

**Special points of interest:**

- 2004 Conference planned for historic Grove Park Inn, Asheville, N.C.
- 2003 Conference a shining success.
- Meet CUPA-HR member Phyllis DeHart.
- Retirees plan fifth reunion in 2004, Nashville, Tenn.

## From the Beach to the Mountain

Spring's successful conference at the Sheraton Sand Key Resort, Clearwater, Florida, closed the door on an enjoyable and educational time in the sun and opened the door, just a crack, to thoughts of the next conference at the Grove Park Inn Resort and Spa in Asheville, North Carolina. Being the logical Southerners that we are, we naturally alternate between the beach and the mountains--between the sun, surf, and seafood and the rocks, rhododendrons, and rich mountain cuisine available at the historic Grove Park Inn.



Pictured above in a view which looks back up the Sunset Mountain, the Inn offers an excellent location for our conference next spring from 23 to 26 May 2004. The meeting rooms in the Vanderbilt Wing, the lighter-colored section of the Inn at the left in the picture above, are spacious and the guest rooms, with their solid-oak and Arts & Crafts-era furnishings, delightful and comfortable. Make your reservations for the conference and immediately follow the reservation with a call to the Inn's Spa, one of the finest in the world. The Spa is on the hillside below the Main Inn and reflects the elements of the nearby Blue Ridge Mountains: water, sky, and rock.

Begun in 1913 and now listed on the National Register of Historic Places, the Inn has hosted seven presidents and famous folks like Will Rogers, Thomas Edison, F. Scott Fitzgerald, and Lance Armstrong. Add your name to that list: Join the other members of the Southern Region on May 23 to 26, 2004, at the Grove Park Inn.

### 2004 Conference Call for Presentations

Submit a proposal for a presentation at the Conference in Asheville by going to the Southern Region Website:  
<http://hr.sc.edu/cupasr/2004presentationcall.pdf>

### Conference Calendar

**2004**- Asheville, N.C.      **2005** - Mobile, Ala.      **2006** - Knoxville, Tenn.

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## Reflecting on the Time in the Sun

Clearwater is behind us now, but the good times, the lessons learned, and the friends made linger on as memories.

These are some of the numbers from the 2003 Conference at Clearwater: 50 first-timers attended; we had 33 exhibitors, 134 members, and 1 Honorary Life member in attendance; there were 25 concurrent sessions, 3 keynote speakers, and 223 people in the conga line at Cinco de Mayo--only the photographer and his wife didn't join in.

But numbers don't tell the whole story. See page 2 for more specifics on the 2003 Conference at Clearwater: who won what, what we did, and who made it happen.



## Membership Honored at Clearwater

An Awards Ceremony recognizing individual members and institutions closed out the evening's opening festivities of the 2003 Conference at Clearwater, Florida. Past-Past-Chair Stewart Mixon presided and recognized two individuals and two institutions for their contributions to the Southern Region.

First, **Diane Baca**, Associate VP for HR at **Mercer University** (pictured above), was presented the **Distinguished Service Award** for her "demonstrated servant leadership and organizational ability by planning or assisting in the planning of over six regional conferences." Diane, an active member of CUPA-HR for over fifteen years, has served the Region as a Director-at-Large, Secretary/ Treasurer, Chair, and Past-Chair and National as a National Board Member. Another individual award, the **Outstanding Achievement Award**, was presented to **Debra Allen**, Director of Employee Communication at the **University of South Carolina**. Debra was selected for her contributions to the Region in hosting and maintaining the Region web

site and assisting the Region with marketing ideas.

Two institutions also received awards: **The University of North Carolina at Chapel Hill** received the **Excellence in Human Resource Management Award** for its HR Liaison program and the implementation of a client-server based HR system. The Department of Human Resources at **Florida State University** was recognized with the **Quality in Human Resource Practice Award** for its installation and operation of a digital imaging system which provides better information and service and operates more efficiently than previous methods.



