

*Special points of interest:*

- Change in leadership.
- Awards and recognition at New Orleans.
- A Newcomer's perspective on conference 2007.
- Meet the newest member of the Region Board.



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## New Orleans: The Future is Now

With the passing of the gavel on the last day of the conference in New Orleans, the leadership of the Southern Region shifted from Donna Popovich, Executive Director of Human Resources at the University of Tampa, to Ron Klepcyk, Director of Human Resources at Elon University, and our theme "Jazzed about the Future" was realized: The 249 participants, 29 concurrent sessions, three keynoters, 10 sponsors, and 30 exhibitors had prepared us professionally for the coming year. Our numerous networking events, capped by the night out at Mardi Gras World, had refreshed us for the months ahead and allowed us to renew old friendships and make new ones. We were able to take pride in our contribution to the future of the libraries of the city of New Orleans when Donna presented a check for \$1200 to Linda Marshall Hill, Head, Main Public Services, New Orleans Public Library system; this money was collected from a raffle of New Orleans unique items. All this prepared us for and energized us about the future.



From the Newcomers Orientation, concluded with a Second Line march to the Opening Reception, to the closing brunch, the conference was a celebration done with New Orleans flair. Many thanks go to Larry Calvin, Director of Human Resources at Xavier University of Louisiana, and the Host Committee for their fine support; to our sponsors and exhibitors who make it possible to offer such unique learning events; and to you participants for filling New Orleans with your bright smiles, inquisitive minds, and caring hearts. For a newcomer's perspective on the conference see page 2.

Now is the time to turn your attention to another coastal city with a unique flavor all its own Charleston, South Carolina, the site of next year's conference on June 8 - 11, 2007. See you on the Battery!

## Recognizing Excellence, Successful Practice, and Service

During the conference luncheon on Monday, Maria Martinez, Chair of the Region's Awards Committee, and the members of her committee recognized excellence in human resource management, successful HR practices, and service by presenting the Region's awards for the past year.



First to be presented was the Region's Excellence in Human Resources Practices Award to the Human Resources Department at Indian River Community College (IRCC). Shelia Daniels, Dean of Human Resources at IRCC (pictured at the right above), accepted the award for the department's work to implement specific, target-improved performance systems and processes that addressed college growth and current staffing levels.

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## Recognizing Excellence, Successful Practice and Service

The next presentation was the Region's Successful Practice Award to James Madison University (JMU) for its Mediation Center. This program has 16 peer mediators from faculty and staff; eight of the 16 will be certified by the Virginia Supreme Court as Virginia State Supreme Court Mediators. Melinda Hardwick, HR Management Service Representative at JMU (pictured at left above), accepted the award on behalf of Yohna Cone, JMU's Human Resource Director.

The last award, the Distinguished Service Award, went to out-going Region Chair Donna Popovich, Executive Director of Human Resources at the University of Tampa. Donna (pictured at right above) was recognized for her



service of six years on the Region Board and one year on the CUPA-HR National Board and her continuing service with the Florida chapter of CUPA-HR.

For more information on the Southern Region awards and recognition program, check the Regions's Web site.

## A First-timer's View of Conference 2007 by Cayce Fournier

In keeping with the theme of the 2007 Southern Region CUPA conference, participants did indeed come away "Jazzed about the Future." As a first timer, I was eager to experience the conference to the fullest.

Attending a conference and meeting a room full of new people is always a daunting task. In a strategic effort to facilitate networking opportunities and introduce CUPA activities to first-time attendees, the organization's leaders led a Newcomer's Reception on Sunday night. Each board member made it a point to introduce themselves to every attendee, which set the tone of collaboration for the conference. The newcomers then joined in a second line procession through the hotel, up three flights of escalators and into the exhibitor hall, effectively bringing the conference to an celebratory start. A second line, if you're wondering, is a tradition in brass bands in New Orleans that involves uninhibited dancing, a celebration of sorts.

There were many concurrent sessions to choose from throughout the conference, and as I poured over each day's offerings I felt like a kid in a candy store, trying to pinpoint which session would be most beneficial and educational to me. There were so many great ones to choose from, but I was able to narrow it down and attended several extremely interesting and educational presentations.

The first full day of the conference opened with an excellent keynote speaker, Bruce Wilkinson. Wilkinson spoke of managing or leading by example through trust, ethics, recognition, integrity, respect, etc. His presentation was hilarious and a great start to the day.

The conference did not lack for entertainment value. Most popular was the Mardi Gras World excursion, whereby conference attendees were bussed across the river to experience a Mardi Gras party complete with a mini-parade and an evening of zydeco music. Our HR people really know how to sing, dance, twist and shout!

One of the most beneficial aspects of the conference was communicating with vendors to determine new products and emerging trends. The setup of vendor tables in the main ballroom created a comfortable atmosphere in which to focus on the various products and learn more about what is available.

The conference planners deliberately incorporated the charm and deep cultural history of New Orleans throughout the conference. They also did not forget to honor the city by holding a raffle to benefit the Louisiana Public Library System, which lost 8 out of 12 of its libraries during Hurricane Katrina.

