



TEXAS A&M UNIVERSITY-SAN ANTONIO

SHRM@A&M-SA

The Society for Human Resource Management

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Rose Hernandez: SHRM Emerging Professional



February 2021 — *HR Magazine* featured chapter president, **Rose Hernandez** as it's first **SHRM Emerging Professional Champion**.

As part of an effort to recognize the next generation of human resource leaders, SHRM will be profiling students, alumni and others who work on behalf of emerging professionals as **SHRM Emerging Professional Champions**.

Serving a second-term as chapter president, Rose has been instrumental in leading the chapter through COVID-19 protocols transitioning chapter meetings and programs to a virtual platform. She has served in SHRM

joint student chapter initiatives with UTSA, UIW and St. Mary's University, *Report from the Frontline: HR Reflections on the Pandemic*, and the chapter's Fall Learning Event, *Mental Illness & the Workplace: Navigating the Mental Health Epidemic*.

Rose is a two-time recipient of the San Antonio Human Resource Management Scholarship and SHRM@A&M-SA chapter MATCH scholarship. Rose is completing her senior year and looks forward to receiving her BBA in Management with a concentration in human resource management this year. You can read the SHRM article on Rose at:

<https://bit.ly/3sQMmRu>



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SPECIAL INTEREST

Ready...Set...Grow!

New Members

Bringing Experience to You

The Future of HR Jobs

Improving Employee Engagement

CHALLENGE

Find Us!

Become a Member

It's all about "recruiting"



March 2021 — Chapter leadership announced the launch of the first SHRM@A&M-SA video, **Now Recruiting**, targeting new and current students at A&M-SA. The video project started over the winter break and provided the leadership team a real learning opportunity to plan the video's message, gather content, and learn software needed in producing the finished product. The video represents a new channel for

reaching prospective members and supplements the chapter's *Campus to Career* brochure used widely at campus-wide student engagement events. Since the chapter's founding in 2011, recruiting initiatives have relied on peer-to-peer and HR faculty recommendations. These methods have successfully maintained a steady stream of new members to replace members lost through graduation. The goal is to break new ground in recruiting members beyond replacement levels and reach those HR students not currently in the chapter.

As a College of Business sponsored academic student group, the chapter emphasizes member leadership, scholarship, internship, externship, certification, and service. Since 2013 the chapter has awarded members over **\$20,000 in its MATCH and HRx Experiential Scholarships** and has underwritten member travel, lodging and registration to SHRM national conferences in Washington DC, New Orleans, LA, Chicago, IL, and Las Vegas, NV as well as Case Study competitions in Phoenix, AZ, Ontario, CA, and Atlanta, GA. Since 2018, the chapter has recognized 8 members with its CHALLENGE award, reimbursing members for the HR Certification Study Course and exam fees, upon passing the national HR certification exams. Since 2014, SHRM@A&M-SA has been consecutively **recognized nationally by SHRM as a Superior Merit Chapter**. You can view the chapter's **Now Recruiting** video at: <https://hrworkroom.com/about/>

Tools 4 U @ Mays Center Handshake

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

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

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

SHRM : March 3, 2021

Ready...Set...Grow!

Congratulations

Alyssa Burford BBA '15, Audit Coordinator, Food Safety Net Services

Elva Castaneda SHRM-CP, BBA '20, HR Specialist, Good Samaritan Community Services

Sherri Hunt SHRM-SCP, BBA '14, MBA '16, Quality Analyst, Coligos Consulting

Michael Johnson BBA '18, MBA '20, Accounts Receivable Coordinator, Sirius Computer Solutions

Elidrenai (Liza) Vazquez-Melendez BBA '17, HR Specialist, School of Science & Technology

Katrina Reyna PHR BBA '15, MBA '16, HR Manager, Hilton Hotel Riverwalk

45% of HR leaders agree that HR in their organization is still largely considered to be an "administrator" rather than a value driver

69% agree that the HR function needs to completely reinvent and transform itself in order to respond more effectively to future disruptions



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Source: KPMG HR 2020: Time to Play the Long Game

Welcome New Member!

