



TEXAS A&M UNIVERSITY-SAN ANTONIO

SHRM@A&M-SA

The Society for Human Resource Management

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SPECIAL  
INTEREST

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La Cerda

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## We Connect.



July 17, 2021 — SHRM@A&M-SA welcomed student chapters from St. Mary's, UIW, and UTSA to the Ceremony Room at Patriot's Casa for the 2021 Joint Chapter Summer Workshop. The workshop was designed around the SHRM Merit Award workbook. The agenda featured discussions on chapter fundamentals and chapter best practices for fall planning. Presenters included SHRM chapter advisors **Dr. Heather Staples** (UTSA); **Dr. Adrian Guardia** (A&M-SA); **Dr. Cody Cox** (St. Mary's University), **Dr. Diana Garza** (UIW), and **Bri Stevens**, UTSA alum and past president, SHRM@UTSA. Chapter best practice presentations were made by **Rose Hernandez**, president, SHRM@A&M-SA, and **Alicia Warfield**, chapter officer, SHRM@UTSA. Attendees sported the "We Connect." t-shirts, available for sale. Proceeds support SHRM student chapters: <https://sahrma.org/Sys/Store/Products/264714>

## SAHRMA Presents Chapter Performance Awards



July 17, 2021 — The San Antonio Human Resource Management Association (SAHRMA) presented chapter advisors **Dr. Adrian Guardia**, SHRM@A&M-SA (L) and **Dr. Heather Staples**, SHRM@UTSA (R), \$500 and \$300 respectively, in recognition of receiving SHRM Superior Merit and Merit awards for the 2020-21 academic year. SAHRMA president, **Dawn Cunningham** (C), was on hand to present the cash awards.

## SHRM@A&M-SA Nets Superior Merit Award



July 10, 2021 — SHRM (the Society for Human Resource Management) awarded a **2020-2021 Superior Merit Award designation** to the Texas A&M-San Antonio SHRM student chapter for providing superior growth and development opportunities to its student members. The **2020-21 award marks the 7<sup>th</sup> consecutive year SHRM has recognized SHRM@A&M-SA with the Superior Merit designation.** The SHRM Student Chapter Merit Award program encourages the development of more effective student chapters and distinguishes outstanding activities and projects. Chapters are recognized based on operations, chapter programming and professional development of members, support of the human resource profession, and SHRM engagement. "The members of our SHRM student chapters represent the next generation of HR leaders, and it's critical to highlight the instrumental role they play in SHRM's success," said **Johnny C. Taylor, Jr., SHRM-SCP, SHRM president and CEO.** "The hard work of SHRM@A&M-SA shows the future of the profession is, indeed, in good hands. I applaud their accomplishments and ability to foster innovative programming, development and interest in HR as we navigate changing workplaces."

## Tools 4 U @ Mays Center Handshake

Complete Your Profile at:  
<https://tamusa.joinhandshake.com/>

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  - ◆ Interview prep
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For More Information:  
[mays.center@tamusa.edu](mailto:mays.center@tamusa.edu) OR  
210-784-1356

## ◆ HRx Internship Scholarship

Contact Dr. Irene Waggoner at:  
[Irene.Waggoner@tamusa.edu](mailto: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

**Erika Mendoza SHRM-CP, MBA '15**, Sr. HR Generalist, Navistar, Inc.

**Paula Gavin (Smith) BBA'19**, Academic Standing & STEM Advisor, Northwest Vista College

**Sandy Rodriguez BBA'14**, HR Generalist, Lancer Worldwide, for passing her SHRM-CP exam

**Leonard Humes Jr., MBA'11**, Management & Marketing Adjunct Faculty, A&M-SA

**Zuleima Robles aPHR, BBA'17, MBA'19**, HR Generalist, Scaleworks



Congratulations to Associate Professor of Management, **Dr. Sandra DeGrassi SPHR** on her promotion to **Dept Chair, Management & Marketing**.

**Dr. DeGrassi** is a familiar face to A&M-SA HR students as she has focused on **HR specialist courses** in Compensation & Benefits Management, Learning & Development, HRIS, and HR Analytics and Data Management. **Dr. DeGrassi** also is a frequent instructor for **HR generalist courses** in HR Practices & Procedures, and Performance Management. **Dr. DeGrassi** has been a member of the A&M-SA College of Business since 2014. **Dr. DeGrassi** received her PhD in Management from Texas A&M University.



