

ASU-SHRM News

Volume II Issue I

February 28, 2014

Special points of interest:

- New Adjunct Professor
- TVC-SHRM Fall Workshop
- HR Advocacy
- Regional SHRM Student Conference
- TVC-SHRM Chapter Meetings

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College of Business welcomes new adjunct professor: Dr. Southwell.

We have a new adjunct professor in the college of business. Dr. Southwell retired from Ford Motor Credit Company as Director of Human Resources and has over 30 years experience in corporate, manufacturing, assembly, parts depot, education and the finance industries. Dr. Southwell hired into Ford as an hourly employee and then progressed through challenging assignments in all aspects of human resources from manufacturing, assembly, and engineering at the plant, division and the corporate level.

Dr. Southwell holds a Ph.D. in depth psycholo-

gy with an emphasis on building sustainable systems through artful negotiations and sensitivity to people within the organizational structures. She is a professional certified coach (PCC) with the International Coach Federation and a board certified coach (BCC) with the Center for Credentialing & Education, Inc. with a specialty in conflict resolution, a seasoned negotiator and a Tennessee Supreme Court Rule 31 trained civil mediator. In addition, she has taught at Belmont University in Nashville, Tennessee instructing MBA and undergraduate students in Negotiations



Dr. Gail Southwell
College of Business
Sanders Hall Room 214

and Advanced Business Strategies.

TVC-SHRM FALL WORKSHOP: HEALTH CARE REFORM/THE AFFORDABLE CARE ACT

On September 18, 2013, Athens State University sponsored a fall workshop hosted by the Tennessee Valley Chapter of the Society for Human Resource Management. This workshop was conducted to help Members of the Chapter as well as

business professionals in the area better understand the implementation and impact of the Affordable Care Act on Human Resources. Speakers were lined up from different content areas to make sure participants had a thorough understanding of the

whole act. The key speakers included: Matthew Stiles, Attorney, Lehr, Middlebrooks & Vreeland, Cooper Johnson, CLU, Sr. Vice President, Employee Benefits with S.S. Nesbitt & Company, Allan Chappelle, Tax Attorney/Employee Benefits

TVC-SHRM FALL WORKSHOP: HEALTH CARE REFORM/THE AFFORDABLE CARE ACT (Continued)

Consultant, Nathaniel Richardson, CEO, Decatur Morgan Hospital, and Michael Smith, ADP. To get the day started off Stiles, explained The Affordable Care Act in terms of “plain English”, which provided a better understanding of what employer actions needed to be done. Next, Johnson provided insight on the issues of compliance and deadlines that needed to be met. Also

he explained some impacts the act might have on human resource strategies. Chappelle then shed light on practical planning in health care reform. He provided examples on how to comply with the law and still have an advantage in employee benefits. Next, Richardson gave insight of health care reform from the health care point of view. He explains the reasons for rising

health care cost, regulations that must be followed by healthcare industry, and the direction the industry is headed. Finally, Smith, explained how business professionals can remove themselves from all the noise surrounding The Affordable Care Act, and focus on core aspects of business.

The workshop was designed to provide participants with a better

understanding of health care reform and The Affordable Care Act. The act is set to completely change health care in the United States. This workshop was defiantly important because of the affects health care reform will have on human resource strategies and business practices in general..

Zachery Johnson

Fiddlers Convention, Bar-B-Q and AMBUCS

Fiddlers Convention—music festival with food and art booths at Athens State campus each October—got that. Bar-b-q—who in the South doesn't know what bar-b-q is, most prominently pulled pork bar-b-que? But what is AMBUCS? AMBUCS is the American Business Clubs and when you combine this organization with Bar-b-q and the Fiddlers Convention, you have the opportunity to raise funds for a great cause. This cause has been sponsored for the last two years by the Athens State chapter of SHRM (Society of Human Resource Managers) at the Fiddlers Convention at Athens State University.