Tammie Wright

Bringing Experience to You

March 2021 —The chapter will present guest speaker **Joe Gomez PHR**, Employee Relations Manager with the City of San Antonio (COSA), at its March 16th virtual meeting, 6:00 to 7:00 PM. Mr. Gomez will share his campus to HR career journey and share insights on his experience working for one of the city's largest employers. To stream go to: <http://tamusa.adobeconnect.com/shrm/>



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SHRM

MONTHLY
LEARNING OPPORTUNITY
TUESDAY, MARCH 16, 2021
6:00PM-7:00PM
JOIN US AT:
[HTTP://TAMUSA.ADOBECONNECT.COM/SHRM/](http://tamusa.adobeconnect.com/shrm/)





We are bringing experience to you

Join us as we present guest speaker **Joe Gomez, PHR** Employee Relations Manager with the City of San Antonio. He will share his campus to career HR journey and insight on what it is like to work for the City of San Antonio. This is a great opportunity to ask questions pertaining to local government jobs & how to apply for COSA jobs. You don't want to miss out.

The Future of HR Jobs

COVID-19 has created the moment for HR to lead organizations in navigating the future. The pandemic has reshaped the economy and the way we work, where we work, and the technologies we use to stay connected.

Workers and their managers are looking to their HR leaders for transitioning to the new “normal”. While many HR responsibilities will remain intact, new roles and positions will become more important as HR is reimagined and reset in the post-pandemic.

A study by the **Cognizant Center for the Future of Work and Future Workplace LLC** identified five core themes projected in the new HR — (1) **Individual & organizational resilience**; (2) **Organizational trust & safety**; (3) **Creativity & innovation**; (4) **Data literacy**; and (5) **Human-machine partnerships**. Some of the positions envisioned include: **Director of Well-Being**; **Work from Home Facilitator**; **Future of Work Leader**; **HR Data Detective**; and **Human Bias Officer**.

To learn more about the future of HR, read Jeanne C. Meister & Robert H. Brown’s August 2020 HBR article, *21 HR Jobs of the Future*.

Source: [21 HR Jobs of the Future \(hbr.org\)](https://hbr.org)

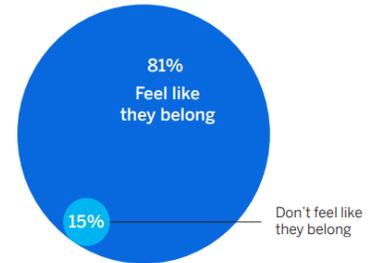


Improving Employee Engagement

A recent **Qualtrics study** before and during the pandemic revealed “**belonging**” and “**corporate social responsibility**” as primary drivers for employee engagement. This is in contrast to the prior year’s study that identified leading indicators in employee engagement were confidence in senior leadership (53%) and opportunities for learning & development (60%).

Belonging and pride in CSR are closely connected and have an impact in open & honest communication, being valued and feeling supported in adapting to organizational change. Four factors identified in the research that influence people’s sense of belonging include: (1) pride in the company’s effort to have a positive impact on the world; (2) open & honest communication at work; (3) being a valued team member; and (4) being supported in one’s efforts to adapt to organizational change. The study noted one thing that had a significant influence on employee belonging was manager effectiveness. Empowering managers can improve employee belonging & engagement.

Source: [Three Shifts for Employee Experience Success // Qualtrics XM Institute](#)



The Chapter CHALLENGE

CHALLENGE Met!

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



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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://engage/organization/society-for-human-resource)

HR Certification Study Course: [http://](http://HRWorkroom.com)

HRWorkroom.com

Chapter email address: SHRM@tamusa.edu



We're Looking for a few Great Leaders

The chapter is looking for nominations for the 2021-22 leadership team. For information on leadership roles please email Rose Hernandez, chapter president at: rhern023@jaguar.tamu.edu. Elections are scheduled for the April chapter meeting.



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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