

**Special points of interest:**

- Learn who won what awards at Mobile.
- Begin to plan for next year's conference in Knoxville.
- Meet Tom Hoffacker, a new Board member.
- While the scrolls were from the Dead Sea, the night out was anything but dead, see.



## Celebrating Collaboration

The regional conference in Mobile was a time of celebration and collaboration: an opportunity to learn from friends and associates, to enjoy the festivities, and to appreciate the hospitality of Mobile. It was a time too to discover the Dead Sea Scrolls and to make new and renew old acquaintances. In other words, a chance to do all those things that can best be done at a Southern Region conference: learn, grow, and enjoy ourselves as we do so.



Thirty-five concurrent sessions, 22 exhibitors, keynoters Dr. Jerry Walls and Glenn Brome, and 185 participants combined to offer the full spectrum of human resource learning opportunities. The receptions, breakfasts, lunches, and the night out at the Gulf Coast Exploreum Science Center, with its Dead Sea Scrolls exhibit, provided the appropriate mixture of atmospheres to network and to enjoy the excellent cuisine of the Gulf Coast. Participants represented all the states of the region and included folks from Arkansas, Illinois, Iowa, Kansas, Maryland, Massachusetts, Missouri, Oklahoma, and Pennsylvania.

Thanks go to Jim Farris, Troy University Montgomery, for his work as Host Committee Chair and to the members of the Host Committee from all over the state of Alabama. For more detailed information on award recipients and other events, see the inside pages.

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## From the Coast to the Mountains: Knoxville is Next

If you enjoyed last year's conference and can't wait to see folks again or you missed the conference and don't want to miss the fun and learning this year, then now is the time to plan for next year's event in Knoxville, Tennessee, April 9-12, 2006. We will hold the conference in the Knoxville Marriott ( information on the hotel is available at <<http://marriott.com/property/propertypage.mi?marshaCode=TYSMC>>).



If you would like to share your knowledge, experience, ideas, and approaches to current and emerging human resources issues, then plan to be a presenter: Simply go to the Region's web site <<http://cupasr.sc.edu/>> to find more information and to complete the necessary presentation proposal.

# Celebrating Quality, Excellence & Service

The Region's celebration in Mobile was highlighted by the recognition of two universities and one individual for quality, excellence, and service.

**Duke University** received the Southern Region "Quality in Human Resource Practice Award"; **Florida International University** was selected for the Region's "Excellence in Human Resource Management Award"; and **Maria Martinez**, currently the Past-Chair but then the Chair of the Southern Region, was honored with the Region's "Distinguished Service Award."

Also honored for their achievements in the Fun Run and Walk were Melissa Askland, Louisiana Delta Community College, and Duane Ritter, University of Georgia.

For more information on awards and recipients, see the articles below. To learn more about the Region's awards and recognition program, go to the Region's Web site.



Quality in Human Resource Practice:  
Duke University



Excellence in Human Resource Management:  
Florida International University



Distinguished Service Award:  
Maria Martinez



Fun Run/Walk Winners:  
Melissa Askland & Duane Ritter

## Two Universities Recognized for Accomplishments

During the conference luncheon on Monday, Diane Baca, Chair of the Region's Awards Committee, presented the Region's award for the past year. First to be recognized was **Duke University and Health System**: Accepting the **Southern Region Quality in Human Resource Practice Award** was **Linda Hendricks**, Assistant Vice President of Talent Management, and **Sally Allison**, Manager of the Professional Development Institute.

*Duke University and Florida International University are recognized for quality and excellence in HR*

Duke was recognized for its 40-week staff development program which uses professional development to improve staff skills and talents thus strengthening workforce commitment, improving retention, and supporting the university's commitment to diversity by enhancing the percentage of women and minorities in higher-level positions. This program of the Professional Development Institute has a 96% graduation rate, and 75% of the participants from the Institute's first classes of the office staff development program are now in higher-level position at Duke.

Diane then presented the Region's **Excellence in Human Resource Management Award** to **Florida International University**. Accepting the award on behalf of the university was **Paul Michaud**, Assistant VP for Human Resources; **Iliana Ricelli**, Senior Director for Employee/Labor Relations/Workforce Recruitment; and **Jose Capote**, Senior Recruiter.

Florida International's committed HR team was recognized for its innovations over the last two years which have dramatically improved the institution: The initiatives include same-sex health stipends for faculty and staff, an HR Dashboard, a catastrophic leave pool, educational incentive awards, professional development leave with pay for non-faculty staff, a Leadership Academy, an on-line applicant tracking system, improved compensation processes, a new performance management process, and a work-life balance program with flex time and compressed work weeks.

Congratulations to both institutions!

## Maria Martinez Honored with Distinguished Service Award

The awards portion of the program would not have been complete without the last individual award presented by Awards Committee Chair Diane Baca: Outgoing Chair **Maria Martinez received the Southern Region Distinguished Service Award.**

Maria, Assistant Vice President of Human Resources and Risk Management at Rollins College, has worked effectively and tirelessly for the Region since 1998. On the Regional level, Maria has held several Director-at-Large roles and the Secretary-Treasurer, Chair-Elect, and Chair positions. On the National level, she served

on the National Board of CUPA-HR and was a key member of the Knowledge Center Committee.

Because of her take charge style and organizational and HR savvy, Maria has improved the Region's committee structure and expanded the role and influence of state chapters. She has presided over one of the most successful Regional Conferences in recent history and dedicated herself to improving the Region's ability to assist members with HR improvement. Finally, Maria works hard at having fun just as much as she works hard. We are proud to honor her for her dedicated service.

# Member SPOTLIGHT

## Tom Hoffacker



Director of Human Resources,  
Coastal Georgia Community College

The Southern Region Board welcomes a new Director-at-Large, Tom Hoffacker, the Director of Human Resources at Coastal Georgia Community College (CGCC) in Brunswick, Georgia.

