



SHRM Student Chapter News

First Annual Networking Dinner By: Kara Grigsby

On February 5th students were in attendance for The First Annual Networking Dinner in Montgomery. The guest speaker was Dr. Gregory Jones, who is the assistant dean of Troy University’s Sorrell College of Business. Subjects that were discussed include tips on how to network and how to be successful during an interview. When it came to networking, Dr. Jones’ focus was on working a room. He said sometimes you just have to force yourself to do it. Other great suggestions were to make goals and to map out the room. If making goals tell yourself you are going to get at least 3 new connections and go from there. If there is someone you do not want in your network work the opposite side of the room. While some interview tips were refreshers some stood out above the others. For example, when employers put that they are looking for three years experience, that is how much they are willing to pay a person for that position. The most valuable take away for me personally was that no one should sell themselves short. All in all the dinner was a great experience and students walked away with more knowledge and a better ability to grow their network.



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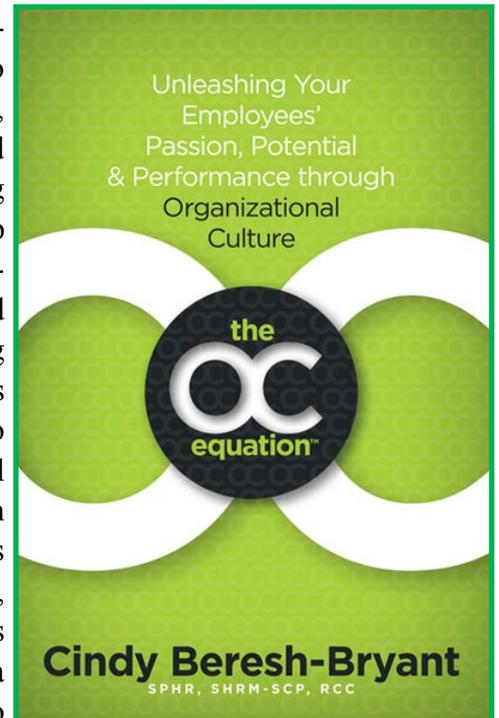
Organizational Culture and Leadership Workshop

By: **Tiffany Gayman**



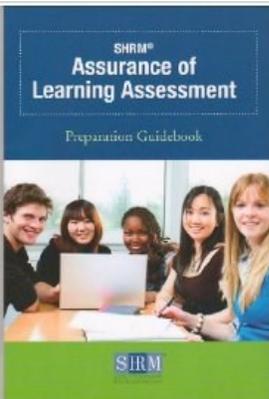
On March 28, 2016, the Society for Human Resource Management (SHRM) student chapter will be sponsoring a human resource (HR) workshop for all HR majors and minors at Athens State University. The organizational culture and leadership workshop will be presented by Cindy Beresh-Bryant, President of HR Solutions by Design. Cindy Beresh-Bryant started her business in 2009 after more than 20 years as an HR professional working primarily in the manufacturing industry for Fortune 250 and Fortune 500 companies. Author of "The OC Equation™ - Unleashing Your Employees' Passion, Potential and Performance through Organizational Culture", she specializes in helping her clients build strong organizational cultures that maximize profitability through employee involvement and high engagement.

According to Deloitte's 2015 Global Human Capital Trends report, Organizational Culture (OC) and employee engagement are the number 1 issue facing organizations throughout the world as they attempt to find and sustain a competitive advantage; yet, less than half believe they are equipped to deal with these issues effectively. In fact, the report states, "Organizations are recognizing the need to focus on culture and dramatically improve employee engagement as they face a looming crisis in engagement and retention". This workshop will help prepare future HR professionals to lead OC strategy initiatives within their organization to ensure the OC strategy aligns with and supports the achievement of the overall business strategy by creating an internal OC where employees and organizations thrive. This workshop is focused 100% on strategic management and how to align human capital resources through a strong organizational culture to not only attract and retain top talent, but engage them with the organization. By engaging the hearts and souls of employees (not just their minds and talents) in the organization's purpose, values and philosophies and then backing those up with behaviors and actions that "live" those values and philosophies, creating a strong, positive OC, the organization is uniquely positioned to achieve its strategic plan by creating the organization's ONLY true competitive advantage.



