagement, and reduce turnover. Lastly, he will also discuss how people analytics can fit into your career and development as a leader in the HR field.

## SPEAKERS BIO



Dr. Michael Wesson is an Associate Professor and Director of Management Graduate Education at Texas A&M University's Mays Business School. Dr. Wesson currently teaches MBAs, PMBAs, EMBA's and MS/HRM students in the areas of leadership, human resource management and organizational behavior. Dr. Wesson's teaching has been recognized with several teaching grants including the Texas A&M University Center for Teaching Excellence Montague Scholar. He is also co-author of a textbook on Organizational Behavior.

His specific research interests focus on the areas of recruitment, selection, socialization, compensation, and leadership. His research articles have been published in numerous top-tier journals.

Prior to returning to school for his doctoral degree at Michigan State University, Michael worked as a human resources manager for Baker Hughes, Inc. He has served as a consultant to the automotive supplier, oil and gas, consulting, and technology industries in areas dealing with HR analytics, organizational change, selection, onboarding, leadership development, compensation, and turnover.

*Please notify  
[lgalvan1984@gmail.com](mailto:lgalvan1984@gmail.com)  
to request copies of  
speaker presentation.*

## Upcoming Events

### Diversity Dates for APRIL

*Did you know?* April is Stress Awareness Month

15: Rama Navami (Hindu)

15: Day of Silence (students in support of LGBT students)

22-23: Theravada New Year (Buddhist)

23-30: Passover/Pesach (Jewish)

24: Armenian Martyrs' Day

27: Administrative Professionals' Day



**CHAMBER OF COMMERCE**  
BRYAN/COLLEGE STATION

Visit us and  
become a Fan of  
BV-SHRM on

**facebook**

## Board Officers

### President

Lisa Villalobos, SHRM-CP, PHR

### President Elect

Kristi Soria

### VP of Programs

Liz Galvan, SHRM-CP, PHR

### VP of Membership

Candi Nelson

### Treasurer

Krystal Broussard, SHRM-CP, PHR

### Secretary

Kimberly Williamson

### Past President

Reth Youell, SHRM-SCP, SPHR

## Directors & Chairs

### Certification Director

Alyssa Wisnoski

### College Relations Director

Tami Overby

### Diversity Director

Faren Franklin

### Government Affairs Director

Kathy Schroeder

### SHRM Foundation Director

Thom Holt, SHRM-SCP, SPHR

### Workforce Readiness Director

Stacy Overby, SHRM-SCP, SPHR

### Hospitality Chair

Wanda Boyd, SHRM-CP, PHR

### HRSW Ambassador Chair

Reth Youell, SHRM-SCP, SPHR

### Newsletter Chair

LaTasha Phillips

### Business Seminar Chair

Jessica Lennerton

### Social Engagement Chair

Jennifer Cabezas, SHRM-CP, PHR

### Website Chair

Bob Hensz, SHRM-SCP, SPHR

### Recertification Chair

Michelle Merritt, SHRM-CP, PHR

### Sponsor Chair

Gari Jones, SHRM-CP, PHR

### Publicity Chair

Lauren Pearce, SHRM-CP, PHR



Are you  ? BV~SHRM is.

**Linked** 



### Early Bird Registration

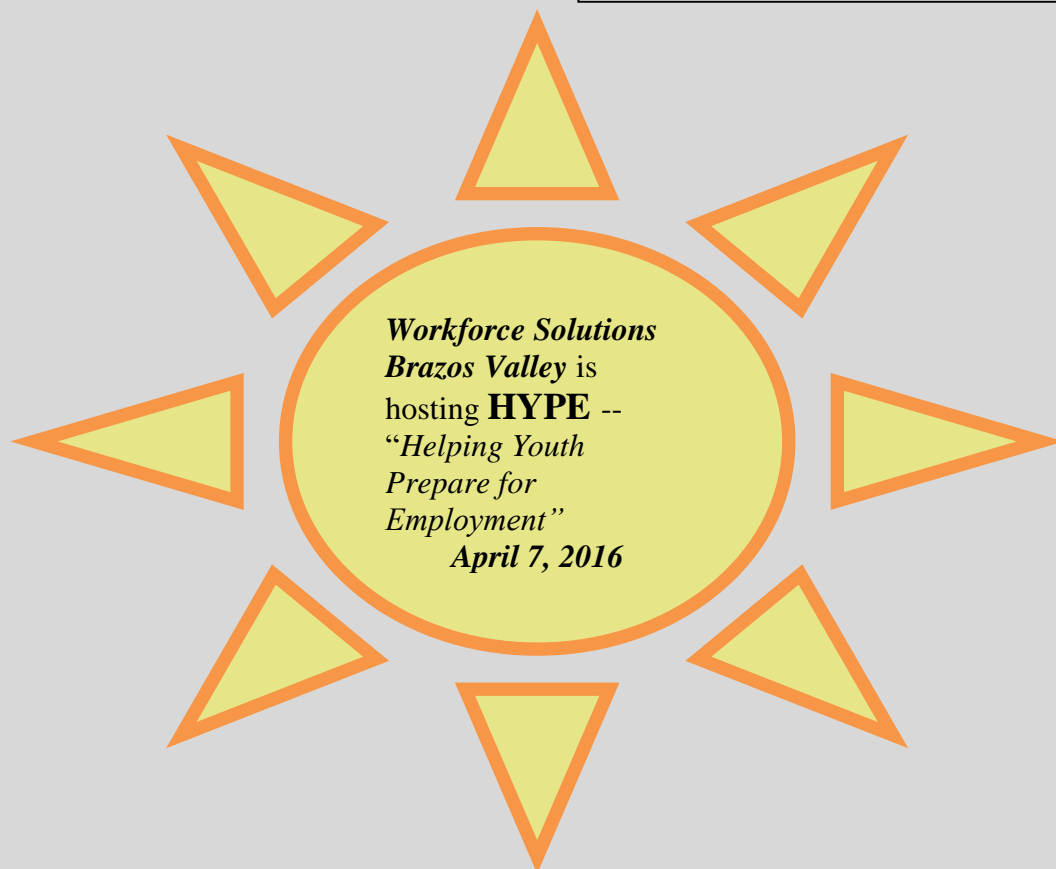
Bryan/College Station Chamber of  
Commerce

### Spring Job Fair

April 28, 2016

11:00 am to 3:00pm

Hilton College Station





# SHRM ANNUAL CONFERENCE & EXPOSITION

June 19-22, 2016

Washington, D.C. | Convention Center



Early bird pricing expires April 8, 2016 at 11:59 pm ET, register today for #SHRM16 and save \$260\*

LAST CHANCE TO SAVE

[REGISTER NOW >](#)

**LAST CHANCE TO SAVE \$260\***  
**REGISTER BY APRIL 8**

SHRM's Annual Conference & Exposition is the largest - and best - HR event in the world! You'll leave with the tools and resources needed to create and implement successful HR practices.

# *Mark Your Calendars*

**B** **usiness After Hours**  
April 28, 2016  
Watercrest at Bryan

## **Gulf Coast Symposium**

May 11-13, 2016

Houston, TX

<http://www.hrhouston.org/page/512>

**N** **ational SHRM Conference**  
June 19-22, 2016  
Washington, DC  
[annual.shrm.org](http://annual.shrm.org)

## **HR Southwest**

October 16-19, 2016

Fort Worth, TX

[www.hrsouthwest.com](http://www.hrsouthwest.com)

Registration opens in the spring

Use Chapter 0330 when registering



# REFER A FRIEND!

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

Please send information about this organization to:

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

Email: \_\_\_\_\_