

Special points of interest:

- New Orleans is back.
- Volunteers needed and nominations open.
- Mardi Gras and keynoters are set. But who are the King and Queen?
- Meet the one-man band from Catawba College.



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New Orleans: Jazzed About the Future

A spirit of revival and celebration surrounds the upcoming CUPA-HR Southern Regional Conference to be held in New Orleans, Louisiana, March 11-14, 2007. Located on the banks of the Mississippi River, New Orleans is a city of rich cultural heritage and of resiliency and strength. The flooding sparked by Hurricane Katrina temporarily side-lined this great city, but now New Orleans is immersed in a revival. You can play a role in the rebuilding of the “Big Easy” by participating in the conference as CUPA-HR celebrates its 60th anniversary.



Join us as we look back to what the

organization has accomplished as well as what we’re looking forward to in the future.

The conference will be held at the Sheraton New Orleans Hotel at 500 Canal Street; the center, high-rise building in the picture above. Ideally located on the edge of the historical French Quarter, the hotel is just steps away from the Mississippi River, Jackson’s Square, Harrah’s Casino, the Aquarium of the Americas and world-class shopping and restaurants. Rooms can be reserved at a special CUPA-HR discounted rate through the Sheraton’s conference website, available from the Region’s web site <http://www.cupahrregions.org/southern/conference2007/>, or by calling 504-525-2500; if calling, indicate you are with the CUPA-HR group to receive the discounted rate.

One particular event promises to be a celebration of all things New Orleans: Our visit to “Where Mardi Gras Is Made”; see page 2 for more information. The concurrent sessions and keynote speakers will address higher education’s most pressing human resources issues. Additionally, we plan some special celebratory activities and a raffle to help the city library system replace books lost or damaged in the hurricanes. Good times, sharing memories, learning, and helping a grand city : What else could we ask for?

Time to Nominate: For Service, Reward, and Recognition

Now is the time to fill vacancies on the Regional Board; to find and reward deserving members with grants and scholarships, and to recognize individuals and organizations for service, achievement and outstanding practices.

Nominations are now open for a **vacancy** on the Southern Region Board in the position of **Director-at-Large for Program Support**; a job description is available at <http://www.cupahrregions.org/southern/jobdescriptions/ProgramSupport.pdf>. This is a great way to get started on the Board. Please **submit nominations to Jeff Mudrak** at jmudrak@transy.edu; resumes, if available, are helpful; and self-nomination is acceptable.

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Where Mardi Gras is Made

On Monday evening plan to join us at a location and for an event that truly encapsulates New Orleans: Mardi Gras World, "Where Mardi Gras Is Made." Located across the Mississippi from the city in an area known as Algiers, Blaine Kern's Mardi Gras World at Kern Studios is the year-round showcase of all things Mardi Gras. The location is both an artists' shop and a warehouse where the sculptured props of Mardi Gras are created and stored. At night, after the artisans have gone home, the giant warehouse—filled literally to the rafters with giant figures of King Kong, Rhett Butler, Marilyn Monroe, the 140-foot Leviathan sea monster—becomes an excellent place to party, and we intend to take full advantage. Join



Host Committee Chair Larry Calvin and Region Chair Donna Popovich Demonstrate Costumes at Mardi Gras World

us in touring the facility, enjoying a Cajun meal served amongst the carnival objects, dancing to Zydeco music, and experiencing a mini-Mardi Gras parade. You should not visit the city and come away without having had this experience: Find out how Mardi Gras is made, and experience the feelings of celebration that are uniquely New Orleans. Visit this Web site to learn more: <http://www.mardigrasworld.com/>

Keynoters to Emphasize Contributions to Culture, Climate, and Operations

Our Keynoters this year will emphasize how each of us can contribute to improving our organization's culture, climate, and operation:

We will begin on **Monday morning** with **Bruce Wilkinson**, President and Chief Leadership Officer for Workplace Consultants, Inc. In his presentation "**Developing a Culture of Leadership, Communication, Pride, Trust, Teamwork and Person Responsibility**," Bruce will demonstrate unique ways to create a more enjoyable workplace with positive attitudes. Bruce began his career as a safety engineer. Success in this area allowed him to move up to the head of human resources and, ultimately, to the realization that he could impact more lives through his current work.

