



SHRM Student Chapter News

Athens State University Takes Second Place at HR Games in Auburn

By: Morgan Garris

On November 10, 2017, the Athens State University SHRM Chapter made the journey to Auburn University for the fourth Annual Alabama SHRM Student Conference and HR Games. Athens State University joined over 13 schools from across the state in this great event! We had a panel of HR experts from both public and private industries, as well as people in all walks of their careers. This was a very informational conference.

There was also some fun involved. One of the main characteristics of this event is the HR Games. This is a Jeopardy style HR quiz game. Each team has 3-4 members and will choose a category and a question and then answer it. This is a time-honored tradition of the student conference. This year Athens State fought hard against the students of the University of South Alabama. Throughout the tournament, the Athens State team only lost one round, and it was to the same team we met in the championships... Unfortunately, it was not Athens State's time to win the games, but we were very happy to come in second. We will be coming back even hungrier to win the fifth Annual Alabama SHRM Student Conference and HR Games.



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For more information, please contact:

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www.athens.edu/clubs/shrm/

TVC-SHRM, ATDNAL & Athens State University Conference



By: Brittany Grant

The 2017 Human Resource Conference at Athens State was a very informative conference for all human resource professionals. There were a lot of interesting and helpful topics for all attendees to take away and apply in their daily workplace. We had some awesome speakers to attend starting with our opening speaker Mr. Tim Palmer spoke on Understanding the Interplay between FMLA Leave and leave as Accommodation under the ADA. Lorie Howard talked about the HR Department being of one and how it is important for the HR Department to get to know how the company operates and the employees. We also had our very own Professor Dr. Gary Huckaby who delivered a very influential and humorous presentation on Leadership from HR position. He explained to us how we must be able to blend with the different situations we approach in the day to day workplace. What we say matters, so we must be positive in the workplace. Dr Kim LaFevor spoke on the topic Optimizing Employee Performance for Results that Manages, Motivates, and Matters: What's in Your Human

Capital Strategy? Cindy Beresh-Bryant talked about how HR's Bigger than Compliance - the Strategic HR Audit: Tips and Tools for Using an HR Audit to Integrate HR into Your Organization. The last speaker to close out the day before we ended it with great door prizes from different vendors was AL Vreeland and he talked about the Right to Work Developments.

Cullman SHRM's Annual Human Resource and Management Team Workshop

By: Morgan Pugh

On October 12, 2017, three students from the Athens State University SHRM Chapter attended Cullman's SHRM conference. This conference was the CSHRM's Annual Human Resource and Management Team Workshop. At this workshop, they listened to 5 different speakers give information on different topics on the HR world. They also had the opportunity to network with HR professionals in the Cullman area. They were able to hear about legal updates, including new health plans. They were updated on the NLRB with thoughts in joint employment and predictive scheduling. Attendees were also given a new outlook on the generational challenges affecting the workforce. They were given vital information on how to speak to people of different generations, including their preferences in communication preferences.



TERRA's 19th Annual Labor Relations Conference

By: Jeremy Boles

The Athens State SHRM Student Chapter attended the 19th Annual Tennessee Employment Relations Research Association (TERRA) conference. We had three students in attendance, Morgan Garris, Jamie Rogers, and Jeremy Boles. Three of our chapter advisors were also in attendance, Dr. Kim LaFevor, Dr. Glynice Crow, and Dr. Gary Huckaby. The conference agenda was filled with speakers from all parts of labor relations. There were people from Union Leadership, Academia, and even arbitrators and lawyers that represent some of the elite professional teams in Nashville and Atlanta. There were also a presentations made by the Bureau of Labor Statistics, Tennessee OSHA, and Watson, a large law firm from Nashville. These presentations gave us not only a glance in to the Union world, but also provided information that can be used outside of Unions as well. This conference continues to be a great opportunity for students to meet and network with Labor Professionals.

During the conference board meeting last year, Dr. LaFevor made a motion to create a position on the board to be held by a student. This year, Dr. LaFevor moved that Jeremy Boles be nominated for the position, and upon a vote, it was confirmed. Jeremy Boles would become a Student Representative on the TERRA Board of Directors.

NASHRM Fall Workshop

By: Jamie Rogers

Two of our officers, Morgan Garris & Jamie Rogers chose to attend the NASHRM Fall workshop where they learned about current sexual harassment investigation laws and proper procedures, reading micro-expressions, and how to find and hire the right recruit. As they communicated with people from various industries, topics of interest arose in regards to government, private, and public industries with different concentrations such as bio-technology and manufacturing.



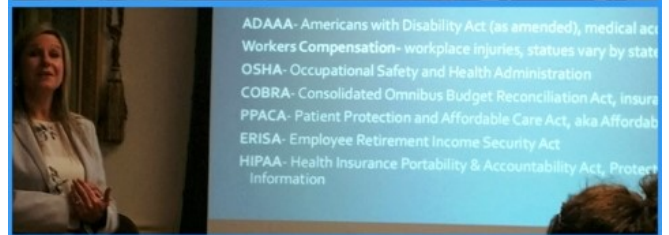
Welcoming our Guests

All Articles By: Justin Minyard

Holly Holladay

Benefits Coordinator at Dynetics Inc.

Our November meeting hosted local Benefits guru, Holly Holladay. Holly is a Benefits Specialist in the HR department at Dynetics located in Huntsville's research park. Mrs. Holladay shared her experience as a benefits coordinator for a mid-tier government contractor. Advice provided if interested in specializing in benefits included to stay educated in compliance laws. Holly also discussed the importance of understanding the options your company offers for benefits, this is especially important during the company's open enrollment period. Outside of her benefits position, Holly also volunteers with NASHRM as the Assistant VP of Programs. Her role includes coordinating chapter sponsorships. Like other speakers, Holly attributed her HR network to her volunteer role in the local community.