University of North Carolina  
Excellence in HR Management



Florida State University  
Quality in HR Practice

## Sunset on the Beach

From the Early Bird session to the "dueling Elvi," the 2003 Conference at the Sheraton Sand Key Resort in Clearwater, Florida, on May 4-7, was informative and fun. Thanks to the efforts of the Southern Region Board and the Host Committee, the program was educational, the accommodations commodious and convenient, and the activities appropriate to the location and our purpose.

From the start of events on Sunday, it was obvious that the planning done by then Chair-Elect **Maria Martinez** had set the stage for an enjoyable and educational time. A family illness kept Maria from attending the conference, but **Yohna Chambers-Cone** stepped in, directed the efforts of the Host Committee and hotel staff, and chaired the various business activities in Maria's absence.



The Host Committee, pictured below during a break when they advertised Monday night's Cinco de Mayo celebration, made all of us feel welcome. Thanks again to committee chair **Trudie Frecker** and members **Nancy Ward**, **Sandi Conway**, **Jennifer Carter**, and **Barbara Fleischer** (University of South Florida); **Sue Flaig** and **Kim Campbell** (Hillsborough Community College); **Tamara Smith**, **Catherine Ladewig**, and **Doug Duncan** (St. Petersburg College); **Donna Popovich** (University of Tampa); and **Maria Guevara-Musick** (Rollins College).

We now understand the Quality Revolution, know the steps to Better Bossing, and can Stress for Success with the best, even Elvis; some of us can also "play" the kazoo.

## Support Those Who Supported Us: Conference Exhibitors & Sponsors

The Southern Region wishes to thank the conference exhibitors and sponsors for their attendance, participation, and support of our activities. Without them, our conferences would simply not be possible,

The following list recognizes the contributions of these fine companies and their staffs, but is also intended to encourage our membership to support their services and products: **AIG Valic**- AM Refreshment Break sponsor; **Benecard Services, Inc.**; **Consolidated Credit**



**Counseling Services**; **DBM**; **The Gabor Agency**- Fun Run/Walk sponsor; **Graystone Group Advertising**- Newcomer's/First-Timer's Reception sponsor; **Healthcare Economics Group**; **ING**- Opening Reception sponsor; **People Admin**- Newcomer's/First-Timer's Reception sponsor; **Preferred University Rx Coalition**; **The Segal Company**- Special Evening (Viva! Cinco de Mayo) sponsor; **TIAA-CREF**- Keynote Speaker sponsor; **Universal Orlando Resort**

# Member SPOTLIGHT

## Phyllis Dehart

Compensation & Benefits Manager, Morehead State University



The Office of Human Resources at Morehead State University (MSU) in Morehead, Kentucky, has had a fixture for nineteen years: She is Phyllis Dehart, the current Compensation and Benefits Manager. Phyllis began working in the Office of Human Resources, then known as the Office of Personnel Services, in 1984. Phyllis is, however, not just a "fixture" in HR; she is a shining light, an example of the CUPA-HR member who makes herself better and in the process improves those around her.

Phyllis began working in HR at Morehead State in April 1984, moving up to personnel assistant and personnel coordinator and, finally, assuming her current position in 1999. She has worked with 12 HR directors and obtained both an associate's degree and bachelor's degree while working full-time and raising a family. She began the slow march to education by taking one class per semester when she started at MSU in 1984, eventually receiving her associate's degree in December 1992. Her mother wanted to see her obtain this milestone since no one in their immediate family had ever done so.

Phyllis stopped taking classes after that, but encouraged by a friend also taking classes and bolstered by the memory of her mother, Phyllis picked up the educational thread again with work on her bachelor's degree. As she says, "My mother passed away in February 1993. I felt that if she wanted me to get that associate's degree so bad that she would want me to get my bachelor's degree also. Therefore, I started working on my education again and finally graduated in May 2002."

She says that Billy, her husband of 34 years, has been a big help, making many sacrifices while she pursued her studies. Phyllis and Billy have a daughter Kelli and one grandson Tim. Phyllis is active in her community through her church and various fund raising endeavors such as the Cystic Fibrosis Foundation, the American Heart Association, and the American Cancer Society. She recently spoke at the Relay for Life, a program concerning cancer.