What do a safety engineer, a college chancellor, and a human resources leader have to say about improving our work environment?

On **Tuesday morning**, **Dr. Alex Johnson**, Chancellor of Delgado Community College, New Orleans, will present the keynote. Delgado was founded in 1921, has over

17,000 students in both higher education and professional certification, and serves a five parish region. After only one week, the college's 2005 fall semester was interrupted by hurricanes Katrina and Rita. In spite of damage to the main campus and a learning center location, the college was able to return to all locations for Spring Semester 2006.

Our last speaker on **Wednesday morning** will be **Kayla Barrett**, an associate with The HR Edge, Inc. Kayla's presentation, "**The Savvy Owl: Politics, Power and**

Influence - Understanding the Unspoken in Your Institution," will explain 11 ways to recognize who holds power and has influence in an organization and how to tap into that power structure. Kayla has experience as a director of human resources and staff development, internal consultant, as well as a trainer.

Time to Nominate (continued from p.1)

The **Southern Region Scholarship** and **CUPA-HR National Conference Grants** provide assistance to those who wish to attend CUPA-HR educational events. The scholarship is limited to assistance with attending the regional conference, but grants can be applied to all CUPA-HR educational activities. For more information go to <http://www.cupahrregions.org/southern/sr-awards-2006.html>.

Three awards are available: The **Distinguished Service Award**, presented to an individual who exemplifies distinguished service to the human resources profession

and CUPA-HR; the **Excellence in Human Resource Practice Award**, presented to member institutions for excellence in human resources management; and the **Successful Practices Award**, presented to an individual or team that demonstrates creativity, process improvement, or professional achievement through the implementation of a significant new practice. For more details and forms see the URL mentioned above.

All nominations for awards, scholarships and grants should be **submitted to Maria Martinez**, Asst VP HR and Risk Management, Rollins College, 1000 Holt Ave CB, Winter Park, FL 32789; email mmartinez@rollins.edu.

Member SPOTLIGHT

Larry Farmer

Human Resources Officer, Catawba College



Bearing the name of the Indian tribe which had also lent its name to the county and river flowing nearby, Catawba College opened in 1851 in Newton, North Carolina. The college moved to Salisbury in 1925, and while remaining relatively small--1500 students and a staff of 260, today has a campus of 30 buildings on 276 wooded acres; with an additional

189-acre on campus ecological preserve and a new 300 acre wildlife refuge. Catawba is a private, church related, four-year, liberal arts college.

Its human resources operation has also remained small: It has a single operator, Larry Farmer, who works with academic administration, College executives, and staff and faculty to, in the words of the College's description of his duties, "orchestrate, implement and monitor all phases of human resource administration." This one-man band is the most recent addition to the Southern Region Board.

Larry has a BS in textile technology from North Carolina State University and is a Certified Professional Manager Designee from the Institute of Professional Managers at James Madison University. He began his 30 years' work in the textile industry in production positions such as supervisor, department manager, training manager, and manufacturing manager; then moved into the human resources office, eventually rising to the top as the human resources manager for a 400-person manufacturing plant. In July of 1998, he was asked to establish and operate the Human Resources Office for Catawba College where he has remained as its principal and only human resource operator.

Larry joined the Region Board in 2006. In addition to his CUPA-HR activities--he is current President of the North Carolina Chapter of CUPA-HR and served that organization as Treasurer and President-Elect, Larry works in various capacities with the United Way, Chamber of Commerce, Southern Piedmont Safety Council and Statewide Safety Conference Planning Committee, the American Red Cross, and the International Management Council.

He and his wife of 33 years Beth have two children, Brad and Jonathan. Brad is married and works with a local community college, and Jonathan is a senior in math education at Wingate University.

This master of many skills brings his quiet expertise to the Region Board. As he so modestly phrases it, "All I really want to do is just do the best job I can for the Southern Region in whatever position I have the privilege to serve."

