



BV-SHRM NEWSLETTER

CHAPTER NO. 0330 ♦ MARCH 2016

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MONTHLY PROGRAM & LUNCHEON

TOPIC: What's Hot in Immigration Law: Latest Developments Affecting Employers

WHEN: **March 3, 2016**

TIME: 11:30: Lunch, Networking, & Announcements
12:00 Program

WHERE: **Phillips Event Center**
1929 Country Club Dr., Bryan, TX

COST: \$15/ BV-SHRM member
\$20/ non-members

SPEAKER: Andrés Zamberk

RSVP: Please **RSVP by noon, Friday, February 26, 2016**, to
rsvpprograms@gmail.com.

MENU: Glazed chicken breast with Chef's choice of starch & vegetables, water, iced tea and coffee.

PROGRAM DETAILS

Topic: *What's Hot in Immigration Law: Latest Developments Affecting Employers*

Description:

This highly interactive, comprehensive session will provide a succinct and fundamental overview of work visas common to most HR professionals. We will discuss prevalent issues and practical considerations faced by employers when sponsoring foreign workers, including hot issues and current trends related to work visas. Do not miss this opportunity to attend our informative seminar and obtain valuable tips for managing this dynamic area of HR practice while earning credit toward your Human Resources Continuing Education.

Learning Objectives:

1. Educate HR professionals on the nuts and bolts of sponsoring foreign workers under different work visa options.
2. Identify the practical issues with employment of foreign workers including timing, employment terms, etc.
3. Provide the audience information on the employer's obligations including wage/hour issues and return transportation requirements under various work visas.

Please notify
lgalvan1984@gmail.com
to request copies of
speaker presentation.

SPEAKER'S BIO

Andrés Zamberk is a Senior Immigration Attorney with Foster LLP in Houston, TX. He practices business immigration law, handling a high volume of B-1, E-2, E-3, L-1, H-1, TN and other nonimmigrant work visas, as well as PERM and employment based permanent residence applications. Andrés advises multinational companies and their employees on US immigration law, providing a wide range of business immigration legal services, including the preparation and submission of applications for temporary work visas, employment based permanent residence, and family based immigration. Andrés is bilingual in Spanish. He is a member of the New York State Bar and the American Immigration Lawyers Association. Andrés' interest in immigration law stems from his own personal experience dealing with the United States Citizenship and Immigration Services. As an immigrant himself, having lived in Chile, Spain, the United Kingdom, Canada and the United States, Andrés understands the complexities of immigration and empathizes with those faced with its challenges.

Upcoming Events



DIVERSITY MATTERS

Diversity Dates for MARCH

Did you know? March is National Women's History Month

March 7-11: National Careers Week

March 8: International Women's Day

March 17: St. Patrick's Day

March 21: International Day for the Elimination of Racial Discrimination

March 24: Purim

March 25: Good Friday

March 27: Easter

March 31: Cesar Chavez Day

Visit us and
become a Fan of
BV-SHRM on

facebook

Dues info!

Regular: \$40

***National SHRM
Member: \$20***

*Pay at a meeting or
send check made out
to BV-SHRM to:*

*PO Box 3442
Bryan, TX 77805*



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



President's Piece

I already feel like the slow of winter is gone and we're getting into the high gear of spring! So many 5K runs going on, lots of great activities and events to attend, and our poor plants can't decide if it's time to be dormant or time to bloom!

BV-SHRM is no exception! We have lots of great things on the horizon!

Certification Class – the class is off to a good start, and we have a great group going through this together. I have been excited with the good questions and the dedication of our instructors. Thank you Alyssa for all of your hard work!

Certification – we know there's been a lot of confusion around this topic. See the article in this newsletter where we discuss a little about what this means for you. We will, for as long as possible, support both HRCI and SHRM certifications for test preparation classes and recertification credits. Your receipts are already reflecting both activity ID numbers.

New Board Members – we have a few new board members who are jumping in with both feet, and I'm so proud of their efforts on your behalf. While I'd love to mention all of their individual accomplishments here, I just don't have enough space! Thank you Kristi, Liz, Faren, Michelle, Gari, and Jessica for your energy and good work so far! I also want to introduce Kathy Schroeder who has taken on the Government Affairs space and Lauren Pearce who will be helping with some publicity and announcements.

