



November 15th, 2004

RU Monica Lewinsky?

As the first years and even undergrads look at internship possibilities, the second years can offer up some insight to us underlings.

Rocky Top Wood Preservers

— Rocky Top, Virginia, a little over an hour from RU. Andrea interned at Rocky Top under Heather Poff, the HR Manager who is an I/O Alum. During her time there, Andrea worked on job descriptions, a satisfaction survey, training programs and performance evaluations.

The internship was 40 hours a week, \$10 an hour, and comes highly recommended. "[Ms. Poff] is very knowledgeable in the HR field and allowed me to attend seminars with her such as FLSA and Drug Testing in the Workplace... The supervisor really tries to involve you in the day to day functions of HR... She looks at you as a professional and an equal."

Easter Seals Virginia —

Current headquarters are in Richmond, Virginia. Kristy found out about the internship through Nora. She interned with Easter Seals when they were located in Salem, they moved in September. She developed job descriptions, performance evaluations, a compensation structure, and updated their policy manual. Kristy recommends this internship as well, but isn't sure of their plans for this upcoming summer.

Golden Artist Colors, INC

— New Berlin, NY. Alana sent her resume in to companies around her hometown to find her own internship, and this one was created for her as they did not have a standard internship position available. She spent the summer documenting their hiring procedures, serving on committees, and doing various projects. Alana would recommend this internship, assuming you want to live in New York for the summer.

US Department of Transportation —

Washington DC. Catherine designed selection questions for the government's employment website, reviewed applicants' qualifications, and re-wrote job descriptions. She found out about it from a list that Nora has of internship opportunities. The organization pays well, provides housing, and comes highly recommended.

Ramsay Corporation —

Pittsburgh, PA. A small firm with two consultants that specializes in selection tests for maintenance and electrician jobs. Justin found this internship in his hometown through another I/O Alum. He helped with the tests, including updating test manuals, scoring tests, and ran correlations. Justin also did a lot of mind-numbing clerical duties and played freecell, so he wouldn't recommend this internship.

CNX Gas Company — Taze-

well, VA. Vernetta enjoyed this internship that she learned about through Nora. She was the second RU intern to work there. She drafted a scholarship proposal for local area students, did salary surveys, and developed an affirmative action plan.

Chesapeake General Hospital —

Chesapeake, VA. During his time there, Mike conducted a needs assessment for the educational services department; interviewed over 50 doctors, nurses, and executives; and created a survey, administering it to 250 hospital employees, presenting the data to the management and executives. Although the internship did not pay, Mike highly recommends it. He said, "I discovered this internship through a simple city search. Government bodies are a good place to start as they typically have large HR and training departments. The only problem with a government job is it is typically unpaid."

Thanks to everyone who emailed me! ~ Ashley

Who Said It?

"Looks like you at least took a shower. That's a good call, it lasts for a couple of hours."

"You RU slut you"

"Have you been a good kitty?"

"School sucks. And then you go to grad school."

"You have a reputation for being chatty."

"Oh honey, don't give the children sugar before class."

Upcoming Events:

- November 16th—Discussion on Unions. 6:30 Heth Hall Lounge C
- November 18th—NRV SHRM meeting. 7:30 am Hampton Inn, Christiansburg
- December 2nd — NRV SHRM Holiday Social. 5:00 Farmhouse, Christiansburg
- December 3rd — Estee Lauder Plant Tour



RU Legal

The Society for Human Resource Management (SHRM) applauds the United States House of Representatives and Senate for passing the Assistive Technology (AT) Act (HR 4278) late last week. The bill provides federal funding to state programs that aid people with disabilities and provides access to technology and services that assist in gaining full employment. SHRM encourages the President to sign the bill into law.

The goal of the AT Act is to ensure that people have access to the technology they need to fully participate in schools and workplaces. Although improvements have been made in incorporating more individuals with disabilities in the workplace, the proportion of individuals with disabilities in the American workforce remains very small. Therefore, an important component to the AT Act is the effort to promote public awareness about services available to employers and employees.

"Being able to use personal computers

Assistive Technology Bill to Provide Persons with Disabilities Access to Technology in the Workplace

and the Internet is as necessary to the workforce today as being able to read and write," said Susan R. Meisinger, SPHR, president and CEO of SHRM. "It is not merely helpful to provide individuals with disabilities access to technology in order for them to be fully engaged in the workplace, it is absolutely essential. We support the reauthorization of the AT Act as a component of the ongoing effort to provide equal opportunities to the millions of Americans with disabilities."

Federal funding for AT is provided via state grants that fund access to technology programs, research and development projects, information-system improvements, and educational efforts on what is available and how to use AT. These programs were first established in 1988 and reauthorized in 1998. Fund-

ing for the AT state projects expires in 2004.

Reauthorization of the AT Act was initiated in the Senate by Senators Judd Gregg (R-NH) and Tom Harkin (D-IA) and in the House by Representatives Howard McKeon (R-CA), John Boehner (R-OH), and Dale Kildee (D-MI). The two chambers worked together to draft a solid bi-partisan bill that passed through each body. The bill now awaits an expected signature from the president.

***This article was drafted from a SHRM press release and is not an original work of the presenter.*

Anyone interested in composing a letter on behalf of our chapter can contact Mark at mjones208@radford.edu.

RU Certified?