Around the Region

Alabama: Alabama CUPA-HR's first meeting of the new year will be on Friday, February 23, 2007, at Birmingham Southern College. The featured topic will be a legal update

North Carolina: NCCUPA-HR's Annual Fall Conference was held in Wrightsville Beach on October 25-27; next year's conference is planned for Asheville on October 24-26, 2007. Prior to that conference, the group will host a professional development workshop in Greensboro on April 27, 2007. **Ron Klepcyk**, Past President of NCCUPA-HR and currently the Chair-Elect for the Region, has been awarded the state's 2006 Award of Excellence; TIAA-CREF sponsors the award.

South Carolina: **Taylor Glass** retired from Winthrop University on April 14, 2006; he had served as both the personnel director at Winthrop (16 years) and later as the user support help desk manager. Taylor was chair of the Region (1993-4), Chair-Elect (1992-3), and Secretary-Treasurer (1991-2), and he received the Souther Region Distinguished Service Award in 1995. Thank you Taylor for your service to CUPA-HR. **Ida Fogle**, Benefits Manager at the University of South Carolina retired at the end of December 2006, and **Faye Sudduth** has returned to USC to replace Ida; Faye had previously worked in the Professional Development Office at USC.

Tennessee: The fall conference in Nashville was well attended, and a spring workshop is planned for May 8, 2007, in Jackson.

Virginia: Representatives from private and public colleges and universities in Virginia met on December 13 at Randolph Macon Woman's College to draft bylaws to form a Virginia State Chapter of CUPA-HR. The proposed Board of Officers includes **Yohna Cone**, President (James Madison University); **Sharon Saunders**, President-elect (Randolph Macon Woman's College); **Kathleen Page**, Secretary (Roanoke College); **Bill Shorter**, Treasurer (Radford University); and, **Victoria Waldron**, Program Chair (Germanna Community College). While the chapter awaits organizational approval, they are planning their first event for this spring. Colleges and universities in Virginia should be on the lookout for more information including events, membership, and professional development from the (almost) newly formed state chapter of CUPA-HR.

West Virginia: **Cynthia Curry**, Director of Classification and Compensation at West Virginia University, is the contact person for any W.Va. higher education professionals who might be interested in joining a newly forming chapter in that state; they hope to be "up and running" by May 2007. Cindy's email is cynthia.curry@mail.wvu.edu and her phone is 304-293-5700 extension 2244.



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Conference Concurrent Sessions by Category

Employee and Labor Relations 1. Employees in Cyberspace: Are You Ready? 2. Building an Effective Retirement Association 3. Managing the Multigenerational Workforce: Answers for Managers and Trainers 4. The Fundamentals of Collective Bargaining 5. Mixing and Matching Your Faculty/Staff Services Menu 6. Alternative Dispute Resolution Skills for HR 7. Educating Employees about Retirement: The Successes, Challenges, and What Employees Need to Know

Employment Practices 1. Why Should Employers Worry About Untreated, Depressed Employees? 2. Employment Background Checks and I-9 Forms – The Do's and Don'ts 3. Trading Spaces, Recruitment Site Edition 4. An International Hire: What Now? Effective HR Practices 5. Employment Branding

Training and Development 1. Building Leadership Capacity 2. Quick Start: Orienting Administrative Staff to University Business Practice 3. Herding Elephants: Addressing Conflicts and Difficult Employee and Faculty Behaviors in Academic Institutions 4. Who Needs A Leader? A Supervisory Certification Model 5. Impact Learning: A Blended Approach 6. All Things to All People: Meeting Diverse Needs with Web-based Employee Orientation

Management Practices 1. HR Contributions at The Executive Level 2. Jam Session: Partnering with Other Institutions on Positive Change 3. Another One Bites the Dust – Removing The Curse on HR Programs 4. Planning and Sustaining an Institution-wide Diversity Change Initiative 5. The Perfect Jazz Band: Helping Your Office Make Beautiful Music

Compensation and Benefits 1. Spruce Up Your School's 403(b) Plan This Spring 2. Changing the Game: Driving Female Investors to Action 3. Behavioral Disability and Return to Work: A Breakthrough Model

Health, Safety and Security 1. Integrating Retiree Health Care into Overall Retirement Planning: Public and Private Institutional Perspectives 2. Health and Wellness at Vanderbilt: An Integrated Program Approach 3. Absence (Behavioral Health Management) Makes the Heart Grow Fonder

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CUPA-HR

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