Phyllis is also active in various University and ad hoc committees, is on the board of the Gateway Regional SHRM Chapter in Morehead, and is past Historian and current Activities Chair of the Kentucky CUPA Chapter. She has helped to grow KY CUPA having participated since she came to MSU in 1984. In 2003, the university recognized her with the Distinguished Staff Award

Commenting on Phyllis's work with CUPA-HR in the state

and her recent bout with cancer, Past-Chair of KY CUPA Maribeth McBride says that "Phyllis is a remarkable professional, but, much more important than that, she is a remarkable woman with a strong spirit."

## Around the Region

### Chapter News

**North Carolina Chapter Chair Ron Klepcyk** indicates that the chapter's fall conference will be held on October 30 and 31, 2003, at the Adams Mark Hotel in Winston-Salem, North Carolina. The theme is "Catch the HR Spirit," and topics for presentation include the following: TIAA-CREF Essentials (a three-part pension planning workshop); Technology Enhancements for Employment; Higher Education Legal Update; Bridge over Troubled Water--Employee Relations; FLSA--A Look over Time and into the Future; Learning More about Your Staff--An Approach That Compliments Myers-Briggs; Conflict Resolution; You Count--Teamwork and Communication; and HIPAA - What is HR to Do? The keynote speaker will be Roger Reece, whom some of you will recognize from the Clearwater Conference as Buford Fuddwhacker, he of the kazoo and "dueling Elvi." Roger's presentation is entitled "Embracing Change and Managing Stress."

**Matt Hawks**, the HR Director at Rollins College, reports that **Florida's Chapter** is moving toward reactivation: In February, a reactivation committee formed; with TIAA-CREF sponsorship, the committee met with interested Florida reps in May at the Clearwater Conference; and a call for chapter officer nominations has been circulated to Florida schools.

### Member News

**Southern Region retirees** are **planning** their **fifth reunion** for April 15 and 16, 2004, in Nashville, Tennessee, at the Holiday Inn and Conference Center, 920 Broadway, in downtown Nashville. A block of rooms has been reserved for \$79 per night; this rate is in place for three days before and after the reunion. For more information contact Jim Stockdale, the event's chair, at 901-396-1957, email at <jes71130@aol.com>.

Congratulations to **Linda Harber**, currently Executive Director for Human Resources at Virginia Commonwealth University (VCU) in Richmond, Virginia, but soon (September 1) to be Assistant VP for HR at George Mason University in Fairfax, Virginia. **Cindy Andrews**, currently VCU Director of Employee Relations, will take Linda's place at VCU on an interim basis.



**Newsletter Editor**

Patrick Deery  
Auburn University  
Langdon Hall  
Auburn University, Alabama 36849

(email [deerypd@auburn.edu](mailto:deerypd@auburn.edu))

## CUPA-HR SOUTHERN REGION LEADERS

**Maria Martinez, Chair**

Rollins College  
[mmartinez@rollins.edu](mailto:mmartinez@rollins.edu)

**Albert Snipes, Chair Elect**

Auburn University  
[snipeal@auburn.edu](mailto:snipeal@auburn.edu)

**Jeff Mudrak, Secretary/Treasurer**

Transylvania University  
[jmdrak@transy.edu](mailto:jmdrak@transy.edu)

**Yohna Chambers-Cone, Past Chair**

Medical University of South Carolina  
[chambeyo@musc.edu](mailto:chambeyo@musc.edu)

**Ron Klepcyk, Director-at-Large**

Elon University  
[klepcyk@elon.edu](mailto:klepcyk@elon.edu)

**Donna Popovich, Director-at-Large**

The University of Tampa  
[dpopovich@ut.edu](mailto:dpopovich@ut.edu)

**Dr. Alan Chesney, Director-at-Large**

University of Tennessee  
[achesney@utk.edu](mailto:achesney@utk.edu)

**Diane Baca, Past-Past Chair**

Mercer University  
[baca\\_dh@mercer.edu](mailto:baca_dh@mercer.edu)