Robin Irwin Physical Therapy Services bar-b-q team, “Porkalicious”, has had a booth sponsored by the Athens State and Tennessee Valley SHRM groups for the past 2 years to raise money for AMBUCS. This organization provides Amtrykes for children, adults and Wounded Warriors that cannot ride a conventional bicycle. These unique bikes can be hand or foot propelled and adapted to most mobility limitations as stated on the website

<http://tanstrat.com/hsvambucs/>. The Athens State and Tennessee Valley SHRM chapters and the Robin Irwin Physical Therapy group hope

that you would visit the AMBUCS website and become involved in this wonderful group and continue to support the AMBUCS booth at future Fiddlers Conventions.

The support at the 2013 Fiddlers convention was phenomenal. The sales of great tasting bar-b-q were so great that the booth was out of bar-b-q pulled pork by 4pm both days. Although the booth served bar-b-q as its main dish, “Porkalicious” also offered coleslaw and great tasting homemade banana pudding.

AMBUCS and SHRM hope you will visit their booth at

the 2014 Fiddlers Convention at Athens State to support this great cause. Don't wait till then to learn and support this cause, please visit the Huntsville area AMBUCS website <http://tanstrat.com/hsvambucs/> and see how this group is helping in our community.



The Athens State University Student SHRM Chapter booth at the Fiddlers Convention at Athens State University

Conference/ Meeting Announcements

2014 Southeast Regional Student Conference

Where: Arlington, VA

When: March 14-15, 2014

2014 Annual SHRM Conference & Exposition

Where: Orlando, FL

When: June 22-25, 2014

For more information you can visit the SHRM Conference site: <http://annual.shrm.org/>

Make plans to attend this annual event! The ASU SHRM Student Chapter will be taking a school van if interested in traveling with fellow students to the event. If interested contact Dr. LaFavor at kim.lafavor@athens.edu.

Interested in being on our Case Competition team for 2014 Southeast Regional Student Conference? Email Dr. Southwell immediately: g.southwe@my.athens.edu Our team may have 2-6 players and it is first-come, first-serve. The case competition will be a great opportunity to deal with “real life HR problems” and present “real life HR solutions”—take advantage of this great opportunity!



Job Shadowing: A day in HRD with Mary Ila Ward

On December 11, 2013 I had the opportunity to participate with fellow students Rebecca Dubose and Suzanne Nelms on a job shadowing event with Ms. Mary Ila Ward of *Horizon Point* consultants. We were allowed to observe interactions with two separate clients that day, the Huntsville City School System and Calhoun Community College. The experience of seeing the process of client interactions and collaboration in a real world situation gives more perspective than any classroom simula-

tion. If ever given the opportunity to participate in a job shadowing event, I strongly urge anyone to take advantage of this learning experience.

Although we were only there to observe, Mr. Johnny Giles, Chief of Staff for the Huntsville City School System, engaged us in asking opinions and providing insight into his experience and role from a Human Resource perspective. It was gracious that Mr. Giles and Ms. Ward took the time to provide an overview of their work and encouraged us to

maximize our knowledge and networking within the HR environment. Knowing that we were members of the Athens State chapter of SHRM, Mr. Giles also encouraged us to maintain our memberships after graduating and to utilize the extensive resources that the organization offers in not only knowledge of the field but networking opportunities as well.

Both clients addressed similar issues with Ms. Ward, the need to improve the training and development with-



Job Shadowing (continued)

in their organizations. Each client had their own requirements with respect to development and training, so each course of action differed, as did the presentations. The ability to observe these different presentations gave us observers, some perspective on the importance of fully understanding the customer's needs and goals to be able to provide the best solution possible to the customer.

In one day of shadowing Mary Ila Ward, the realization of the course work and its importance became clear. There are many nuances of Human Resources (HRD, benefits and compensation, recruiting, etc...) and each aspect has its own challenges and rewards, but without observing how these areas function in the real world, the meaning and importance of this field can be

lost in the textbooks. If your Major or Minor is in Human Resources, being a member of SHRM can not only open a world of networking and continuing knowledge, but as a student you can have opportunities such as this to experience what the field of Human Resources can offer.

