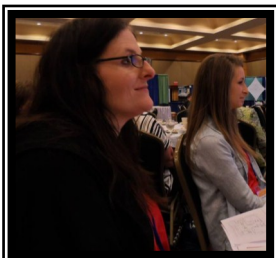
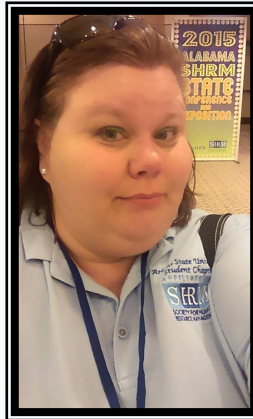




SHRM Student Chapter News

#ALSHRM15 By: Alicia Lux

Quick go to Twitter, search #ALSHRM15 and watch the list of tweets pull up from the May 19-20 conference. The event was full of talented professionals, speakers, and vendors full of goodies was held at the Birmingham Jefferson Convention Complex (BJCC). I volunteered with Jacklyn Cooper and Emma Mizell at the event. We started at the registration tables on the first morning checking in the early birds. There was a bit of confusion at first because the BJCC had some renovation occurring at that time. However, Mike Bean and his amazing team handled it like true Human Resource Management professionals and adapted to the situation. It was exciting to see familiar faces presenting at the conference and participating as vendors such as



Ben Eubanks, Kristina Minyard, and Aurora Quiroz. With all the takeaways I received from this experience, I cannot wait for the #ALSHRM16 Conference!

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For more information, please contact:

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www.facebook.com/ASUStudentSHRM



www.twitter.com/ASUStudentSHRM

Addiction Workshop

By: Austin Ramsey

The addiction workshop that was hosted at Athens State University was most certainly an eye-opening experience for all of the students that participated in the event. We were able to hear from multiple speakers about their life stories and exactly just how addictions had affected their life. The main emphasis was to listen to how these people felt and dealt with their various addictions, and then use this knowledge we learned from them to help us help other similar to them in our future work places. This was a very helpful workshop because of the different perspectives shown from the speakers. There will be times in the Human Resource field where we will definitely be going through a similar scenario, and thanks to this workshop, we will not go in close minded and will be able to assess the proper way to handle this situation rather than just simply firing the employee.

Breast Cancer Awareness Day at 7 Mile Post Road Church

By: Austin Ramsey

This October, I had the pleasure of representing SHRM by volunteering at an event to raise awareness for Breast Cancer Awareness month. Breast cancer has plagued the public for a long time, and thankfully has become widely supported during the month of October. It is a difficult condition to deal with, and we should be grateful how far medical technology has come thanks to the massive amount of research conducted within the field of medicine. It was an honor to participate, and it was definitely encouraging to see the amount of people that turned up for the event. A special thanks goes out to Diane Hammond for helping organize the whole event, and for allowing SHRM to be able to participate by handling the registration for the event.



Thank You from The President

By: Alicia Lux

I want to send a special thank you to all of you that make Athens State SHRM Student Chapter events possible. There is so much that goes on behind the scenes that most students are unaware of and I wanted to bring a couple of things to light. Dr. Kim LaFevor works hard to find funds and sponsors to make it possible for students to benefit from experiences to increase professional development and employability. She does this not just for the SHRM society, but for other clubs on campus as well. Our advisors Gary Valcana and Cindy Beresh-Bryant devote so much of their time and resources and truly go over and above the call of duty to make our events and activities work. Thank you also to Saralyn Mitchell, Director of the Career Development Center for all of the hard work you and Laura Allen do and to find opportunities that have lead so many our students in internships and employment. Thank you for collaborating on the Interview Prep workshop and so many more opportunities for success. Thank you to our Alumna, Diane Hammond, for putting together our newsletter and continuing to support our student chapter.

Going Forward

Spring 2016, Fundraising will be the luxurious hotel quality sheet sets starting January Thanks to our Pam Parker. In February, we will have our 2nd annual Valentine's Day Bake Sale and more details will be discussed in our January meeting.

