



TEXAS A&M UNIVERSITY-SAN ANTONIO

SHRM@A&M-SA

The Society for Human Resource Management

VOLUME 11 ISSUE 2 SPRING SEMESTER MAY 31, 2021

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SPECIAL  
INTEREST

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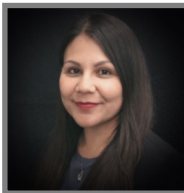
CHALLENGE

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## Unprecedented!



May 2021 — This is **unprecedented** -- **two SHRM Foundation Scholarships in the same year, for students in the same SHRM chapter!**

The SHRM Foundation has announced SHRM@A&M-SA chapter members **Rose Hernandez (L) and Leila**

**Muzquiz (R)** and have been selected by the **SHRM Foundation** to each receive its **2021 Academic Scholarships**.

The **\$2,500 SHRM undergraduate scholarship** is a national award recognizing the academic, volunteer & work experiences, and career aspirations of a select few HR students from universities and colleges across the country. In recognition of this achievement,



**SHRM@A&M-SA awards Rose and Leila its \$2,500 MATCH Scholarship.**

**Rose is a Management & Marketing major pursuing a concentration in human resource management.** She is a two-term chapter president and a recipient of the \$1,000 Spring 2020 and Fall 2019 San Antonio Human Resource Management Association Scholarships and SHRM@A&M-SA MATCH Scholarships.

**Leila is a chapter officer and Management & Marketing major pursuing a concentration in human resource management.** She is also a Student Research Assistant at A&M-SA.

Since 2014 the SHRM@A&M-SA student chapter has awarded members over \$30,000 in MATCH and HRx Experiential Scholarships, and CHALLENGE awards. To learn more about our SHRM chapter visit "About SHRM@A&M-SA" at <https://hrworkroom.com/about/>

## SAHRMA Awards Evelyn Garcia



May 2021 — The San Antonio Human Resource Management Association (SAHRMA) announced **Evelyn Garcia** as its Spring 2021 Art Edgarian/Charles Umshied Scholarship recipient. In recognition of this achievement, **SHRM@A&M-SA awards Evelyn its \$1,000 MATCH Scholarship.**

Evelyn is a SHRM@A&M-SA chapter officer and a graduating senior. She is a Mom, a Wife, and a Veteran, and has announced accepting an Air Force civilian service position as a Benefits Analyst at RAFB. Congratulations Evelyn on your achievements!



## SHRM Student Chapter Summer Workshop

The SAHRMA College Relations Committee announces the **SHRM Student Chapter Summer Workshop**, in-person and virtual, scheduled for **July 17th, 8:30 AM to 3:30 PM.**, Ceremonial Room, Patriot's Casa. **Hosted by SHRM@A&M-SA**, the joint chapter workshop will include SHRM student chapter members from St. Mary's, UIW and UTSA. The **FREE** workshop will feature Chapter Advisor presentations/discussions on chapter operating fundamentals followed by student chapter presentations on best practices. Information on registration will follow in an email to members.

## Tools 4 U @ Mays Center Handshake

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

- ◆ Job Postings
  - ◆ Part-time
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  - ◆ Focus2
  - ◆ Resume prep
  - ◆ Interview prep
  - ◆ Career Closet
  - ◆ Business Cards

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

Sandy Rodriguez BBA '14, HR Generalist, Lancer Worldwide

Jacquelynn Jaso, BBA '20, HR Coordinator, Broadway Bank

Evelyn Garcia, BBA '21, Benefits Analyst. Air Force Civilian Service, RAFB



SHRM@A&M-SA

## The SAHRMA Campus Connection.

### The SAHRMA College Relations Committee

announces the launch of the SAHRMA Ambassador project, linking **HR professionals to SHRM chapter members** at A&M-SA, St. Mary's, UIW and UTSA. The project launch will provide chapters with a resource directory of SAHRMA volunteers looking to connect with chapters, HR students, and HR faculty as guest speakers, for internships & mentorships, and special projects, at the **July 17th SHRM Student Chapter Summer Workshop**.



## Welcome New Member!

Maria del Angel Guajardo Oscar Rocha Alyssa Ortega  
Katherine Blanco

## Saluting the Class of 2020-21



**May 2021** — Graduations for the 2020-21 academic year may be remembered as an exception to the norm. What will not be forgotten however are the many accomplishments of our graduates. We celebrate the completion of their academic journey and wish them good fortune as they move onto their next big adventure.

The chapter too celebrates member graduates of the 2020-21 academic year. The list includes names with a history of chapter service as officers, scholarship winners, and national conference attendees. We thank our graduates for allowing the chapter, its members and HR faculty to be part of their academic journey. Congratulations 2021-21 Graduates.

Blanca Banda	Rosalba Alarcon	Katherine Blanco	Amanda Garcia
Evelyn Garcia	Daniela Conyers	Michael Johnson	Robin Randall
Mary Serna	Sonya Vasquez	Tammie Wright	

# Internships Matter

According to the National Association of Colleges and Employers *Job Outlook 2021 Spring Update*, **internship experience** is the most influential factor employers consider when deciding between two otherwise equally qualified job candidates. Employers responding to the NACE survey indicated that candidates having experience in their industry have an advantage in the hiring decision. The advantage is even greater for students who intern with the specific employer doing the hiring. Other factors indicated that influence a hiring decision include: **the student's major; leadership positions, general work experience, and participation in extra-curricular activities**. While a 3.0 GPA or above remains influential, the average influence rating has dropped compared to 2020.



**Data points:**

66.4% = average % of eligible interns converted to FTE

79.9% = average % of eligible interns receiving a job offer

\$20.76 = mean hourly rate for bachelor's-level intern

56.6% = % of employers who screen candidates by GPA

43% = % of employers expecting to conduct "hybrid" internship programs this summer

50% = % of employers who expect to engage in both in-person and virtual activities in fall 2021

Source: <https://bit.ly/2RY8AEy>

## Student Attributes: 2021 Gamechangers



Employers responding to the National Association of Colleges and Employers *Job Outlook 2021 Spring Update*, reported the top of attributes they sought on a candidate's resume included:

- Ability to work in a team (81%)
- Problem-solving skills (79%)
- Analytical/quantitative skills (76.1%)

Following close behind included:

- Communication skills (written & oral) (73%)
- Initiative (67.8%)
- Leadership (67.8%)
- Technical skills (67.8%)

Source: <https://bit.ly/3fWSa7d>

## 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**