Win, Win, Win with the SHRM Assurance of Learning

By: Christopher Sutton



The Assurance of Learning assessment, administered by SHRM, is a comprehensive examination that measures a student's aptitude on HR related content. The assessment is comprised of 160 questions covering employee and labor relations, employment law, strategy, compensation and benefits, training and development, and workforce planning. Why is it a win, win, win? First, students and professionals with passing scores receive the SHRM Certificate of Learning, which authenticates a general HR knowledge, differentiates job candidates, and bridges aspiring HR professionals into the HR field. In the competitive job market, a recognition like the Certificate of Learning is the best way to ensure you are getting noticed by perspective employers. Also, the assessment validates the ASU curriculum as meaningful and effective and ensures employers that they are getting the most qualified candidates.

The assessment is open to students and professionals seeking a bachelor's or master's degree in an HR or HR related program. It may be taken one year prior to graduation and up to one year after graduation, once paying a fee of \$158 for SHRM members or \$237 for non-members. For 2016, students and professionals can schedule themselves for the exam now through April 15 or from September 15 through November 15, and take the exam at one of many Prometric testing locations across the country. SHRM offers study guides, practice tests, and other review materials to help students and professionals prepare for the examination. Do not miss the opportunity to show the HR world all that you have learned and distinguish yourself as a serious HR professional. Visit <https://www.shrm.org/external/assuranceoflearning/generalInfo.html> for eligibility criteria, exam content information, preparation resources, or to schedule your assessment.

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.

Networking Workshop

By: Arianna Martinez

On February 26, 2016, Athens State University provided all of the business majors an opportunity to learn how to network. The main focus of the networking workshop was to understand what networking is and why it is so important. A question you might ask yourself is “why do I need to network?” It is simple, networking is about building relationships. Networking helps to build relationships with people, gain information on a certain field or industry and can be considered an effective way to find a job. It is a skill that all business people need to understand and focus on while job searching. This was a very helpful workshop because of the tips and examples presented. We learned that you need to start with a good introduction of yourself along with a firm handshake, eye contact and a smile. The workshop also included how to dress for success, different types of networking, conquering your nerves, common networking mistakes and how to follow up after an event. During this workshop we got to hear from guest speaker George Zubulake who shared how networking helped expand and grow his business. He explained how networking can be very beneficial in your career. This workshop on networking was to prepare students on how to properly network and how it can grow your confidence while opening a lot of doors for you. Another topic in this networking workshop is that networking is a two-way street — so it is about staying in touch with contacts for the long haul not just when you need something.



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. LaFevor 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>

What is “SHRM” at Athens State University?

By Cynthia Do

During the Meet and Greet on February 8th, 2016, I had the opportunity to meet with other human resource (HR) majors and minors at Athens State University. The Meet and Greet was sponsored by SHRM...the only problem was, I had no idea what/who “SHRM” was. Upon attending the Meet and Greet, I came to find out that Athens State University has a student club for all HR majors and minors called SHRM, which stands for the Society for Human Resource Management. The question is – what/who is SHRM? How can this benefit me as a student? The Society for Human Resource Management is the world’s largest association devoted to human resource management. Representing more than 250,000 members in over 140 countries, the Society serves the needs of HR professionals and advances the interests of the HR profession.

