



July 2014 Newsletter

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## President's Message

To My Esteemed HR Colleagues:

Do you know you're a rock star? Your membership and participation in your local SHRM chapter alone demonstrates your commitment to your career and professional development. As members of NNMHRA, we take a couple hours out of our lives each month to network with our peers and focus on the HR profession and our role in it. It's what a small business owner might refer to as "taking time to work on the business, instead of in the business." And in the process, you benefit, your employer benefits, and the employees of your organization benefit. Give yourself a pat on the back!

In the interest of promoting your growth, your NNMHRA Board of Directors is tirelessly at work to put the programs together and recruit the best presenters on the most relevant and timely HR topics. To that end, we're excited to have Professor Sarah Smith join us at next month's regular meeting on Tuesday, July 8th, 5:30 at the Hilton of Santa Fe, where she'll give us a crash course in Accountability and Ethics in the Workplace. This is graduate level stuff, and pending approval for 1.5 HRCI credits. Follow the link below to RSVP.

And speaking of certification, did you catch SHRM's announcement of their new competency-based certification? Beginning in 2015, SHRM will offer a new certification, separate from the HRCI PHR, SPHR, and GPHR designations. If you're confused, you're not alone. Thankfully, NM SHRM is staying on top of the issue, and State Council Chair Ilene Colina will be updating us on the latest developments this week. If you're inclined to do your own research, you can start with SHRM's press release here: <http://www.shrm.org/publications/hrnews/pages/new-shrm-certification.aspx>

Legal Update season is heating up. The conference team has recruited nearly all the presenters, and the bench is stacked! We are expecting to have 6 HRCI credits available for the all-day affair, September 9th. Register now, as it sold out early last year!

Regards,

*Silas*

Silas Peterson  
2014 NNMHRA Board President

## **July 8th Dinner Meeting**

NNMHRA is Pleased To Present...

### **Accountability and Ethics in the Workplace**

Presented by Sarah D. Smith, Esq.

**This presentation is pending 1.5 HRCI Credit Hours**

Over and over again, when we've had so many publicized examples of "the wrong thing" to do, why is "the right thing" still elusive in many organizations? Additionally, why is it so difficult for employers and employees to TALK about ethics?

Ms. Smith's presentation will explore these questions, including an overview on some of the current literature and approaches on organizational ethics and ethical decision-making. Ample time will be provided for participants contribute their experience and expertise in Q&A and open-forum sharing of thoughts and ideas on workplace ethics.

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Sarah Smith holds the Jack and Donna Rust Professorship of Business Ethics at the UNM Anderson School of Management. In this capacity, she teaches courses such as "The Ethical, Political, and Social Environment of Business" and "Ethics in Organizations." She also devotes many volunteer hours to Anderson School service work and other outreach efforts within the business community. Most recently, she was keynote speaker for the New Mexico Ethics in Business Awards banquet in May 2013 and is the 2014 recipient of the Anderson School of Management's Faculty Community Leadership Award, presented at the school's Hall of Fame gala in March 2014.

Formerly Ethics and Compliance Director at PNM Resources, Ms. Smith's positions also included in-house counsel for both PNM and Gas Company of New Mexico. Originally from Alamogordo, New Mexico, Sarah obtained her BA in political science from Austin College - Sherman, Texas and her JD from the UNM School of Law.

Ms. Smith's involvement in the field of business ethics is considerable but she considers her current work with university students her most important, rewarding role. In her classes, Ms. Smith helps students identify and consider the ethical content in decision-making, especially in the world of business. By bringing business leaders into the classroom to share experiences, by presenting "real world" case studies and designing group projects which require students to explore ethical dilemmas

directly with members of the business community, she challenges students to find and deliver the best of themselves in their business careers.

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Monthly meetings are held the second Tuesday of every month at the Hilton Hotel located at 100 Sandoval Street. Parking is offered for free to those attending meetings.

Cost: \$30 per member  
\$35 per non-member  
\$40 for walk-ins

Time: 5:30 p.m.

RSVP by: 11:00 a.m. the Thursday before the event

**Scholarship funds are available to paid/current members who may need assistance paying for dinner due to recent employer cutbacks. The proceeds from our monthly raffle will go to sponsor up to two members of our group each month. Please contact Lisa Bronowicz at the email above if you wish to apply for this program.**

**[Click Here To Pay Now!](#)**

You may pay for meetings through our PayPal account using a credit card or your PayPal account. Please note that the fees PayPal charges for this service (2.9% + \$0.30) have been added to the cost.

**EVEN IF YOU PAY NOW, YOU MUST STILL email Lisa Bronowicz at [nnmhra@gmail.com](mailto:nnmhra@gmail.com) to make your reservation.**

**Our reservations must be provided to the hotel by noon on the Thursday before the meeting. If you have made a reservation and cancel after this time, you will be charged for dinner. No shows will also be billed for dinner.**

**Tuesday, September 9th - Save The Date!**

### **NNMHRA's 2014 Legal Update Conference**

It's hard to believe it's that time again, but our annual Legal Update Conference is right around the corner! We are excited to announce that many of our favorite employment law attorneys have already agreed to join us, as well as a few other favorite speakers.

Registration is now open. Be sure to check out the special Early Bird pricing available for members! If you are thinking of joining, this is a great time. Join NNMHRA now to get the Legal Update Member price and enjoy membership through the end of 2015!

To learn more about the conference, check out the event on our website. We will be updating it as we confirm additional speakers and the presentation topics.

Registration forms for attendees and Sponsor/Exhibitor information is available on the website.

We are looking forward to seeing all of you there. We promise a great event!

To learn more about the conference and to register, [click here](#)

## "Like", "Follow" and Link up with us!

Did you know we are on Facebook, Twitter, and LinkedIn? Social media is a great way to stay connected with NNMHRA! Click on the following links to stay up to date on news and upcoming events.

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