



**Clear Water Ahead: Adding Value through People
May 4-7, 2003**

The Southern Region Board met in Clearwater Beach, Florida, on October 12-14 to polish off the plans and test the waters for the upcoming spring conference. The site selected—the Sheraton Sand Key Resort—has invited Region members to “Experience Our Island” from May 4 through 7, 2003, and the “experience” at the beach promises to be both professionally and personally rewarding.

Board members selected the theme “Clear Water Ahead: Adding Value through People,” and Chair-Elect Maria Martinez indicates that Concurrent Session proposals received thus far are consistent with this theme. Maria’s challenge is finding enough time in the three days available to include all the excellent proposals.

Our keynote speakers and their topics will be Wayne Kost, “Understanding the Quality Revolution,” an introduction to the concept of a “Quality Spectrum” as a way of assessing where your organization is positioned relative to a “Quality Culture”; Bob Rosner, “The 12 Steps to Better Bossing,” how to become leaders people want to work for through a wide variety of practical tools that increase employee longevity and productivity; and Roger Reece, in the persona of Buford Fuddwhacker,

“Put Your Hound Dog out of His Misery,” a fun look at maintaining a positive attitude based on Buford’s soon to be published book *The Seven Rabbits of Highly Defective Hound Dogs*.

The professional activities begin on Sunday with an “Early Bird Session” entitled “Understanding Human Resources within Higher Education.” An updated version of last year’s “Early Bird,” this year’s program is planned for Sunday, May 4, and will be conducted by two past CUPA-HR National Presidents, Patricia Couger—Associate Vice Chancellor for Human Resources, Texas A&M System—and Andy Brantley—Associate Vice President for Human Resources, University of Georgia. The full-day workshop will explore specific HR services in colleges and universities, examine current and emerging HR roles, and suggest how HR can become more influential on campus. Patty and Andy will also discuss good management practices in employee recruitment, selection, and retention; training and development programs; labor relations; and compensation and benefits administration. When you register for the Conference, don’t forget this significant early session.

Our location, the Sheraton Sand Key Resort, is on Sand Key Island just south of Clearwater Beach, Florida. Besides the excellent accommodations at a discount rate of \$150 per night and the convenient and modern Convention area, the hotel has a Business Center to provide support for our professional needs and Fitness and Tennis Centers to take care of our recreational interests. Naturally, there is a pool with adjoining hot tub, and the beach is wide and white. Besides the usual swimming, walking and jogging, beach activities include windsurfing; volleyball; and rentals for kayaks, bicycles, Hobie Cats, and Wave Runners. The beaches are home to the Loggerhead turtle, and we will be there during their mating season.

Simply put, the **A, B, Cs** of this year’s conference are **Clear Water Ahead**, at the **Beach** (and **Buford**), and **Come one and all to Clearwater**.

For more information on the Sheraton Sand Key Resort, check out the hotel’s Web site at www.sheratonsandkey.com. You should make your reservations before April 2, 2003.

National Awards Reflect a Southern Light: Several from Region Honored at Toronto

One individual and two institutions from the Southern Region were amongst those honored with CUPA-HR National Recognition Awards on September 29, 2002, at the associations national conference in Toronto., **Dr. Jack Bradford** and Ray T. Fortunato received the **Kathryn G. Hansen Publications Award** which recognizes a member who has authored a CUPA-HR publication, videotape, Web-based learning program or CDROM product that makes a significant contribution in human resources administration during the past



fiscal year. Dr. Bradford and Mr. Fortunato were honored for their book *Basic Training: Creating or Enhancing a Program for Higher Education Staff Development*; the book is a “how-to” approach to beginning, continuing, or improving training and development programs on campus. Jack is retired from his position as director of training

and development at the University of Alabama at Birmingham where he managed a staff of 10 who provided training and development to 16,000 managers, supervisors, executives, office professionals, and others throughout the university.

Finally, the **University of Georgia’s training and development staff**

was honored with a **National Recognition for Excellence in Human Resource Practice**; this award



recognizes the achievements of HR professionals in improving the quality of programs and services through effective HR administration practices.. The award was made to the University of Georgia team for its transformation of the new-employee orientation process to an online operation. This change has resulted in dollar savings, has made the orientation process more consistent and up-to-date, and has generally reduced the time spent in orientation. The self-paced program can be accessed from home or work. Members of the training and development staff involved in the project are **Vickie Coker, Cary Dodson, E.A. Garrett, Opal Haley** (Director), **Tonya Hayes, Judy James, Melissa Jones, Becky Lane, Kendall Kavanaugh, and Carrie Yancey.**

Congratulations to all award recipients!