Certification seems to make you more qualified in the workplace. So out of desperation to be the best HR professionals you can be, what certifications are out there for you to get?



What is certification you may ask? "Certification is a voluntary action by a professional group to establish a system to grant

recognition to professionals who have met a standard level of training and work experience."

Professional in Human Resources — exam assess operational/technical levels of knowledge.

Senior Professional in Human Resources — exam assess strategic and policy levels of knowledge.

Both exams, which are through the Human Resource Certification Institute, an affiliate of SHRM, consist of 225 multiple choice questions , and can be taken at the same places as the GREs (aren't you excited?) In order to be

certified, you have to make at least a 500 out of 700 and have to be recertified every three years. The exams cost \$120 for students and recent graduates.

Global Professional in Human Resources — another certificate from HRCI, is intended for professionals who have had at least two years of experience, manage HR operations overseas, and who oversee international assignment management. This exam consists of 165 questions, costs \$120, and requires a minimum score of 500.

To learn more, check out www.hrci.org

Training Tips: From QuickTrainingTips.com

In our classes, we learn how to do things correctly. Well, sometimes that's just boring.

- **If they're too dumb to leave, then that's just their problem!** At the end of the final [training] session, just start talking one-on-one with an attendee and ignore everyone else. Let the group figure out for itself that the training has ended.
- **Zorro!** Use a sword as a pointer.
- **Promise much, deliver much more.** If you're scheduled to speak for 30 minutes, make sure that you add

value by speaking for at least 2 1/2 hours. Keep them in suspense as to exactly when you'll be finishing by saying "Just one more slide" at least 37 times.

- **If at first you don't succeed...** If you explain something to a learner once, and the person doesn't grasp the concept, explain again in exactly the same words, only twice as loud.
- **Tired of all the stupid questions?** When someone asks a question, respond "That is not a question, but a statement of ignorance"
- **It worked for Hitchcock.** Always

"If at first you don't succeed, then quit. There's no use in being a damn fool about it."

W.C. Fields

stand between the data projector and the screen.

- **Let them off easy...** Promise handouts at the beginning of training, but when asked about them in the end, say "What handouts? You didn't take notes?"
- **Technicalities...** Use terms like "click the thingy on the bar at the top that looks like a television."

Working With Idiots Can Kill You!

Stockholm — Idiots in the office are just as hazardous to your health as cigarettes, caffeine or greasy food, an eye-opening new study reveals.

In fact, those dopes can kill you! Stress is one of the top causes of heart attacks — and working with stupid people on a daily basis is one of the deadliest forms of stress, according to researchers at Sweden's Lindbergh University Medical Centre.

The author of the study, Dr. Dagmar

Andersson, says her team studied 500 heart attack patients, and were puzzled to find 62 percent had relatively few of the physical factors commonly blamed for heart attacks.

"Then we questioned them about life-style habits, and almost all of these low-risk patients told us they worked with people so stupid they can barely find their way from the parking lot to their office. And their heart attack came less than twelve hours after having a major confrontation with one of these oafs.

"One woman had to be rushed to the hospital after her assistant shredded important company tax documents instead of copying them. A man told us he collapsed right at his desk because the woman in the next cubicle kept asking him for correction fluid — for her computer monitor.

"You can cut back on smoking or improve

your diet," Dr. Andersson says, "but most people have very poor coping skills when it comes to stupidity — they feel there's nothing they can do about it, so they just internalize their frustration until they finally explode."

Stupid co-workers can also double or triple someone's workload, she explains. "Many of our subjects feel sorry for the drooling idiots they work with, so they try to cover for them by fixing their mistakes. One poor woman spent a week rebuilding client records because a clerk put them all in the 'recycle bin' of her computer and then emptied it — she thought it meant that the records would be recycled and used again."

By Kate McClare

"Most people have very poor coping skills when it comes to stupidity."



RU SHRM

Got something you'd like to see in the next issue?
E-mail Ashley:
a Robbins@radford.edu

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Got a legal issue?
Hit up one of our legal boys,
Mark, Greg, or Leon.

► **Look for new issues
the on the 15th!**

www.radford.edu/~shrm-web

Attention!

Kristy is working on a booklet of all of our resumes to hand out to area businesses that are a member of SHRM in both the New River Valley and in Roanoke. This will be an excellent opportunity for internships and jobs.

Please e-mail Kristy a copy of your current resume by November 19th.

Thank you!

ksingleta@radford.edu

RU going to party?

December Birthdays —

19 — Alana Golden

25 — Brad Carter

31 — Elizabeth Sellers

January Birthdays —

1 — Chad Pickett

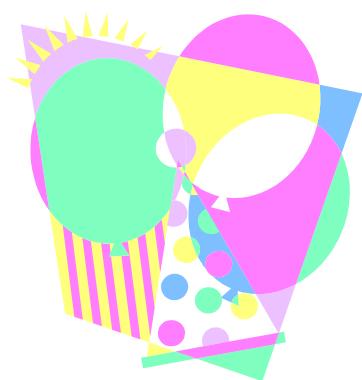
2 — Christine Lerch

14 — Baheejah Blevins

15 — Mike Keefe

19 — Heather Harmon

30 — Doug Crowder



Alana, Greg, Kristy, Doug, Joanna, Erika, Brad, and Elizabeth at Chateau Morissette