

Conference Team Delivers!

Over 170 CUPA-HR members, corporate sponsors and exhibitors participated in the March 24-27, 2002, Southern Region Conference in Savannah, Georgia, to 'build a promising future from a strong foundation,' the theme of this year's program.

The conference opened with a daylong professional development session for HR practitioners conducted by CUPA-HR National President Patricia Cougar and Andy Brantley, CUPA-HR National Past President. These CUPA-HR leaders shared their expertise in the higher education HR field and examined current and emerging HR roles.



Keynote speaker Lynn Lancaster (l) and TIAA-CREF corporate sponsor representative Kay McFarland hold Lynn's book *When Generations Collide*, the topic of her engaging presentation.

Twenty-eight "first timers" attended the Newcomers' Reception overlooking the Hyatt's busy riverfront. All SR members were treated to a tantalizing buffet before being treated to an even more tantalizing buffet of ideas by opening keynote speaker Lynn Lancaster. Lynn, co-author of *When Generations Collide*, gave a thought-provoking presentation about the pitfalls created by generational gaps in the workplace. Lynn also focused on ways to take advantage of

generational differences to improve the work environment.

Several other events provided highlights during the 3-day conference, including the ever-popular discussion sessions by functional specialty area and university type. Participants had tough choices to make about which of the 18 concurrent sessions to attend, judging from comments overheard at the closing session: "Did you attend the *Fish* session? It was great!" and "What a useful program on salary equity!" and "Wow! I still can't get over that quilt image!" - this last comment referring to keynoter Emory Austin's inspirational presentation on creating a vision to make change and take risks. Accolades aplenty went to conference planners for the evening out activity, a riverboat dinner cruise on the

Savannah River that offered a relaxed environment for networking.

Conference evaluations and post-conference letters to SR Chair Diane Baca gave high marks to the 2002 conference. "The speakers and concurrent sessions were very enlightening and informative." (*Charlene Hamilton, University of Louisiana at Lafayette*) "I am impressed with the quality of the services/workshops presented." (*Barbara Bishop, Converse College*) "This is one of the best conferences I have ever attended!" (*Tom Casey, College of Charleston, first-time attendee and 30-year conference veteran*)

Congratulations to Diane, the SR Board, Sandra Young and her host committee members, and all the other HR professionals who worked so diligently to build a promising future from a strong foundation!

And the winners are . . .



2002 SR Chair Diane Baca (l) is shown with her mother, Nina Yomans, who received the SR's first Distinguished Volunteer Service Award.

See more SR CUPA-HR Award winners on page 3. Visit the SR website for more conference photographs at: <http://hr.sc.edu/cupasr/home.html>

Chapter News

The **Alabama Chapter** held the third meeting of its fiscal year on June 6, 2002, on the Auburn University campus. Participants attended a 2-hour workshop on "Getting Control of the Paperwork," presented by Sharon Lovoy, SPHR of Lovoy's Teamworks. Participants enjoyed reflecting on *Time Magazine's* prediction in the 1960s that 'by the year 2002, we will have no paper in our offices.' The Alabama Chapter will close its fiscal year with a September meeting in Atlanta that will include "a lineup of professional development activities, accented with a little personal development (Braves v. Phillies) on the side," according to chapter president Judith Harrison. Judith may be reached at harrison@jsucc.jsu.edu.

The **Kentucky Chapter** held its annual spring conference April 24 - 26, 2002, in Louisville, Kentucky. Participants were treated to a presentation by Jeff Cargile, Southern Region past chair, on how to maximize CUPA-HR membership. The chapter made a commitment to developing relationships with corporate partnerships and celebrated its largest number of corporate partners ever. The chapter voted to offer a scholarship to the SR conference and also to send their chair elect along with their chair to the annual CUPA-HR National Association Leadership Program (ALP) to prepare them for their leadership roles. The chapter is planning its fall conference for October with a focus on teambuilding exercises and outdoor activities. Maribeth may be reached at maribeth.mcbride@wku.edu.

The **North Carolina Chapter** recently conducted a most successful "drive-in workshop" on April 26, 2002. This annual spring workshop focused on legal issues in higher education. The chapter also elected new officers at the workshop, including: President Ron Klepcyk (Elon University); President-Elect Mark Barber (Caldwell Community College); Vice President for Programs Pam Tesh (Davidson College); Vice President for Information Donna Kimrey (Stanley Community College); Secretary Ashleigh Justice (Davidson College); and Treasurer Larry Farmer (Catawba College). The chapter already has scheduled a fall conference for October 23 - 25, 2002, in Raleigh. Contact Ron Klepcyk for more information at klepcyk@elon.edu.

The **Mississippi Chapter** plans to hold its annual meeting in November, according to chapter president Callie Johnson (Alcorn State University). More details will be forthcoming. Callie may be reached at cjohnson@lorman.alcorn.edu.