Davidson College’s Human Resources department received the **SCT Technology Award** in the medium budget category for two innovations that dramatically increased the quality and efficiency of the HR function at Davidson: Lacking the funds necessary to start up a fully integrated online applicant tracking process, the HR department created a process from already available



technology for tracking the large volume of electronic employment applications submitted to the college, Additionally, the college was recognized for its implementation of an online open benefits enrollment process which significantly reduced the burden

of open benefits enrollment on both employees and the HR staff. Members of that staff recognized for these accomplishments include **Diann Cavin, Ashleigh Justice, Jennifer Lazarus, Carl Sorensen** (director of Human Resources), and **Pam Tesh.**

Southern Region Conference Calendar

2003 - Clearwater Beach, Florida
Sheraton Sand Key Resort
May 4 - 7

2004 - Asheville, North Carolina
Grove Park Inn Resort and Spa
May 23 - 26

2005 - Mobile, Alabama

2006 - Knoxville, Tennessee

Around the Region

Chapter News

Conferences, and Conferences, and Conferences.....

According to the ALACUPA Chair Lee Vardaman, Director of Human Resources at the Troy State main campus, the **Alabama Chapter** plans its first ever comprehensive human resources conference at the Troy State Montgomery campus on December 5, 2002. The session will feature relevant topics for today's higher education human resource professional on such subjects as supervisory training, background checks, performance appraisal, and HR information systems; and will conclude with a tour of the world famous Rosa Parks Museum. Chapter members are encouraged to contact Lee (334-670-3710 or vardaman@troyst.edu) for additional information.

Mississippi Chapter Chair Callie Johnson, Director, Personnel, Alcorn State University, also stressed the chapter's annual conference to be held November 13 & 14, 2002, at Cabot Lodge-Millsaps in Jackson, MS. This year's theme is "Human Resources in the 21st Century: The Expectations and the Realities." Topics include control of worker's compensation costs, long-term care planning, diversity in the workplace, and immigration laws since 9/11.

The **North Carolina Chapter** just completed a most successful fall conference on October 23-25 in Raleigh. The conference's theme was "Human Resources in Transition" and included programs tailored specifically for private and public institutions as well as general topics such as a legal update, responsiveness to campus crises, and responding to threats of imminent violence. Tracy Knofla presented two programs: "Thriving in Chaos" and Training Techniques for Occasional Trainers." Mary Ann Wersch, past president of CUPA-HR, concluded the conference by presenting a program entitled, "Understanding Human Resources within Higher Education." The chapter is in the process of developing an organizational web site to better serve state members. The site will include an on-line directory, future conference information, a membership application, and direct links to other HR organizations.

Member News

Farewells

Carolyn Shackelford, Assistant Vice President for Human Resources at Florida State University, has announced her plans to retire shortly after the first of the year. Carolyn has been at FSU since 1969; she began as a staff secretary in an academic unit, moving up to staff assistant and administrator. In 1980 she transferred to HR as the manager of benefits; she became director in 1995 and finally, in recognition of the role HR had come to play at FSU under her guidance, was designated Assistant Vice President for Human Resources. Life after retirement promises to be full since she plans to travel—with her husband who has recently retired, take some classes, mentor, and remain active in certain campus activities. Carolyn graciously acknowledged the help she has received in her career from CUPA-HR and many other HR professionals at other colleges and universities.

Sadly, **Margie Kark**, the Executive Director of Human Resources at Radford University, is also retiring in early 2003. Margie began her career in HR with the Radford, Virginia, office of the Virginia Employment Commission where she was, first, a vocational counselor and later manager. In 1981, she became the Employment Manager at Virginia Tech, and then in 1987, the Executive Director of HR at Radford. Her involvement with CUPA has been extensive: She was the chairperson of the National Employment Council (1981-83); has presented at numerous national and regional conferences and at the pre-conference program at the National Seminar in Washington, D.C.; and won the 1995 CUPA Quality in Human Resource Practice Award for Human Resource Development for Radford University's "Super Vision" program. She says that she has "made a lot of wonderful friends through CUPA-HR, and I will miss them all." Margie and her husband are retiring on the same day—he from his faculty position at Virginia Tech, and they have given each other a retirement trip to New Zealand and Australia in February and March 2003.

A special Southern Region thanks to these two fine HR professionals. We will miss you.