Save the Dates 2016:

Case Competition (East) Atlanta, GA - March 4-5, 2016

Law & Legislative Conference March 14-16, 2016

AL-SHRM Conference, Birmingham, AL - May 17-18, 2016 #ALSHRM16

Annual National Conference, Washington D.C. - June 19-22, 2016 #SHRM16

About Athens State SHRM

The Society for Human Resource Management is the leading voice of the HR profession. The Athens State Student Chapter allows students to gain access to an immense information resource at the local, regional, state, and national level, and to have opportunities to meet HR practitioners so as to develop personal contacts and networks. The organization also offers professional development workshops, access to HR conferences, and creates visibility for recruitment for HR internships and permanent HR opportunities.

Fiddlers' Convention By: Tiffany Gayman

The Society for Human Resource Management (SHRM) student chapter at Athens State University had the privilege to work with Porkalicious, once again, at this year's Fiddler's Convention on October 2nd and 3rd! The Annual Fiddler's Convention is always a great time to spend with loved ones and friends with great food and fun music. Porkalicious is a family-owned business who caters birthday parties, weddings, etc. The pork is cooked in a smoker, smoked to perfection – it's absolutely delicious (hence the name!). At this year's Fiddler's Convention, Porkalicious not only sold Pork, but they also sold homemade hot chocolate and Starbucks' Coffee. This drove Porkalicious a lot of business and was absolutely perfect for this year because it was quite cold outside. Not only did Porkalicious donate 700 dollars to the SHRM student chapter, but during the fundraiser, Porkalicious and the SHRM members were also given the opportunity to raise money for the American Business Clubs (AMBUCS). This unique organization provides amtrykes for children as well as wounded veterans who need a unique bicycle, as they cannot ride a normal one. They are adapted to help overcome mobility constraints, and are very useful within these people's lives. For the last three years, the cause has been sponsored by the Athens State University SHRM Student Chapter and the Porkalicious team. These two groups love having the privilege to work together for such a great cause. Both member groups hope to continue to support AMBUCS, as well as the SHRM student chapter at Athens State University.



Welcome New SHRM Fall 2015 Members!

Kara Grigsby Co-Vice President of Merit Award
Kambria Freeman Vice President of Membership
Hannah Carpenter Co-Vice President of Merit Award
Kimberly Dove
Charisma LaRue
Dawn Kilby
Beth Tucker



TVC-SHRM Professional Chapter

The TVC SHRM Professional Chapter is the Professional Chapter Sponsor of the ASU SHRM Student Chapter. This is a terrific venue to network with current HR professionals and develop lasting professional relationships. ASU Students/ASU SHRM Student Chapter Members are strongly encouraged to attend.

Cost: First time guests free (must contact Dr. LaFavor in advance at kim.lafavor@athens.edu), after second visit \$10 for lunch-meeting.

Second Wednesday of Each Month

Decatur Country Club -Decatur, Alabama

Come join us for lunch and informative sessions on relevant HR issues!

For information about TVC-SHRM:

<http://tvc.shrm.org/>



TVC~SHRM

TENNESSEE VALLEY CHAPTER OF SHRM - ALABAMA

SHRM Website Resources:

Society for Human Resource Management website

<http://www.shrm.org/Pages/default.aspx>

SHRM certification website

<http://www.shrm.org/certification/pages/default.aspx>

SHRM Foundation website

<http://www.shrm.org/about/foundation/pages/default.aspx>

SHRM Student Awards & Scholarships website

<http://www.shrm.org/about/awards/pages/default.aspx>

SHRM Student Career Center website

<http://www.shrm.org/communities/studentprograms/pages/careers.aspx>

TVC-SHRM Professional Chapter website

<http://tvc.shrm.org/>

National SHRM Conference website

<http://annual.shrm.org/>

Benefits of SHRM Membership website

<http://www.shrm.org/about/memberkit/pages/default.aspx>

TVC-SHRM Capitol Hill Scholarship

By: Pam Parker



So, how did you spend your spring break? Many college students spent their spring break either working, catching-up on homework, or relaxing from the exhausting semester. This past March, I acquired the privilege of advocating with legislation on Capitol Hill. This journey began by receiving a notification from my advisors regarding the TVC-SHRM (Society of Human Resource Management) Capitol Hill Scholarship.