CUPA-HR SR Retirees News

The **Southern Region Retirees** held their reunion on April 25 - 26, 2002, in Branson, Missouri, at the Clarion Hotel at the Palace. Twenty-three individuals registered for the reunion to renew professional friendships and to enjoy "the wonderful Ozark hills hospitality," according to reunion coordinator and CUPA-HR Honorary Lifetime Member Lionel Skaggs. During the business session, the retirees voted to hold the reunion each year rather than every other year. The group agreed to meet in 2003 in Biloxi, Mississippi. Buddy Chain, Evans Roberts and Horace Adams will be in charge of arrangements and will serve as hosts for the event.

The SR Retirees group would like to ask your help in keeping them informed of any SR members who recently retired or who plan to retire before March 1, 2003. This information will be helpful in communicating the SR Retirees group events to recent or soon-to-be retirees who may want to stay in touch with their colleagues and friends. Please forward information about retirees to: Buddy Chain, 243 St. Andrews Circle, Oxford, MS 38655 or e-mail bela@dixie-net.com.

Member News

Thank you, **Jeff Cargile!** Jeff has agreed to chair the 2003 CUPA-HR National conference program planning committee. Jeff is a past chair of the Southern Region and Director of Human Resources Programs and Services at the University of South Carolina.

Congratulations to **Maria Martinez** on her recent promotion at Rollins College. Maria was promoted to Assistant Vice President for Human Resources and Risk Management. Maria's co-worker **Matt Hawks** was promoted to Director of Human Resources. Congratulations to both of you!

Best wishes to **Stewart Mixon** on his new position and move! Stewart, Associate Vice Chancellor of Human Resources at East Carolina University, has accepted a position as Chief Operations Officer at the Medical University of South Carolina in Charleston effective August 1. Stewart will have responsibilities for HR, public safety, business services, environmental health and safety, risk management, traffic and parking, "and anything else the VP wants to assign me!" Congratulations, Stewart - and we're very glad to have you stay in the Southern Region!

Congratulations to **Mark Steelman** on returning to higher education, this time as Director of Employment & Compensation at the University of North Carolina - Wilmington. Mark continues to add to his 21+ years with the State of North Carolina, with experience at NC State University, UNC Hospitals, and most recently at the Department of Environment & Natural Resources.

William D. Vining, Director of University Employee Relations at the University of Virginia, has announced his retirement at the end of June this year. William served the university in a number of capacities in the personnel/HR area during his 32 year career. The Southern Region thanks William for his 32+ years of CUPA-HR membership and support and sends best wishes for a relaxing retirement!

* * * * *

2003 Conference Call for Presentations

Maria Martinez, 2003 SR Chair Elect and Conference Chair, encourages SR members to begin developing presentation ideas now to ensure optimal success for the 2003 conference. "After all, our Southern Region members are the ones who make the conference successful because of their extensive knowledge and expertise that they so willingly share with their colleagues," says Maria. The *Call for Presentations* information may be accessed via the SR CUPA-HR website at www.uga.edu/cupasr. The 2003 conference will be held May 4 - 7 at the Sheraton Sand Key Resort in Clearwater Beach, Florida.

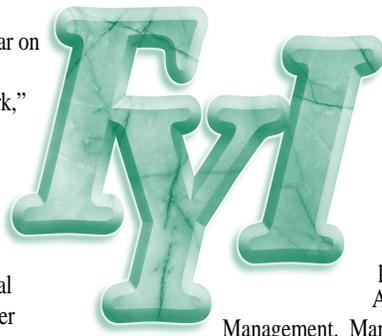
* * * * *

2004 Conference Site Revisited

The 2004 SR Conference will be held in Asheville, NC, rather than in Greensboro, NC, as previously published. The SR Board recently confirmed plans that the conference would be held in Asheville's Grove Park Inn, which has been a past favorite for SR members and guests.

Congratulations to . . .

Angel Ezell, Associate Director of Human Resources, University of North Florida in Jacksonville, on being nominated and selected for the Southern Region scholarship. The scholarship award typically covers conference registration and hotel costs for the following year's conference. See you in Clearwater Beach, Angel!



Congratulations to SR CUPA-HR Award Winners!



Stewart Mixon, Associate Vice Chancellor of Human Resources, East Carolina University

The **Distinguished Service Award** was presented to Stewart Mixon, Associate Vice Chancellor for Human Resources, East Carolina University, for serving on CUPA-HR boards of directors at the national and regional levels; for chairing national task forces; for making presentations at the chapter, regional and national levels; and for his recognition for extraordinary service during the devastating 1999 Hurricane Floyd flood. Stewart will serve as the 2003 SR's past past chair.

