



TEXAS A&M UNIVERSITY-SAN ANTONIO

SHRM@A&M-SA

The Society for Human Resource Management

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The American Working Class

THE LEARNING EVENT

October 21, 2021 — The Fall Learning Event webcast, *The American Working Class: The Impact of Recession & Recovery for Foreign and U.S. Born Latinos*, featured panelists **Dr. Pia Orrenius**, Vice President & Senior Economist, Federal Reserve Bank of Dallas; **Romanita Matta-Barrera**, Chief Workforce Officer, Greater SATX Regional Economic Partnership; and **Rebecca Viagran**, Director of Workforce Development & Community Partnership, A&M-SA. The Learning Event is a SHRM@A&M-SA project in partnership with the College of Business and the San Antonio Human Resource Management Association. The Fall 2021 Learning Event marks the 12th production of this

forum. Since 2013, the mission of the Learning Event has been to address issues impacting the workplace and San Antonio community. A link to the event recording is available at:

<http://tamusa.adobeconnect.com/pvfyt19gcfif/>



SPECIAL INTEREST

Ready...Set...Grow!

New Members

Leadership 2021-22

HR Competencies

November Chapter Meeting

CHALLENGE

Find Us!



SHRM@A&M-SA: Celebrating 10 Years

October 2021 — SHRM@A&M-SA celebrates its 10th anniversary this fall semester. In the fall of 2011 a nucleus of 14 students set out to meet a deadline of 60 days. Members planned, organized, prepared, and submitted its chapter affiliation application to SHRM. The goal, to fast-track the application in order that the chapter receive its charter to coincide with a charter presentation scheduled at a SAHRMA November program. The plan worked. Since then the chapter has been in continuous operation each academic year and has served nearly 200 students. To commemorate this milestone, the chapter has assembled a collection of notable achievements on display in the College of Business



SHRM Charter Presentation
November 2011

office that include the original chapter charter and the Certificate of SHRM Academic & Curriculum Alignment at A&M-SA. Additionally the collection includes a series of plaques reflecting the chapter and member achievements — chapter Merit Awards; MATCH Scholarship recipients; HRx Scholarship recipients; and CHALLENGE HR Certification recipients. Since 2013, the chapter has given over \$32,000 in scholarships and awards to chapter members. Special recognition goes to the original and sustaining HR faculty & chapter advisors, Brenda Wingert MBA, SHRM-SCP, SPHR; Dr. Irene Waggoner; and Dr. Adrian Guardia SHRM-SCP, SPHR.



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◆ HRx Internship Scholarship

Contact Dr. Irene Waggoner at:
Irene.Waggoner@tamusa.edu

HR SCHOLARSHIPS Chapter MATCH

- ◆ \$1000 SAHRMA
- ◆ \$2,500 SHRM Foundation

Application Deadlines:

SAHRMA: October 31, 2021
Info: <http://bit.ly/37Azkwu>

SHRM : TBD 2022

Ready...Set...Grow!

Congratulations Chapter Members & Alumni

Amanda Garcia BBA'21 — HR Assistant,
CommuniCare

Sherri Hunt SPHR, MBA'16 — Integration/Quality
Analyst, Coligos Consulting

Baylea Perez, BBA' 19 — Audit Staff II, EY

Meloney Castro PHR, BBA' 15, MBA'18 — HR
Business Partner, GM Financial, on passing her
PHR exam



SHRM@A&M-SA

Organizational Development is one of the hottest fields that HR practitioners are starting to venture into. **So why the interest?**

The whole concept of *organizational development* is aimed at **improving efficiency and productivity in the workplace, and offers huge potential in terms of direct business impact.** In addition, *organizational development* impacts increasingly crucial aspects of organization such as improving communication and culture. **The best thing is that almost all of it has to do with people,** making it the perfect next step for an HR professional who is ready to take on greater responsibility and drive more business impact. An Organizational Development Specialist median pay is \$62.7k with a Bachelor's degree and less than 5 yrs experience. Learn more at:

<https://www.bls.gov/ooh/business-and-financial/training-and-development-specialists.htm>

Welcome New Members!

Ana Escobar Elba Rusinque Veronica Erdmann
Elizabeth Garcia Alexis Prieto Holly Green

Leadership Team 2021-22

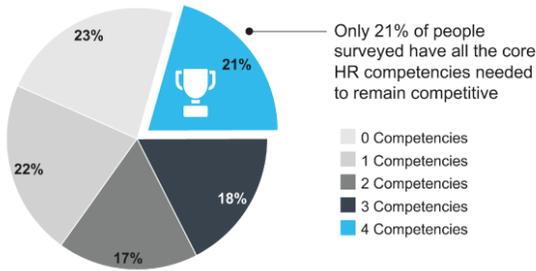


October 2021 — **Elissa Gallegos** serves as chapter Programs Officer. In this capacity, Elissa takes the lead in planning chapter meeting programs, speaker outreach, and meeting publicity.

Elissa is a Junior, majoring in Business Administration with a concentration in Human Resource Management. She is interested in learning more about the HR field and how she can create a better work environment and

help others feel and do their best in the workplace. On campus, Elissa a Peer Leader in the Office of First-Year Experience. She enjoys working to create events for students and to help students be successful especially in their First Year Seminar courses. Elissa notes she enjoys volunteering and spending time with her family and friends.