Reward

2. CUPA-HR Foundation Conference Grants

The CUPA-HR Foundation is seeking nominees from each of the CUPA-HR regions for the 2003-04 fiscal year **CUPA-HR Foundation Conference Grants**. Up to ten such grants are awarded annually in support of the Foundation's goal of enhancing and promoting the professional growth of CUPA-HR members and the human resource profession. Intended to help increase the diversity of CUPA-HR membership, Foundation Conference Grants may be awarded to CUPA-HR members or potential members who otherwise may have been unable to afford to attend CUPA-HR conferences or seminars. In the selection process, members will take precedence over potential members.

Grants may be used for CUPA-HR educational offering such as the CUPA-HR national conference, the CUPA-HR national seminar, regional events, and chapter events. Grant recipients will have their **registration fee for CUPA-HR educational offerings paid during fiscal year 2003-04**. The value of the grant is anticipated to be \$500. Grant recipients must first apply the dollar value of the award to the registration cost of the selected program, with the remainder being applied to any transportation, meals, and lodging expenses associated with the conference or seminar.. Recipients will be notified of the award during July 2003.

3. 2003 CUPA-HR Southern Region Scholarship

The Southern Region scholarship is awarded to an individual for the upcoming conference in Clearwater. It is a waiver of all registration fees for the event. The ideal scholarship candidate is

Someone who has had limited opportunity to attend regional functions or

An individual who is working at an institution that is not yet a member of CUPA-HR and by the individual's attendance at the conference, the prospect of the institution joining the association is enhanced.

Please fax or email nominations, including the name of the individual, the institution, and a brief statement specifying the rationale for the nomination to Stewart Mixon, (fax: (843) 792-0888; email: mixonsa@musc.edu.) by **March 3, 2003**.



2002 Recipient of the **Quality in Human Resource Practice Award**, the HR Office of the University of Georgia - accepted by Opal Haley

Recognition

Nominate those deserving CUPA-HR members for recognition by their peers: You know who they are: those HR professionals who “go the extra mile,” who really make a difference in the CUPA-HR organization and the HR profession. These are the colleague, coworker, and employee you will want to nominate for the CUPA-HR awards listed below. Do not miss this opportunity to nominate a fellow HR practitioner or institution for demonstrated excellence in CUPA-HR and the HR profession. Please **submit your nominations by March 3, 2003.**

4. Distinguished Service Award

The Distinguished Service Award is designed to recognize that member of the CUPA Southern Region who most exemplifies distinguished service to the human resources profession and to CUPA-HR. **To be nominated**, the individual must:

Have been a member of the Southern Region for at least five years and have provided distinguished service to the organization by serving on regional or national committees, the Southern Region board, or as a national officer.

Have publications related to HR administration or have participated as a conference speaker or coordinator at the regional or national level.

Have demonstrated organizational ability by planning or assisting in the planning of regional or national CUPA-HR conferences and must have a continuous record of attending CUPA-HR conferences.

5. Outstanding Achievement Award

The Outstanding Achievement Award is presented to the member or members of CUPA’s Southern Region who have distinguished themselves during the previous year by exemplifying those professional qualities of leadership that merit outstanding recognition. **Criteria** include:

Personnel publications or research.

The creation or implementation of a unique or imaginative personnel program or activity.

Outstanding service to CUPA’s Southern Region.



2002 Distinguished Service Award Winner - Stewart Mixon

6. Excellence in Human Resource Management Award

This award is presented to an institution that has demonstrated a **desire for excellence by**

Providing resources necessary to maintain a current CUPA membership and participate in its activities.

Gaining recognition of the importance of the HR function within its organization by establishing the head of the HR department as a key member of the institution's management team.

Showing receptivity to innovative approaches to HR activities as well as demonstrating a management philosophy that facilitates progressive human resource programs.

Having a human resources director or head whose leadership style generates support of the HR function from administration, faculty, and staff.

7. Quality in Human Resource Practice Award

Given to CUPA members who have made significant contributions to the practice of human resource management, this award can recognize any one of the following functional areas:

- Academic Personnel
- Affirmative Action/Equal Employment Opportunity
- Benefits and Services
- Compensation and Classification
- Employment
- Human Resources Information Systems
- Human Resource Development
- Employment and Labor Relations

Nominees for the award will be evaluated on the following criteria:

Successful development and implementation of a different approach or variation of a traditional process, procedures, or practice in one of the previously mentioned functional areas.

Creative management practice that will improve performance, advance the profession, and/or promote better understanding of human resource management.

Practice implemented and in operation for a period during the past three years.

To view a list of recent award winners in these four areas, visit the region web site . You will also find a nomination form at <http://hr.sc.edu/cupasr/nominations.pdf> which can be faxed, mailed or emailed to Stewart Mixon:

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2002-03 CUPA-HR

Southern Region Leaders

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