



# SHRM Student Chapter News

## Athens State University Represents at 2018 National SHRM

By: Jeremy Boles

The 2018 National SHRM Conference and Exposition was held in Chicago, IL. In addition to our chapter advisors, Dr. Gary Huckaby and Dr. Kim LaFevor, two of our student members attended the conference: Jeremy Boles and Diana Woodward. Many organizations showcased their products to advertise options for employee wellness and benefits as well as management technologies and consultation services. There were many concurrent sessions that focused on every aspect of the SHRM BoCK (Body of Competencies and Knowledge); just a few of the session topics that we were able to attend focused on employee motivation, legal compliance, incorporation of various electronic platforms for recruitment, and basics of recruiting for those in entry level positions. Sheryl Sandberg, COO of Facebook, was a highly anticipated keynote speaker for this event. Her message was about the position of women in the workplace and how women should not be confined by a “glass ceiling” but empowered to achieve and thrive in demanding positions. She stated that the perspective of women in the workplace should change so that a woman in upper management is not seen as an oddity in corporate culture.

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[www.athens.edu/clubs/shrm/](http://www.athens.edu/clubs/shrm/)

# Introductory Workshop - Perfect Your Professional Intro!

By: Alethia Jordan



Athens State University's Professional Introductions Workshop was a truly educational experience. A special thank you to our chapter advisor, Dr. Gary Huckaby, and the Director of the Career Services Department, Saralyn Mitchell, on their teachings on the importance of making first impressions during professional introductions and on growing networking confidence. During this workshop, the students had an opportunity to participate in mock interviews administered by professors and other faculty members of the College of Business. During this workshop, students also participated in a networking exercise with fellow peers. These students were given the guidance and tools to refine their self-marketing strategies and establish powerful connections.

## Alabama State SHRM Conference

By: Diana Woodward

On May 1-2, 2018, our student chapter attended the AL-SHRM State Conference in Birmingham, Alabama. While attending, our members were able to network with local HR professionals. Some of those contacts are on my personal LinkedIn; my enhanced network now provides insight on available positions in the area. Panels of professionals offered advice and shared their expertise with the audience; one of the most beneficial panels I observed was about all the different HR software there is and hearing the actual personal references on which software works best. I observed professionals discussing issues with their current software and possible solutions offered by a collaboration of the rooms participants. Not only do these conferences provide networking opportunities for students; but, as a professional in the field, it is extremely beneficial to learn from others in the same situation.



## 33rd Annual AL-LERA Conference

By: Brittany Grant

On September 24-26, 2018, many of our SHRM student chapter members and our advisors attended the AL-LERA Conference at Orange Beach, AL. It was such an amazing opportunity to meet influential people while at the conference such as Rich Giacalone-Acting Director of the Federal Mediation and Conciliation Services department, who was appointed by our current U.S. President. Other powerful names at the conference were Dr. Samuel Addy from the University of Alabama, Jim Hunter-President of Unions for Jobs & Environmental Progress and Nick Sellers-VP of the Mobile Division, Alabama Power. We learned much about Employee Labor Relations and unions. Rich Giacalone spoke on the FMCS Update. He encouraged us not to pass-up on great opportunities because it is a little bit of a pay cut. You sometimes must take a step back to go forward five steps. He explained the difference between a strike and a lockout when concerning union and organizational disparity. Dr Samuel Addy discussed the state of the economy; he stated that we are currently in a great state economically. A panel of professionals offered their expertise and experience so that the students could ask questions and refine their knowledge of unions. We were able to network and get so much valuable information from this event that we will never forget.



## JSU Donations

By: Jeremy Boles

On May 20, 2018, several parts of Alabama were damaged by severe weather and tornadic activity. Jacksonville State University sustained considerable damage to its student dorms and facilities. As a result, many students lost all of their possessions that were stored in their dorms. In response to this, our SHRM Student Chapter reached out and collected donations for the Students of JSU. We stocked-up on essentials that students would need to be able to attend JSU again and delivered the donations to JSU's Student Government Association to be distributed to students in need.



# Welcoming our Guests

## Ben Eubanks

Principal Analyst, NASHRM President

On January 9, 2018 our SHRM student chapter had the privilege of welcoming Ben Eubanks, Principal Analyst, NASHRM President to our first chapter meeting of the new year. In this special presentation, Ben spoke on the importance of Talent Analytics. This developing field of HR is becoming increasingly integrated into the functions of HR departments. In this session, Ben helped us gain a general understanding of how analytics applies to talent acquisition and retention. In addition to his presentation, he shared some fun/interesting stories of analytics in action. After this session, our chapter members were more aware of the importance of understanding these tools while pursuing an HR career in order to succeed in a data-driven world.



## Kelly Traynom

HR Generalist II from Carpenter Technologies

On May 8, 2018 our SHRM Student Chapter welcomed Kellie Traynom, HR Generalist II at Carpenter Technologies to our meeting to speak about Diversity in the Workplace and its importance. Mrs. Traynom also serves on the Board of Directors for TVC-SHRM, which is the parent affiliate chapter of our own SHRM Student Chapter. Her presentation focused on why a diverse workplace matters, how to establish a foundation for your company to successfully incorporate diversity in its workforce, and how to follow the legal considerations that surround recruiting with diversity in mind.



# Cindy Doty

Benefits Consultant from Passion HR Consulting, Inc.

On September 04, 2018 Athens State University SHRM chapter had the honor to welcome Cindy Doty, SHRM-SCP, SPHR, Benefits Consultant from Passion HR Consulting, Inc. During her presentation she talked about employee benefits topics such as how to select benefits according while in full compliance with the law, types of benefits for the employees, and company's total rewards benefits program. Cindy not only share employee benefits data to the chapter, but also shared her passion for HR. Her passion inspired students to apply of what it takes to become a passionate leader. In addition, during her presentation, she reinforced the importance of being involved in chapter activities and actively networking at events. She stated that this



involvement will enrich individuals' relationships and becoming active will also enhance our individual professional development. Cindy is a leader who shared, with our chapter, what passion in the HR field should be.

## 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.



Send us a Facebook Message  
with HR topics!

# SHRM19

ANNUAL CONFERENCE & EXPOSITION  
JUNE 23 - 26, 2019 **LAS VEGAS**

## 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 Chicago 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:** Las Vegas, Nevada **Date:** June 23-26, 2018 **Keynote Speaker:** Brené Brown

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 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](mailto: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. Huckaby in advance at [gary.huckaby@athens.edu](mailto:gary.huckaby@athens.edu)), second visit will be \$10 for the 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

AL- SHRM State Student Leader Conference | HR Games ..... November 2

- University of South Alabama -Mobile, AL

Case Competition ..... February 22

- University of Alabama - Tuscaloosa, AL

Outstanding Merit Award Application Due ..... April 15

Alabama SHRM State Conference..... May 14-15

National SHRM Convention in Las Vegas ..... June 23-26

## 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