Melissa DeVore

Director of Human Resources at Hudson Alpha

The Student SHRM chapter had the honor of hosting Hudson Alphas Director of Human Resources, Melissa DeVore, at the October meeting. Melissa was invited to share her experience of working her way through HR to becoming an executive level HR representative for one of the most recognized organizations in North Alabama. Mrs. DeVore shared the value of networking and volunteer roles throughout her career and how the relationships she built through those experiences helped her achieve her career goals. Even at a top level role in HR she is still volunteering in the Human Resources community as the Alabama state SHRM Director and is very involved in her local SHRM chapter.



Kristina Minyard

Director of Ignite Education and President of NASHRM

On September 5th the Athens State University Student SHRM Chapter hosted Kristina Minyard, SHRM-SCP. Kristina is a career recruiter currently working for Ignite Fueling Innovation in Huntsville and serving as the 2017 North Alabama SHRM Chapter President. Her time with the chapter was spent talking specifics about the recruiting specialty under the HR umbrella and sharing about her career journey so far. Her passion and excitement for recruiting is contagious, and she gave students a glimpse at what it takes to be a recruiting leader. Students in attendance were able to ask questions about the field of recruiting including how that role fits into the Human Resources field. She shared that recruiting is unique within the HR world because it

has the easiest case for the revenue generating role within the department; while all of HR is valuable it helps to be able to present data to the executive team tied to revenue and not just an overhead cost.



Want to Learn More? Find HR Interesting?

HR is an expansive field and Athens State University SHRM Chapter wants to help you enter the field right. We are currently taking request of HR Topics that our Students are interested in.



www.facebook.com/ASUStudentSHRM

Send us a Facebook Message with HR topics!

Athens State University Transfer Day

By: Andrea Cupolo

On Tuesday, October 31st Athens State held Transfer Day for the upcoming Spring Semester for new and prospective students. During Transfer Day, students are given the opportunity to interact with various clubs at Athens State including the Athens State Student SHRM Chapter. Morgan Garris and Andrea Cupolo attended the evening session where they interacted with students to discuss the importance of the HR profession and how the SHRM Student Chapter can be beneficial to all majors. Morgan and Andrea provided information about the monthly meetings with guest speakers and the various conferences available to students and how these events can provide students with a stronger knowledge of the HR profession.



Special Thanks

Athens State University's Student Chapter of SHRM would like to thank its cosponsor of the most recent labor relations workshop, Dr. Bryan Kennedy as the faculty sponsor. We would also like to thank Tony Quillen of the IBEW for being our guest speaker and providing an informative speech on Labor Relations.

A few of our members also enjoyed attending the Resume Workshop sponsored by Saralyn Mitchell and Laura Allen of the Athens State University's Career Development Center.

Dr. Kennedy and the Career Development Center's continued support of the Athens State SHRM Student Chapter is one of the reasons we have the quality of chapter we do. Thank you for all that you do to support not only the Athens State SHRM Student Chapter, but also the entire university

Thanks to all of our Active Members

As students we may be limited by our work experience, but by exhibiting hard work and effort through active membership, we are able to experience a slice of the HR life. Our Chapter consistently strives toward excellence by attending various workshops and conferences with support from many great professional organizations.

We would like to congratulate to our members who are graduating this semester. Special Congratulations to President Morgan Garris and Director of Social Media Jamie Rogers as they graduate this semester. Good Luck to all!





SHRM Annual Conference and Exposition is COMING SOON!

Did you see the pictures of the students who attended the SHRM Annual Conference and Exposition in New Orleans last year? Do you wish that you could have attended too? This conference is a great way to be exposed to many different aspects of HR, and you get the chance to network with HR professionals from across the country.

Details on the event: **Place:** Chicago, Illinois **Date:** June 17-20, 2018 **Keynote Speaker:** Malala Yousafzai

How to attend:

Students are eligible to attend the conference at a reduced rate with National SHRM Student Membership.

To be eligible to attend with Athens State students must participate and be active in the Athens State SHRM Student Chapter. Applications and reasoning why you would like to be included will be required. For more details on how to attend the conference, please contact Glynice.Crow@Athens.edu or Gary.Valcana@Athens.edu

Student SHRM-CP Eligibility



SHRM CERTIFICATION
SHRM-CP | SHRM-SCP

Beginning with the 2017 Winter testing window, students enrolled in a bachelor's or master's HR degree program at an educational institution aligned to SHRM's curriculum guidelines are eligible to apply for the SHRM Certified Professional (SHRM-CP) exam.

Eligible Students:

- Must be in their final year of study in the HR degree program
- Must have a minimum of 500 hours of relevant HR experience

Contact Dr. Gary Valcana at gary.valcana@athens.edu for more information.

TVC-SHRM

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.lafevor@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>

Upcoming Events

Resume Ready Workshop January 23

- 5:00- 6:00 PM in Classroom Building Room 205

Resume Ready Workshop February 7

- 2:30-3:30 PM in Classroom Building Room 201

Outstanding Merit Award Application Due April 15

Alabama SHRM State Conference..... May 1-2

National SHRM Convention in Chicago June 17-20

Meetings



Athens State University's Student Chapter of SHRM
Invites You!

Meetings held monthly on the first Tuesday
from 6:00-7:00 p.m.

Located in Sanders Hall Conference Room 115

Meetings will be streamed live on Facebook
as available