Twice a year, the Alabama SHRM State Council sends district representatives to Washington D.C. This visits allow HR professionals to lobby with congressmen and legislation on Capitol Hill. This is prearranged time with legislation during their demanding schedule to discuss issues that are important to SHRM and the many individuals involved. The scholarship covered the expenses for an Athens State SHRM Student Chapter member to obtain the opportunity of accompanying Human Resource (HR) professionals during the Capitol Hill Visit.

Our SHRM group consisted of 16 individuals including myself from different districts throughout the state of Alabama. During the appointments, we discussed four topics with the 7 Congressmen and 2 Senators of Alabama on March 25th. The first topic covered Employment Verification for Employers and HR Professionals. This topic covered the issue of there being approximately 11 million undocumented immigrants in the United States. We discussed how the current E-verify system lacks sufficient security features to protect employers from individuals using fraudulent identification. We also discussed issues regarding Form I-9. This form is a paper document that cannot be verified. The outlook for Employment Verification for Employers and HR Professionals arose March 3rd when the Legal Workforce Act (HR 1147) was approved. This act would require all new hires be verified through E-Verify electronically. It would also eliminate the Form I-9.

The second topic covered Fair Labor Standards Act Overtime Regulations. President Obama wanted to update and modernize the overtime regulations. For an exempt employee, the salary range would be raised from \$455 a week to \$910 a week. This modernization would result in some employees losing their exempt status. As a result, employees would be subject to overtime coverage which could prevent advancement in the workplace and eliminate flexibility in the workplace.

The third topic discussed with legislation addressed the ACA Definition of Full-Time Employee. This definition of “full-time” is an employee that works 30 hours per week. Under H.R. 30, Save the American Workers Act, this bill defines “full-time” as an employee that works 40 hours a week. SHRM supports H.R. 30 along with S. 30 which is the Forty Hours is Full Time Act. S. 30 was introduced to the Senate and SHRM advocacy members wanted to bring it to the Congressmen and Senator’s attention how beneficial these acts would be in the workplace.

The final topic that was addressed was the National Labor Relations Board’s Ambush Election Rule. This

TVC-SHRM
Capitol Hill Scholarship (Continued)

By: Pam Parker

rule would shorten the time to file for election petition and not permit sufficient amount of time for the employees to make a well-educated decision on whether or not to form a union in the work-place. SHRM stated that the ambush election is to be considered an unbalanced approach.

Throughout this journey, I felt as though I made a difference. I was very nervous about meeting any member of Legislation. However, once the journey was over, I was able to grasp the concept that our legislation are people too, and that they enjoy being educated on how certain laws, rules, and regulations affect employees as well as the employers.

Not only was I able to lobby with Congressmen and Senators, but I also took a night monument tour of Washington D.C. This tour was spectacular and I suggest this tour for anyone visiting Capitol Hill. I also had the privilege of touring the Supreme Court by Tommy Eden. When time allowed, Dr. Lafavor and I attempted the subway which was incredible. She was a wonderful traveling partner to a first time flyer. This trip would not have been possible without the wonderful advisors at Athens State University, the Athens State SHRM Student Chapter, and our sponsoring professional chapter, TVC-SHRM.

This provided me the ability to network with HR professionals. I now realize how crucial networking is to the growing diverse field of HR. This experience provided a new outlook on the appropriate steps that are required in being a voice for my district, employer, and employees. I would like to personally thank TVC-SHRM for choosing me to accompany members of the Advocacy Team on Capitol Hill. As Thomas Jefferson once said, "America is not governed by the majority, but by the majority of those who participate."



Congressman Mo Brooks met with Alabama SHRM representatives in DC

TERRA Conference

By: Kara Grigsby

On Wednesday October 14th our students attended the 17th Annual Tennessee Employment Relations Research Association (TERRA) Conference in Tullahoma, TN. Students got to hear from several renowned speakers on a wide array of topics. Bonnie Castrey and Mollie Bowers were just two of the knowledgeable mediators to serve on a panel to discuss previous cases they had worked on. After discussing cases they had worked, the audience was given their own case to solve. This served as great practice for the case study students will participate in, in March. Our very own professor Cindy Beresh-Bryant, shared a glimpse of her book “The OC Equation”. Her presentation reminded all those in attendance how important it was that they know and exhibit what their core values are. More important was the fact that their core values matched up with the core values of the company they were working for. Personally, she reminded me that the company wasn’t just interviewing me. I was interviewing the company as well. Other topics covered at the conference included union membership, HR issues in law and how people perceive things differently. Everyone in attendance had a fantastic time networking and data gathering. All in all students gain a vast amount of knowledge on topics that they will take with them into their future career.