Dale Lenahan

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Chapter website

[http://](http://www.athens.edu/college_business/SHRM/index.php)

[www.athens.edu/](http://www.athens.edu/college_business/SHRM/index.php)

[college_business/](http://www.athens.edu/college_business/SHRM/index.php)

[SHRM/index.php](http://www.athens.edu/college_business/SHRM/index.php)

SHRM Website Resources:

•Society for Human Resource Management website

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

•HR Certification Institute website

<http://www.hrci.org/>

•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>



Campus to Capitol: Embracing HR Advocacy

TVC-SHRM Partners with Athens State University SHRM Student Chapter for HR Advocacy

Twice a year, SHRM Alabama (Society for Human Resource Management) sends representatives from the districts in the State of Alabama to represent the Human Resource profession on Capitol Hill. The purpose of these visits is to allow members of SHRM in the State of Alabama to lobby with their local congressmen and congresswomen. The goal is to ensure that our politicians are well informed and educated on Human Resource related issues and that these issues are presented to the Senate and House of Representatives. This allows the Human Resource professionals within the State of Alabama to represent their profession and lobby for legislation that will improve the effects that Human Resources has on businesses throughout the state.

This year, SHRM Alabama decided that it wanted to embrace their goal of connecting HR professionals, congress leaders, and HR students. In order to accomplish this, TVC-SHRM decided to grant a scholarship to a student that met the following three qualifications:

- Be a Human Resource major in good standing at Athens State University
- Have a minimum of a 3.0 GPA overall
- Be an active member in the student SHRM chapter at Athens State University

In addition to the qualifications listed above, students also had to write an essay that consisted of answering three questions:

- What does legislative advocacy in Human Resource mean to you?
- How would accompanying the TVC-SHRM on the annual Capitol Hill visit to meet the State Representatives and Senators benefit you and the pursuit of a career in HR?
- What could be discerned from this experience that would allow you to be better in the community as a corporate citizen?

This was a very competitive scholarship and after a week of review and deliberation by the TVC-SHRM Board of Directors, I was chosen as the recipient of the TVC-SHRM Campus to Capitol Hill Scholarship. I was so excited that I would be given the chance to represent students from Athens State University to lobby in Washington, D.C. with Human Resource professionals about HR policies. I knew it would be a chance to really grasp the relevant nature of human resources as a key profession at the core of business operations and public policy.

There were two main topics that the HR professionals addressed with the Senators and members of Congress on the Capitol Hill visit. The first topic addressed was based on the Immigration Reform Control Act (IRCA). This particular policy focused on the belief by both SHRM and the ACIP (American Council on International Personnel) that foreign born talent complements the U.S. workforce and how employers recognize the importance of family unity and contributions of foreign-born talent. The second topic that the HR professionals lobbied was the current problematic nature and potential solutions for the E-Verify system. HR advocacy is aimed at enhancing the E-Verify system by eliminating the paper version of the I-9 form since this form is a paper documentation that is at risk for identity theft, forgery, and alteration. The goal is to create a fully electronic verification system that integrates the paper-base Form I-9 into the E-Verify system and moves towards a more secure system.

Having gone on the TVC-SHRM Capitol Hill visit, there were several significant takeaways. This trip gave me the opportunity to embrace and appreciate the role of HR advocacy and to learn more about the political process and how it works. I also had a chance to advocate on behalf of SHRM and the HR profession and got to see first hand the real impact these visits have on the public policy debate involving critical HR issues. Going on the Capitol Hill visit really gave me the appreciation for diverse perspectives on HR advocacy issues. I also learned what it truly means to interact with the Senators and Representatives of Congress. It really meant a lot to me to see the sincere interest that the Senators and Representatives of Congress have about HR advocacy issues that were presented to them. I felt like we were partners in finding real solutions on these HR related issues and that their aim was to be joint problem solvers. It was especially impressive to me that the Senators and Representatives took time out of their very busy itinerary to talk to HR professionals about real business issues that they are facing.

