



Conference Chair: Jeff Mudrak, Transylvania University

Host Committee Chair: Karen Queener, Director of Human Resources and Affirmative Action, Pellissippi State Technical Community College

Theme: HR: Leading with Passion

Dates of Conference: April 9- April 12, 2006

Location: Knoxville Marriott
Knoxville, Tennessee

Total Number in Attendance	221
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Highlights

This year's conference had three keynote speakers. Hallerin Hill's presentation, "Make them Say Wow," focused on what it takes to be an extraordinary person. He shared four points; wow people think like winners, winners think they are going to win, wow people turn obstacles into opportunities, and wow people do the work. On Tuesday, Joan Cronan, Director of Athletics for University of Tennessee, addressed the audience. Her presentation focused on how pride and passion have been two building blocks in developing one of the most successful women's collegiate sports programs in the country. Our final keynote presentation was provided by America's Funniest Professor, Dr. Carl Hurley. His presentation mixed humor with common sense and wisdom, and ended the conference with an uplifting message that success is indeed a process.

In addition to the keynote speakers, we offered two additional general sessions. Andy Brantley spoke on Sunday before the opening reception about *Higher Ed HR Challenges* and the revamped knowledge center as a key solution piece. We also offered a panel discussion on Monday afternoon, *Learning from Crises: Lessons from Last Year's Hurricanes*. Both sessions were well attended. A local news anchor served on the panel and the Southern Region CUPA-HR conference even received coverage on the news broadcast that evening. The panel discussion was well received and will be offered as a concurrent session at the national conference in San Diego.

The concurrent sessions were very well received. The following sessions were listed as the most valued on the overall conference evaluation; Faculty Recruitment – Screening, Search Committees and other Best Practices, Job Analysis (Compensation, Classification, and Compliance), HR Metrics – A Practical Application and Case Study, Immigration and HR, Top Ten Mistakes Employers Make, and Developing Leaders at Every Level – The Rollins Leadership Academy.

Our social events included a newcomer's reception sponsored by ING. We set a new record for this event as 60 first-timers attended the conference this year. On Sunday evening, we held the opening reception with a variety of hors d'oeuvres. For the evening out, sponsored by the Segal Company for the fourth consecutive year, the participants were treated to the Museum of Appalachia and the John Irwin Bluegrass Band. The band played several crowd favorites and Carlott Stewksberry impressed everyone with his playing of the juice harp. The well attended Chair's Hospitality event, sponsored by AIG Valic, had everyone grooving on the dance floor.

We are also pleased to announce that the hotel was a pleasant change from the year before. Overall conference evaluations indicate that the participants enjoyed the hotel, accommodations, and general hospitality. The staff was wonderful to work with and they were very accommodating to adjustments we made. They collaborated with us to make last minute room changes and played a key role in ensuring that we had sufficient seating for all meals.. This was critical as lunch meal attendance was much greater than anticipated. (Monday lunch -240, Tuesday lunch – 254)

Activities and Accomplishments

1. While we are still calculating the final numbers, the preliminary figures indicate that this conference provided us with a surplus.
2. With the assistance of Susan Reichbart of the CUPA-HR National Office, the region secured a contract for the 2008 conference site. The conference will be held in Charleston, South Carolina, June 8-11.
3. We provided the participants list electronically to the attendees and the sponsors and exhibitors before the conference.
4. We continued to offer a grand prize drawing for two free registrations to the following year's conference. One is given for the participant that has their exhibitor and sponsor card completed. The winner was Dennis Carpenter, The Citadel. The other free registration, for those that submit their program evaluation, is yet to be awarded.
5. We are glad to welcome back Diane Baca, Associate Vice President Human Resources, Mercer University, who has agreed to serve as the Historian.

Southern Region Goals for 2005 – 2006

1. Convert position descriptions to chronological format. DONE – All position descriptions are now written in chronological format in an effort to communicate when tasks need to be completed.
2. Create master timeline for key activities. DONE – Timeline created which pulls together critical tasks performed by each position to communicate the sequence of activity.
3. Establish and reinforce connections between national, regional, and chapters. DONE - Southern Region board has approved a fund sharing incentive that would support chapters in the region. Any state with a chapter that has an institution become a member

of the national organization will receive 50% of the funds that would be issued to the southern region RMDS account as a result of the institution's membership.

4. Establish a recognition event for past chairs of the southern region. DONE – We will hold the first past chair's luncheon at the Knoxville Marriott on Sunday, April 9, 2006. (Luncheon was cancelled since only one past chair would be able to attend. The inaugural event will be held in New Orleans.)
5. Place position descriptions on the Southern region webpage. DONE – Debra Allen has posted these on the webpage on the Board member page with links attached to the position title. This is helpful when trying to recruit nominations for vacancies.

We also said farewell to our colleague and friend Yohna Chambers-Cone, who has served the Regional Board for over 8 years in various capacities including Chair in 2002-2003. And we welcomed Matt Hawks, Director of Human Resources, Rollins College as Director at Large. Donna Popovich, Executive Director of Human Resources - University of Tampa, will be the Chair for 2006-2007.

Regional Award Winners

Distinguished Service Award

Jeff Mudrak, Director of Human Resources, Transylvania University

Excellence in Human Resource Practice Award

Duke University Human Resources Department
Duke University and Health System

Excellence in Human Resource Management Award

Kevin Myatt, Associate Vice Chancellor/ Chief Human Resources Manager, Vanderbilt University

Successful Practices in Human Resources Award

Matt Hawks, Director of Human Resources, Rollins College
Human Resources Department – Leadership Academy