Coastal Georgia is a part of the University System of Georgia offering two-year associate degree programs to prepare students to transfer to senior colleges and universities; one- and two-year career programs to prepare students for immediate employment and development; and courses for students who need to refresh or strengthen their academic skills. As Brunswick Junior College, CGCC was founded in 1961 by the Regents of the University System of Georgia. After several expansion of its role and size, Brunswick College was renamed Coastal Georgia Community College in 1995 to better reflect the mission of the institution. In its forty-fourth year of existence, CGCC provides higher education opportunities from two campuses to the residents of southeast Georgia.

In only his second year at the college, Tom Hoffacker provides human resources support for 170 staff and faculty. With previous work experience with the Federal Reserve Bank of Atlanta and as the managing director at a neurosurgery practice in Brunswick, Tom is now responsible for human resources, affirmative action, and ethics at CGCC. He is a member of the institution's President's Cabinet as well as President-Elect of the University System of Georgia's HR Association, and a member of the University System's HR Policy-Making Board

Tom became interested in CUPA-HR activities because his predecessor as HR director had been active in CUPA-HR, and Tom says he "needed to learn quickly about HR in higher education.... I told several people that I was so impressed with CUPA-HR that I wanted to get involved."

Tom has both a BS in Management and an MS in Human Resources from Purdue University, and he and his wife Jennifer have three children: Laura 13, Mary 10, and Dennie 5. Tom is a deacon in his church, a member of the Board of Directors of the local Habitat for Humanity affiliate, and a member of a local education committee. He enjoys biking or running in the mornings with his dog, and plays golf whenever he has the time.

We welcome Tom Hoffacker to the Southern Region Board. We now have someone to challenge Alan Chesney in the Fun Run, but no dogs Tom. Be sure to meet and greet Tom and Jennifer in Knoxville at the conference.

## Around the Region

**CHAPTER NEWS:** **Georgia** chapter interest has been percolating since an initial organizational meeting in February. A chapter information committee consisting of **Diane Baca** (Mercer University), **Randall Cumbaa** (Emory University), **Demetria Holloway** (Spelman College), **Becky Lane** and **Lydia Lanier** (University of Georgia), **Phyllis Montgomery** (Georgia Perimeter College), and **Shatanese Western-Stephens** (Georgia State University) has been working to advance the project.

The **Kentucky Chapter** plans to hold its fall conference in Bowling Green, KY, on October 26-28. **Roger Barker** of Morehead State University has replaced **Lynn Bynum**, Bellarmine University, as Chapter Chair.

In August various **Louisiana** institutions met to discuss forming a state chapter. **Larry Calvin**, director of Human Resources at Xavier University of Louisiana, is heading up the chapter interest planning with the hope of having an active chapter by the Regional conference planned for New Orleans in 2007.

**Mark Barber**, Chair of the **North Carolina** Chapter, reports that the annual state meeting, "HR Conquering New Heights," is slated for October 26-28, at the Quality Inn Appalachian Conference Center in Boone, NC.

A group of **Tennessee** members will hold an organizing meeting and the first conference of the Tennessee Chapter on October 19 at Maryville College. The steering committee for the new chapter consists of **Connie Baskette**, **Alan Chesney**, and **Dan Trentham** (University of Tennessee); **Odell Fearn** (Roane State Community College); **Jennifer Hunt** (Maryville College); **Diana McCay** (East Tennessee State University); and **Karen Queener** (Pellissippi State).

### WELCOME TO NEW MEMBERS:

Alice Miller; Berry College; Broward Community College; Indian River Community College; Life University; and Wendy Kim.

### OPEN REGIONAL POSITIONS:

There are two openings, the **Historian** and **Web Master** positions. Contact Pat Deery <deerypd@auburn.edu> for more information.



**Newsletter Editor**

Patrick Deery  
Auburn University  
Langdon Hall  
Auburn University, Alabama 36849

**Upcoming Conferences:**

April 9-12, 2006, Knoxville, Tennessee: For more information see the Southern Region web page <http://cupasr.sc.edu/>

2007, New Orleans, Louisiana

**Open Southern Region Positions:**

**Director-at-Large for Program Support**--contact Maria Martinez at [mmartinez@rollins.edu](mailto:mmartinez@rollins.edu)

**Historian**--contact Pat Deery at [deerypd@auburn.edu](mailto:deerypd@auburn.edu)

**Web Master**--contact Pat Deery

**Members of the Mobile Conference  
Host Committee**



# CUPA-HR SOUTHERN REGION LEADERS

**Jeff Mudrak, Chair**  
Transylvania University  
[jmudrak@transy.edu](mailto:jmudrak@transy.edu)

**Donna Popovich, Chair Elect**  
The University of Tampa  
[dpopovich@ut.edu](mailto:dpopovich@ut.edu)

**Ron Klepcyk, Secretary/Treasurer**  
Elon University  
[klepcyk@elon.edu](mailto:klepcyk@elon.edu)

**Maria Martinez, Past Chair**  
Rollins College  
[mmartinez@rollins.edu](mailto:mmartinez@rollins.edu)

**Alan Chesney, Director-at-Large**  
University of Tennessee  
[achesney@utk.edu](mailto:achesney@utk.edu)

**Christina McClendon, Director-at-Large**  
Auburn University  
[mcclecm@auburn.edu](mailto:mcclecm@auburn.edu)

**Tom Hoffacker, Director-at-Large**  
Coastal Georgia Community College  
[hoffack@cgcc.edu](mailto:hoffack@cgcc.edu)

**Yohna Cone, Past-Past Chair**  
James Madison University  
[coneyc@jmu.edu](mailto:coneyc@jmu.edu)