Sponsorships – we are still in need of several sponsors. It's a great opportunity for a business to get in front of about 60 HR professionals for only \$300. And it allows our group to keep the cost of monthly luncheons reasonable. Please contact Gari Jones (gnjones@ag.tamu.edu) if you have any suggestions or are willing to contact a group that might want to sponsor.

As always, thank you for being a part of our chapter and supporting our events; we hope that you receive benefits through the programs and networking with your fellow HR professionals. I know I have benefited greatly from knowing each of you!

I look forward to seeing you on March 3!

Lisa Villalobos
2016 President



Certification Connection

We know that there's a lot of confusion around certification. The board has spent the last year or so trying to sift through the information to try to figure out how to best serve our members.

HRCI Certifications

For approximately 40 years, HRCI has served as a semi-independent arm of SHRM to offer HR Generalist Certifications (PHR/SPHR). The exams and learning system are based on a Body of Knowledge that all HR professionals should know to proficiently do their jobs.

Website: www.hrci.org




Approved providers for recertification credits will display something like this on their advertising and in completion certificates.

This program has been submitted to the HR Certification Institute for review.

or

The use of this seal is not an endorsement by the HR Certification Institute of the quality of the activity.

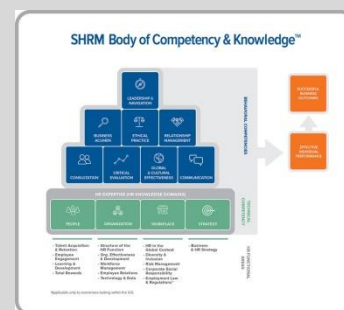
It means that this activity has met the HR Certification Institute's criteria to be pre-approved for recertification credit.



SHRM Certifications


The SHRM Certifications (SHRM-CP/SHRM-SCP) were introduced in 2014 after several years of research, development and testing. They are largely based on a Competency Model in addition to their Body of Knowledge which is a framework gaining traction in the larger certification community.

Website: <https://www.shrm.org/certification/pages/default.aspx>



Approved providers for recertification credits will display something like this on their advertising and in completion certificates.

BV-SHRM is recognized by SHRM to offer Professional Development Credits (PDCs) for SHRM-CP or SHRM-SCP. This program is valid for [XX] PDCs for the SHRM-CP or SHRM-SCP. For more information about certification or recertification, please visit shrmcertification.org.



So, what does this mean for me, the member?

BV-SHRM is committed, for as long as possible, to support both the HRCI and SHRM certifications by offering Certification Preparation classes and Recertification credits for both entities.

As a SHRM-affiliated Chapter, we anticipate that sometime in the future we may be asked to cease any activities supporting HRCI.

Note though that any HR continuing education you take, whether through us, another SHRM-related activity, or a separate provider, if related to your certification, should be acceptable to any organization. If you don't have an activity ID, you can always take the topic description, the speaker's information, the date and location of the event, and the time spent to enter into either application for recertification and it should be counted.

How do I prepare for the future?

The short answer is to do your research to determine the right certification for you. And the answers to the following questions may change over time. Questions to ask going forward:

- Does the Body of Knowledge or the Competency Model make sense? Does it make sense in the profession?
- What are the qualifications to become certified?
- Is this certification recognized by employers? Is it in job announcements?
- Is the testing body separate from the test preparation body? Is there value to that?
- Are the tests both reliable and valid? Do they consistently measure what they say they'll measure?
- How is the organization verifying that recertification credits submitted have value?
- Is the organization serving the needs of its certificants?
- Is one certification a better predictor of HR success than the other?

Final Thoughts

BV-SHRM believes that certification, regardless of the form, is of value to you, the HR professional as well as your employer.

Whether you decide to pursue one of the certifications described above or another certification offered through World of Work (i.e. Certified Compensation Professional or Certified Benefits Professional) or the International Foundation of Employee Benefit Plans (i.e. Certified Employee Benefits Specialist) or another organization, we want you to feel supported in that endeavor.

If you have any additional questions or suggestions surrounding certifications, please contact a board member.

Mark Your Calendars

B

Business After Hours

March 10, 2016

Bridal Association of Brazos Valley

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

HR Southwest

October 16-19, 2016

Fort Worth, TX

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: _____