The **Outstanding Achievement Award** was presented to Sam Connelly, Assistant to the Chancellor and Director of Human Resources at the University of North Carolina at Wilmington, for his support of the Southern Region, the North Carolina chapter, and CUPA-HR National; for his numerous concurrent session presentations; and for his efforts with the CUPA-HR Foundation which resulted in foundation conference grants being awarded to SR members to attend conferences. Sam serves as the representative to the CUPA-HR Foundation.

The **Quality in Human Resource Practice Award** was presented to the Human Resources Office at the University of Georgia for creating an innovative process utilizing HR technology. The University of Georgia was recognized in the March 6, 2002, *Human Resource Executive* magazine for its efforts in transforming the traditional new employee orientation program to an online orientation process. Opal Haley, Director of Training and Development, accepted the award on behalf of the HR office.

The **Excellence in Human Resource Management Award** was presented to the Human Resources Office at The Citadel. The HR function played an integral part in a major institutional change by being a key player in the incorporation of women into the Corps of Cadets. The HR office also showed resourcefulness in developing in-house a low cost, innovative and effective on-line application process. Dennis Carpenter, Director of Human Resources, and Amy Sain, Training Coordinator, accepted the award on behalf of the HR office.

A newly-created award was unveiled by Jeff Cargile, awards committee chair and outgoing past past chair of the Southern Region. The **Distinguished Volunteer Service Award** was presented to Nina Yomans, mother of 2002 SR chair Diane Baca. Nina was recognized for her attendance at almost all CUPA-HR conferences since her daughter was elected to the board; for running any and all last minute errands; and for stuffing more conference bags than anyone! Says Diane about her mother's reaction to the recognition, "The award is in the center of her den with her conference name tag draped over it. She is so thrilled with it!"

SR Newsletter: *Go Hug a Tree!*

The Summer 2002 edition of the Southern Region newsletter will be the last paper publication. The SR Board voted at its spring meeting to publish future newsletter issues only electronically. The decision was reached after reviewing survey results from members on their preferred formats for communications and after considering cost savings in such a move.

SR Chair Diane Baca is enthusiastic about the change. "We are all really excited to be moving from the paper format to the electronic format. The cost savings from this change will allow the Southern Region an opportunity to not only continue but also enhance its quality programming. We're also doing our small but important part in helping our environment."

The format change coincides with the appointment of Pat Deery, Director of Human Resource Development, Auburn University, as the SR Ex-Officio Director for Marketing and Communications. Pat will be responsible for the SR's first electronic newsletter publication with the Fall 2002 edition. Suggestions may be made to Pat at deerypd@auburn.edu.

In a related announcement, Debra Allen, Director of Employee Communications at the University of South Carolina, has agreed to assume the webmaster role for the Southern Region website. Debra may be reached at debraa@gwm.sc.edu.

SR Chair Diane Baca expressed her appreciation on behalf of the SR Board to outgoing ex-officio director Cheryl Southworth, Associate Vice President for Human Resources, Winthrop University, especially for her work as newsletter editor. Diane also made special recognition of outgoing webmaster Becky Lane, Personnel Specialist in the Training and Development Department at the University of Georgia, who designed and developed the SR website in 1997 and who has managed it since then. Thank you, Cheryl and Becky!

2002-03 Southern Region Board



2002-03 SR Board members (front, l-r): Stewart Mixon, Yolna Chambers Cone, Donna Popovich, Diane Baca; (back) Maria Martinez, Jeff Mudrak, Ron Klepcyk, Albert Snipes.

SR Program Chair Yohna
Chambers Cone (l) and
keynote speaker Emory
Austin both received a
round of applause,
Emory for her dynamic
presentation and Yohna
for finding her!



Newsletter Editor
Cheryl Southworth
Winthrop University
Rock Hill, SC 29733



Non-Profit
U.S. Postage
PAID
Creative

2002-03 CUPA-HR SOUTHERN REGION LEADERS

YOHNA CHAMBERS CONE, CHAIR
Medical University of South Carolina
chambeyo@musc.edu

MARIA J. MARTINEZ, CHAIR ELECT
Rollins College
mmartinez@rollins.edu

ALBERT SNIPES, SECRETARY/TREASURER
Auburn University
snipeal@auburn.edu

DIANE BACA, PAST CHAIR
Mercer University
baca_dh@mercer.edu

RON KLEPCYK, DIRECTOR AT LARGE
Elon University
klepcyk@elon.edu

JEFF MUDRAK, DIRECTOR AT LARGE
Transylvania University
jmudrak@transy.edu

DONNA POPOVICH, DIRECTOR AT LARGE
The University of Tampa
dpopovich@ut.edu

STEWART MIXON, PAST-PAST CHAIR
East Carolina University
mixons@mail.ecu.edu