



TEXAS A&M UNIVERSITY-SAN ANTONIO

SHRM@A&M-SA

The Society for Human Resource Management

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SPECIAL
INTEREST

Ready...Set...Grow!

Lead On!

Inscape 2021

CHALLENGE

Find Us!

New Members

Become a Member

Virtual Career Mentoring Event



The November 17th virtual career mentoring experience, hosted by **SHRM@A&M-SA** in partnership with **SAHRMA**, **SHRM**, and the **SHRM Foundation**, featured San Antonio as one of fifteen cities in the U.S. selected for the virtual experience designed to help students and emerging professionals expand their networks and gather

career insights to support their entry and success in the HR field. The event was streamed by 32 students and 13 mentors. The event featured break-out sessions for students to get to know each other and their academic/career journey, and a career mentoring discussion with a focus on career interests, strengths & skills, and career goals. The rapid-fire "speed-dating" like experience concluded with action steps students can prioritize and take to move to short term and long-term career goals.



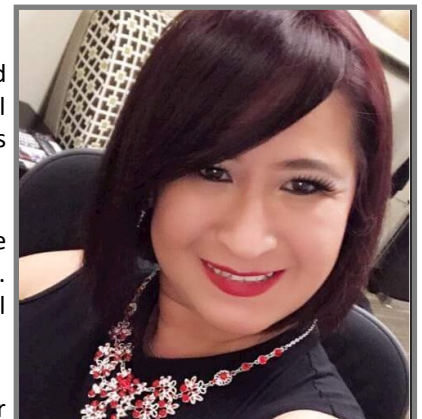
Fall 2020 Scholarship Award

November 10, 2020 — **Blanca Banda**, SHRM@ A&M-SA chapter officer and MBA student, was awarded the **San Antonio Human Resource Management Association's Fall 2020 Art Edgarian/Charles Umsheid \$1,000 scholarship**. As a result of this achievement Blanca was awarded the **chapter's \$1,000 MATCH scholarship**.

The fall 2020 award marks the **third time** Blanca has been selected by SAHRMA as a recipient of the annual award (Fall 2018; Fall 2019). This is also the **third time** Blanca has received the chapter's MATCH scholarship (Fall 2018; Fall 2019).

In addition to this achievement Blanca completed her MBA degree and will be a December 2020 graduate. And more good news ... Blanca announced she has been granted U.S. citizenship and will participate in naturalization ceremonies in mid-December.

What a great way to end 2020! Congratulations Blanca on your success.



Tools 4 U @ Mays Center Handshake

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

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For More Information:
mays.center@tamusa.edu OR
210-784-1356

◆ 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: April 30, 20201
Info: <http://bit.ly/37Azkwu>

SHRM : August 2021

Ready...Set...Grow!

Congratulations

Samantha Guajardo (Word) BBA '16; MBA '18 ,
VP of People at Helpware

Dru Garza SHRM-CP, BBA' 19, HR Generalist II at
the Texas Dept of Transportation

Suzanne Garza BBA '20, HR Manager for Concept
Connections, Plano, TX

Kathleen Caldwell, BBA '20, Application
Administrator at Mailgun Technologies, Inc



SHRM@A&M-SA

**Internships become careers in the Air Force
Civilian Service! Congratulations to ...**

Robin Randall BBA'20 on her new job as HR
Specialist, RAFB

**Chapter Alums once Air Force Civilian
Service interns now in career positions at
RAFB ...**

Mary Sandoval (Schneider) BBA '17; MBA
'19, HR Specialist

Isaiah Sefton BBA '19, HR Specialist

Gregorio Gonzalez BBA' 20, Budget Analyst

Alma Castillo BBA '20, HR Specialist

Welcome New Members!

Danielle Caballero Rosalba Alarcon Sonya Vasquez

Inscape 2021: The Virtual Tour

Plans for the 2021 edition of *Inscape*, a SHRM@A&M-SA project, will include a "new look". Originally a Spring Break, in-person, 2-day tour, the 2021 experience will feature a multi-employer virtual tour on **March 26th** and **April 9th, 10:00 AM to 12 Noon, and 2:00 PM to 4:00 PM**. The goal is to have 4 different employers, 2 on March 26th and 2 on April 9th, meet 100 A&M-SA students, tour corporate operations and share company insights and career opportunities.

Employers representing transportation, entertainment, manufacturing, insurance, and retail sectors have expressed an interest in partnering in the virtual experience. *Inscape* will be **available as a 1-hour academic course (BUAD 3181) and as a non-academic tour**. Watch for more information in January when employers, virtual tour scheduling, and registration will be announced.



Got Soft Skills?

The Skills Companies Need Most — Bruce Anderson reports a 2020 LinkedIn survey identified the top soft skills — creativity, persuasion, collaboration, adaptability, and emotional intelligence — are needed to be successful in nearly any role.

New to the list this year is emotional intelligence. [Daniel Goleman](#), author of the 1995 best-seller *Emotional Intelligence*, has pointed to a mix of self-awareness, self-regulation, social skill, empathy, and motivation. Others cite the ability to recognize emotions, your own and those of others, and to use emotional information as fuel for productive thinking and behavior.

Recruiters can [screen applicants for EQ](#) by asking targeted questions, such as how did the candidate handle a previous mistake or what motivates them; giving candidates personality assessments; or bringing them on for short-term projects. Managers can also [build emotional intelligence on their current teams](#) by modeling appropriate behavior, giving regular, fact-based feedback and providing assertiveness training.

Source: <https://business.linkedin.com/talent-solutions/blog/trends-and-research/2020/most-in-demand-hard-and-soft-skills>



SHRM HR Curriculum Alignment at A&M-SA

November 20, 2020 — The Society for Human Resource Management has confirmed the curriculum at A&M-SA for the BBA in Human Resource Management concentration, aligns with the recommended requirements for HR degree programs as outlined in the SHRM HR Curriculum Guidebook and Templates, inaugurated at A&M-SA in June 2016, remains in effect through 2025.

SHRM has the support of AACSB International in an effort to bring a similar level of commonality to HR degree programs that is required of AACSB accredited Schools of Business. In support of SHRM's efforts, AACSB's Chief Knowledge Officer, Daniel R. LeClair, Ph.D., has said "The guidebook and associated templates developed by SHRM are the result of a highly interactive, multiyear process involving practitioner and academic communities. It represents a significant effort to build a bridge between theory and practice. Like AACSB accreditation standards, it is flexible and focused on outcomes. AACSB encourages its member schools to utilize the templates as a guide to developing and reformulating HR degree programs



Chapter CHALLENGE

CHALLENGE Met!

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 Study**

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



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The Society for Human Resource Management

Chapter 5681 Chartered November 2011

Find Us!

In association with:

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

Chapter Website: <https://jagsync.tamusa.edu/engage/organization/society-for-human-resource>

[-management](https://jagsync.tamusa.edu/engage/organization/society-for-human-resource-management)

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

Chapter email address: SHRM@tamusa.edu



SHRM@A&M-SA Supports Food Pantry

SHRM@A&M-SA made a November contribution of \$500 to the General's Store to aid food pantry's donation shortage. The chapter made a similar \$500 mid-year contribution to replenish grocery items distributed in the early months of the pandemic.



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.

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**



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