As I left the conference on Wednesday afternoon, I reflected back on all that I had learned, all the people I had met, and all the experiences I'd had that made this conference successful. The Southern Region CUPA conference is an opportunity that all higher education HR professionals should have the chance to take advantage of. There is no better way to meet your colleagues in the HR community, share ideas and network, learn about emerging trends, and have a little fun along the way. I will definitely be back next year.

(Cayce Fournier is a senior classification analyst with the University of Virginia)

*"The Conference planners deliberately incorporated the charm and deep cultural history of New Orleans throughout the conference."*

# Member SPOTLIGHT

## William Fleming

Asst. to the Chancellor & Dir. Human Resources, UNCW



William Fleming, the Assistant to the Chancellor and Director of Human Resources at the University of North Carolina at Wilmington (UNCW), is the newest member of the Southern Region Board. While he has been with UNCW for only three years, William has spent most of his career in higher education human resources: He began with North Carolina State

University where he devoted 14 years to working in training, employment and compensation, and cooperative extension personnel. He next spent over five years at the University of Florida as the Director of Personnel Affairs, Institute Food and Agricultural Services. In this capacity, he was part of a team that re-engineered the professional personnel terms and conditions of employment and, thus, created an entirely new pay plan that all new non-faculty employees are hired into.

The university where he now plies his trade, UNCW, began as a two-year college in 1947 and was granted four-year status in 1963. This once junior college and extension campus of the University of North Carolina now ranks within the top ten public master's universities in the South according to *U.S. News & World Report*. At UNCW, William has worked to streamline, update, and communicate employment policies and procedures and to consolidate faculty and staff personnel processing. He assists with harassment awareness training for all faculty and staff, and much of his day-to-day work involves employee (faculty and staff) relations issues.

William has a Bachelor's degree in Political Science and a Master's of Public Administration, both from North Carolina State University. He has been active in professional organizations, focusing on federal agricultural research and extension personnel; has attended and presented at several CUPA-HR conferences; and served on this year's program and awards committees for the Southern Region. William enjoys his work with CUPA-HR since it allows him to network and locate friends and colleagues throughout the country who understand the challenges that higher education human resources face. He feels that having those connections in place to call upon for advice and guidance is invaluable.

William and his wife are celebrating their 25<sup>th</sup> wedding anniversary this year and have one son who is a sophomore in college. Their very full schedule involves activities in a local church, participation in community theatre, volunteering to help with events on campus, family elder care, and taking cruises when given the chance to get away. Welcome aboard to William Fleming!

## Around the Region

**Alabama:** AlaCUPA-HR's **next meeting is scheduled for Friday, May 25, 2007**, in the University Center, on the campus of the University of Alabama in Huntsville; representatives from the University of Alabama Birmingham will explain UAB's online employee orientation program.

**Albert Snipes**, Director of Employee Relations at Auburn University, has retired after 30 years at Auburn.

**Florida:** FLCUPA-HR will hold its **2007 summer conference on June 10-12 at the Tradewinds Island Grand Resort** on St. Petersburg Beach. The conference's theme is "Sailing into a Bright Future." Check out the FLCUPA-HR Web site for registration and reservation details.

**Georgia:** Chair of GCUPA-HR **Shatanese Wester-Stephens** reports that **chapter elections** will take place during May and June and that a meeting to encourage volunteers will also take place in May. Check out the Chapter's Web site at <http://chapters.cupahr.org/ga/> for more information on both elections and the volunteers meeting as well as plans for the 2008 conference and a report on the February 8 and 9, 2007, conference at the Gwinnett Center, which gathered over 200 participants.

**North Carolina:** NCCUPA-HR hosted a **professional development workshop in Greensboro** on April 27, 2007. The group's next **Annual Fall Conference is planned for Asheville** on October 24-26, 2007.

**South Carolina:** The South Carolina State Chapter of CUPA-HR was officially formed with approval of the bylaws on October 16, 2006. The Board is made up of representatives from both the Public and Private sectors. The Board of Officers are: **Cheryl Southworth**, Co-President (Winthrop University), **Carole B. Lister**, Co-President (Wofford College), **Lamonica Yates**, President-Elect (Coastal Carolina University), **Maria Chandler**, Secretary (University of South Carolina Aiken), and **Sandy Gordin**, Treasurer (Converse College). Serving as "Learned Advisor" to the newly formed chapter is **Jeff Cargile**, longtime, active CUPA-HR member from the University of South Carolina (USC). Plans are underway for the first Chapter Conference scheduled for September 16 and 17 at the Inn at USC in Columbia, SC. South Carolinians, mark your calendars now! You won't want to miss this meeting!

**Tennessee:** The **May 8, 2007, workshop in Jackson**, Tennessee, featured professional development sessions on the following topics: FMLA, Developing a Training Program, Employment--Hiring and Retaining the Right Employee, Tax Deferred Income, Setting up a Temporary Help Pool, CUPA-HR Salary Survey, and OSHA.



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