HR Competencies



Eric van Vulpen, founder of AIHR (The Academy to Innovate HR), reports **21% of HR professionals have sufficient knowledge in the core HR competencies to become future-ready. Nearly 60% of HR professionals are falling behind more tech-savvy colleagues in terms of efficient and impact. Only 41% of HR professionals are able to leverage technology and read and apply data to increase efficiency and drive business value.**

The stakes for HR departments have never been higher. While the COVID-19 pandemic has revealed the importance of HR to any organization's survival, the post-pandemic economy will require that HR also play a proactive role in helping businesses thrive. The challenges we're currently facing are increasingly complex. The

shift towards hybrid work, the need for individualized workplaces, automation and AI, the need for data-driven decisions, and building purpose-driven organizations will all put additional pressure on HR professionals to expand their skills. AIRH research has identified four core competencies that HR professionals need in order to become future-proof: |Data literacy |Business acumen |Digital proficiency |People advocacy. HR professionals who possess these four core competencies on top of their specialized competencies (e.g. their expertise in rewards, talent acquisition, etc.) are known as "T-shaped". They have expertise in both general (horizontal) competencies, as well as specialized (vertical) ones.

Source: https://www.aihr.com/blog/hr-competency-research-statistics/?utm_source=activecampaign&utm_medium=email&utm_campaign=oct21#author

November Chapter Meeting

SHRM@AM-SA invites YOU to join **STEPHEN HALE, MSW**, Project Manager at Chicago Urban League, for a discussion on **"A PERSPECTIVE ON THE IMPACT OF COVID-19 AND MILLENNIALS IN THE WORKFORCE"**.

Join us in-person, Monday, November 8th, 2021, 5:30—7:30 PM, CAB 333.

You can also stream the conversation at:

<https://tamusa.zoom.us/j/87270067600#success>



SHRM@A&M-SA

The Chapter CHALLENGE

CHALLENGE Met!

- | | | | | |
|-------------------------|-------------------------|------------------------|----------------------|-------------------------|
| Delia Arellano SPHR | Elva Castaneda SHRM-CP | Belinda Moreno SHRM-CP | Leticia Foster aPHR | Katherine Guzik SHRM-CP |
| Sheril Vineyard SHRM-CP | Veronica Gutierrez aPHR | Dru Garza SHRM-CP | Zuelima Acevedo aPHR | |

Get Certified! The Chapter offers members a **discounted rate of \$380** for the **HR Certification Study Course (HRCSC)** in preparation for the **HRCI (aPHR, PHR, SPHR; SHRM (CP, SCP) national certification exams**. The course is offered on Saturday mornings in the hyflex model (live, streamed, recorded) each semester (fall, spring, summer) for 13 weeks. **Members who pass the HRCI or SHRM certification exam will receive a reimbursement equal to the cost of the HR Certification**

Course (\$380) and/or \$200 towards their exam fee. The CHALLENGE is **open to all active chapter members and alumni up to one year post graduation**. For information contact: **Dr. Guardia** at: aguardia@tamusa.edu

Take the CHALLENGE



SHRM@A&M-SA



SHRM Academically Aligned
Society for Human Resource Management



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The Society for Human Resource Management

Find Us!

Facebook: <https://www.facebook.com/shrm.tamusa>

Chapter Website: <https://bit.ly/3piUsIH>

HR Certification Study Course: <http://HRWorkroom.com>

Chapter email address: SHRM@tamusa.edu

Chapter Faculty Advisor: Adrian B. Guardia PhD;

aguardia@tamusa.edu

Chapter 5681 Chartered November 2011

In association with:



SHRM@A&M-SA



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Graduating soon? Become a Professional SHRM Member. Enhance Your Career.

Graduating SHRM student members may upgrade to professional membership at a special 50% discounted rate, so \$110 this year and next year (compared to professional dues of \$219.) You'll get immediate access to all of the professional member benefits and extend your membership 12 months.

Whether you're starting your first job or already working in the HR field, you'll be able to utilize SHRM's resources to enhance your career. To upgrade your membership, go to: <https://bit.ly/34yNDTj>



HR Hero is now available at the A&M-SA online library. The database contains HR resources on topics such as compensation, discrimination, benefits & leave, health and safety, and more. Also available are recent HR related news, reference guides, and other helpful tools.

Expand your reach beyond course textbooks. HR Hero features HR tools to help you work; resources and support compliance and save time.



SHRM@A&M-SA

Become a Member

Renewal? It's time to check on your **SHRM membership renewal status**. To renew go to SHRM.org and click the RENEW button at the webpage header.

SHRM student membership:

Includes 10 digital reader issues of HR Magazine, full online access to shrm.org resources (except "Ask an Advisor", and all SHRM member discounts. **Annual fee: \$49.**

To join

- ⇒ **Go to SHRM.org**
- ⇒ **Complete online application**
- ⇒ **Pay annual \$49 national fee**
- ⇒ **email SHRM receipt to: aguardia@tamusa.edu**
- ⇒ **Pay annual \$10 chapter fee**

Chapter membership:

Benefits includes eligibility for Scholarship MATCH; Chapter CHALLENGE; Lunch on Us; and subsidized and discounted fees to local SAHRMA and regional & national SHRM conferences, and workshops.

SAHRMA membership:

All Chapter members are automatically enrolled in the San Antonio Human Resource Management Association. Benefits include discounted meeting fees; discounted conference and workshop fees; eligibility to apply for semester \$1,000 scholarships; free member mixers. **Annual fee: FREE for one year**