SHRM@A&M-SA

## Welcome New Member!

Shawn Simon

## Leadership Team 2021-22



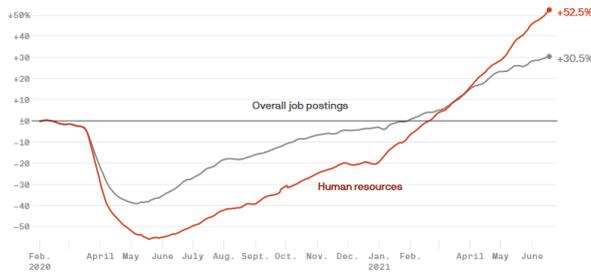
**July 2021** — The chapter announces the president for the 2021-22 academic year will be **Rose Hernandez**. **Rose** will start her senior year at A&M-SA majoring in Business Administration with a concentration in Human Resource Management. This will be **Rose's** 3rd term as chapter president. She is a recipient of the **SAHRMA Scholarship** and **Chapter MATCH** for **Fall 2019** and **Spring 2020**. She is also a recipient of the **SHRM Foundation** and **Chapter Match** scholarships for **Spring 2021**. **Rose** has a passion for people and building relationships. Her goal as chapter president is to help ignite the passion of people and relationships in students by bringing the realities of Human Resource Management to them. Outside of her studies and involvement with SHRM, she enjoys spending time with her family, and volunteers with a newly developed outreach project, Against All Odds — an initiative

that strives to bring unity, understanding, and progressive dialogue between civilians and police officers.

# HR job postings spike

## HR job postings are up

Percentage change in Indeed job postings, Feb. 1, 2020 to June 18, 2021; Seasonally adjusted



Data: Indeed; Chart: Axios Visuals

Erica Pandey, author of Axio’s *What’s Next*, reports human resources job postings are up **52.5%** from their pre-pandemic baseline, outpacing the average job posting bump of 30.5%, according to data from the jobs site Indeed. As a result companies are beefing up their HR departments to navigate the return to work.

Firms are facing substantial post-pandemic challenges in finding a balance of remote and in-person work functions best for their workforce, and they need to fill open roles as droves of workers quit in “the great resignation.” Both problems require HR professionals to solve. Companies are looking for remote work experts to help managers run hybrid or all-remote teams. And they’re seeking experts in recruiting and onboarding to fill jobs quickly and seamlessly, says AnnElizabeth Konkel, an economist at Indeed.

**The bottom line:** Before the pandemic, the human resources department was on the [automation chopping block](#). Now, as workplaces undergo rapid and dramatic transformations, it’s essential.

**Source:** <https://www.axios.com/human-resources-job-postings-increase-d169fbf7-aa5a-45b9-8146-7287b34acd24.html>

## Introducing Joann De La Cerda



**July 2021** — The chapter announces **Joann De La Cerda**, Talent Management Specialist, Toyota Motor Mfg, Texas AND an **A&M-SA grad (BBA’14)**, as **A&M-SA chapter coach** for the 2021-22 academic year. **Joann** will be one of several **SAHRMA professional HR members** who have volunteered to embed with SHRM student chapters at A&M-SA, St. Mary’s, UIW, and UTSA.

The role of chapter “coach” represents a pilot SAHRMA initiative to assist chapters in their planning and executing of their chapter operations and activities in **support of the Merit award program**. In addition to directly supporting assigned chapters, the coaches provide a direct student connection and network to SAHRMA members.

**Joann** will be meeting periodically with the A&M-SA leadership team to discuss chapter activities and ideas for creating new experiences for chapter members in connecting to real worklife as an HR professional. Welcome HOME Joann!

## 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](mailto:aguardia@tamusa.edu)

### Take the CHALLENGE



SHRM@A&M-SA



**SHRM Academically Aligned**  
Society for Human Resource Management



TEXAS A&M UNIVERSITY - SAN ANTONIO

**SHRM@A&M-SA**

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](mailto:SHRM@tamusa.edu)

**Chapter Faculty Advisor:** Adrian B. Guardia PhD;

[aguardia@tamusa.edu](mailto: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](mailto: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**