One of the greatest learnings I gleaned is how important it is to network with Human Resource Managers, Directors, and HR professional staff. I have also gained a broader understanding of the HR profession through preparing for, participating, and debriefing this Capitol Hill HR Advocacy Trip. While I have learned so much in all my classes at Athens State University about HR issues and application of HR skills through extensive studies and critical analysis of the HR field and simulation and case studies, being with practicing HR professionals and listening to what these professionals have to deal with on a daily basis in the workplace really puts in perspective what it will be like when I get a job in HR. I heard tons of "war stories" and "practical lessons" from all of the professional HR Managers, Directors, and the other professional staff. It really afforded me the opportunity to see the HR profession operationalized and put into practice. It gave me a realistic perspective on what can be expected in the real world of HR as a profession and in the workplace. This trip has also allowed me to affirm my choice of human resources as a profession and made me realize just how excited I am that I have chosen HR as my major. By going on the Capitol Hill visit, I have found that there are opportunities to support the SHRM member advocacy team (A-Team) as well as leverage state and local resources, federal resources, legal reports, and HR issue updates.

Finally, I have learned a tremendous amount about HR advocacy. I have found out that the "SHRM Getting Involved" web page provides a comprehensive outline the strategic nature and relevance of HR as a profession and how HR professionals are strategic problem solvers with this site also indicating how HR professionals can get involved. This trip has also made me realize the significance and important role of networking. While I was a member of the Student SHRM Chapter at Athens State University and a Member of National SHRM before going on the trip to Capitol Hill, by going on this trip it made me realize how important it is to stay connected and involved with my Student SHRM Chapter at Athens State University, Professional SHRM Chapters, such as my sponsoring TVC-SHRM Chapter, and with National SHRM. Being involved and staying connected with my Student SHRM Chapter, TVC-SHRM Professional SHRM Chapter, and with National SHRM, it will allow me to reap the benefits of networking,

**Athens State University
Student Chapter of
Society for Human
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index.php](http://www.athens.edu/college_business/SHRM/index.php)

Campus to Capitol: Embracing HR Advocacy (continued)

problem solving, action research, benchmarking best practices, and leveraging the vast resources available to allow me to be the best in the profession I have chosen as a career: HR. I will close with a quote I recently became familiar with from the SHRM website which states: "America is not governed by the majority, but by the majority of those who participate-Thomas Jefferson." I believe this quote says it all. As professionals we have to stay connected and involved. This trip has left a lasting impact on my life and I am so thankful to be given this opportunity. I have also had the opportunity to share my experience and learning outcomes at the 2013 year end Alabama SHRM State Council Meeting, TVC-SHRM Annual Legislative Meeting, and Shoals SHRM last annual meeting. I am graduating in May 2014 with a Bachelor's degree in Human Resource Management from Athens State University and I am more excited today than ever before about my chosen profession and what I will be able to achieve. Thanks TVC-SHRM for this life changing experience!
Rebecca Dubach

ASU Student SHRM Chapter Sponsors Fall HR Events

TVC-SHRM Fall Conference-September 18, 2013

Old Time Fiddlers Convention October 4 & 5, 2013

Tennessee Employment Relations Research Association Annual Conference-October 16-17, 2013

HR Advocacy: Campus to Capitol Hill Presentation for Alabama State SHRM Council- October 31, 2013

Holiday Bazaar Fundraiser- November 7 & 9, 2013

Disability Expo -"Celebrate Abilities"- November 9, 2013

Transfer & Orientation Day- November 13, 2013

HR Advocacy: Campus to Capitol Hill Presentation for TVC-SHRM- November 15, 2013

HR Advocacy Presentation for Shoals SHRM December 12, 2013

TVC-SHRM Professional Chapter Monthly Meetings

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

Holiday Inn-Decatur, Alabama



TVC-SHRM
TENNESSEE VALLEY CHAPTER OF SHRM - ALABAMA

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

For information about TVC-SHRM:

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

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