TVC-SHRM Fall Workshop: Un-Management with Talent Anarchy By: Alicia Lux



Tiffany Gayman was awarded the TVC SHRM Scholarship

Normally when people hear the word workshop, they ask two questions: is it mandatory and do I have to pay for it? Talent Anarchy made this feel like anything but work. It was entertaining, fun, challenging, and with thought-provoking activities aimed at inspiring renewed innovation. Jacklyn Cooper and Kara Grigsby participated in a labeling exercise showing how important it is to prevent labels from stifling innovation and creativity in the workplace. The vendors provided generous swag and information for members on every level. In one of the exercises,

we had the opportunity to create a new word, "sponge." A person that wants to absorb the hard work and innovations that others are working on without any effort or challenge. As a result, we will be receiving a book by "Talent Anarchy" sometime in

the near future. Our student chapter learned a great deal from attending this event and look forward to participating next year.



Fall Graduation

By: Diane Hammond

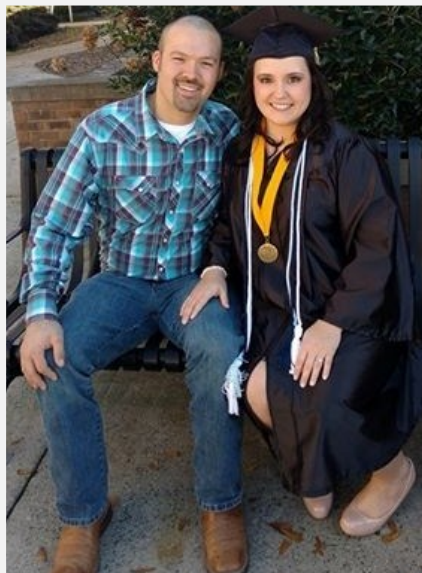
The field of Human Resource Management in North Alabama gained four excellent candidates on December 5, 2015. **Jacklyn Cooper, Emma Mizell, Pam Parker and Austin Ramsey** are ready for whatever the future holds in HR as they are now armed with bachelor degrees, as well as lots of valuable experience as Athens State University SHRM members. CONGRATULATIONS!



Jacklyn Cooper



Emma Mizell



Pam Parker



Austin Ramsey

2nd Annual Alabama State Student Conference and Inaugural HR Games

By: Alicia Lux



The best part of getting involved in SHRM is to meet other Students across Alabama. We are all going through the same process for the same end result, to get that HR Degree! The previous day Alabama Students from across the state were generously invited to Mobile SHRM's 2015 Gulf Coast Human Resource Conference. We were able to learn how technology is changing the face of HR Globally and how multiple generations in the workforce are benefitting and impacted by each other. The next day started bright and early with students arriving on University of South Alabama's Campus and moving right into an ice breaker to get to know each other. The presentations were full of valuable information for professional development, SHRM Certification, and networking skills to carry into our careers. The second part of the day moved into the Inaugural Student HR Games. This was an exciting and challenging times that tested students' HR knowledge in a Jeopardy style competition. While Athens State Student SHRM Chapter did not win this year, we have plenty of time to amp our game for the challenge next year and take home the trophy!



Photos from 2015 SHRM National Conference in Las Vegas

June 28—July 1, 2015

By: Diane Hammond



Duke basketball coach Mike Krzyzewski explains how lessons of team play learned from leading high-performing players and winning teams apply to the workforce, too.



Marcus Buckingham, founder of The Marcus Buckingham Co., speaks to attendees June 29 at the SHRM 2015 Annual Conference & Exposition.



Mika Brzezinski, cohost of MSNBC's "Morning Joe" television show



Dr. Mehmet Oz gave the closing keynote address in the last general session of the SHRM 2015 Annual Conference & Exposition.



SHRM 2015 ANNUAL CONFERENCE & EXPOSITION

LAS VEGAS CONVENTION CENTER | JUNE 28 - JULY 1, 2015



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