Being a student at Athens State University, the Society for Human Resource Management Student Chapter is a great way to get a “hands-on” feeling on how the human resource profession works in the real world. There are a variety of benefits in joining the SHRM student chapter. The student membership provides an opportunity to be able to travel to different locations and go to all of these HR related conferences/workshops in order to enhance the students’ knowledge on the different fields/areas (training and development, recruitment, labor relations, organizational development, compensation and benefits, etc.) in the human resource profession. Another benefit in joining the SHRM student chapter is that the student members have the opportunity to go to HR related conferences, including HR leadership and strategic management conferences. During these life learning events, the student members have the opportunity to network with other HR professionals and other SHRM student chapters across the nation. To add, the student members even have the opportunity to meet with some of the celebrities at the human resource conventions, specifically the Annual National SHRM Conference and Exposition!

As a student at Athens State University, I learned during the Meet and Greet that joining the SHRM student chapter will allow me, as well as the other student members, to gain a competitive advantage over other HR students who are currently not an active SHRM member or participating in the extracurricular activities offered by Athens State University. On top of that, it will look really great on my resume! SHRM has a lot to offer for those student who become members. The student chapter will most likely get first pick out of the many applicants who applied for the same position because the interviewer will see that they are an active SHRM student member. The SHRM Student Chapter at Athens State University has been recognized by National SHRM for the past four years for their dedication and hard work.



Student Regional Case Competition By Tiffany Gayman

This year, the Society for Human Resource Management (SHRM) student chapter will be participating in their fourth student case competition! Tiffany Gayman, Alicia Lux, Kara Grigsby, Dalton Farmer, and Brittany Jacobs will be competing in the central division, which will take place in Omaha, Nebraska on April 1st and 2nd. Last year, our students came in third place...which only means one thing – we are determined to win this year! The students will receive the case prior to the actual competition, in which they will have five days to come up with a solution and submit their findings and recommendations. The case that is given to the students is always a real-life scenario case that human resource (HR) professionals face in the workplace. Undoubtedly, being a HR professional can be very challenging at times. These case studies are meant to challenge students in order to enhance their critical thinking and decision making skills, while also working in a team setting. Teamwork is a vital HR competency.

This will actually be my third year competing in the case competition. Over these past three years, I have learned so much about the human resource (HR) profession. In my opinion, this has been one of the best learning opportunities that I have had being a student. As you are competing against other students, you start to remember that you all have one major thing in common – HR! Networking with other students and HR professionals that show up to this event is truly a wonderful opportunity to learn and grow. As I previously mentioned, the case that is assigned by SHRM is meant to challenge HR students. Why? Because these case studies are real events that happen in the workplace. Being a HR leader, how are you going to handle these challenging situations when they occur in your workplace? Those students who already have this knowledge and experience before going into the HR profession will truly be better off in the long-run. Each year, it is so impressive to see how much students learn by attending and participating in these events.



Case Competition participants from 2015: Tiffany Gayman, Diane Hammond, Jacklyn Cooper, Pamela Parker

Case Competition participants from 2014: Magen Johnson, Zack Johnson, Dale Lenahan, Tiffany Gayman



Human Resource & Management Networking Reception

By: Alicia Lux

Athens State University is offering an exceptional networking opportunity! On April 7, 2016, Athens State Alumni Association is hosting a Human Resource and Management Networking Reception at the Alabama Center for Arts located inside Decatur. This is a great opportunity to meet with people from companies in the local community. Several great associations have also contributed to the event to make it possible. Silver Sponsors include the North Alabama Chapter Association for Talent Development, Alabama Society for Human Resource Management (ALSHRM), and Athens State University Alumni Association. The Bronze Sponsors include Tennessee Valley Chapter of SHRM Alabama and Athens State University Young Alumni Association. Our Student Chapter wants to say Thank you to the associations for contributing the success of Athens State Students and Alumni. RSVP today and come dressed to impress in your professional attire. Most importantly, do not forget to bring your business cards and resumes! This unique opportunity is not held for the same professional focus every year. Use this opportunity to create your professional presence with the potential to network with your future employer.

Alabama Center for the Arts
2nd Avenue NE, Decatur, AL 35601
Thursday, April 7th, 2016 133
5:30 pm-7:30 pm

RSVP: <http://www.athens.edu/alumni/events/networking-reception/>

