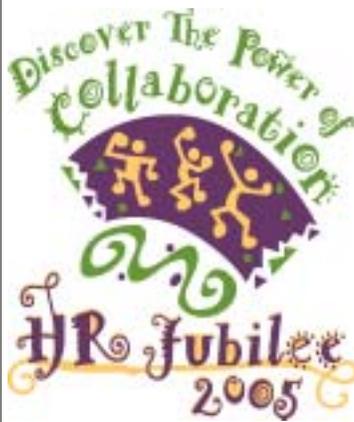


Special points of interest:

- Conference preparation complete & awaiting you.
- Last chance in U.S. to see Dead Sea Scrolls.
- What would Aristotle say about HR?
- Is Pearson's Drug Store still open?



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Mobile: Collaboration & Celebration

The *coast*, *collaboration*, and *celebration* highlight the upcoming conference in Mobile, Alabama, April 10-13, 2005. And the C's just keep on coming: The *city* of Mobile, founded in 1702, is the *colorful* Azalea Capital of the world, proudly displaying more than 50 varieties ranging from paper white to translucent lavender. Mobile is home, in the U.S., to the *celebration* we call Mardi Gras first held here in 1704, sixty-two years before New Orleans adopted the celebration. The city's connection to the Gulf has led to its *commerce* of *cargo* and, now, *cruises*.



In the *center* of the waterfront, see the picture above, and *close* to museums and restaurants, is the Riverview Plaza Hotel (the high rise structure), the *conference* site. Plan to stay there, 64 South Water Street, directly across from the city's Conference Center and next door to the Gulf Coast Exploreum Science Center; the Science Center will be the location of our night out as we have an exclusive opportunity to view the Dead Sea Scrolls. Try this web site <www.riverviewmobile.com> or call toll-free 866-749-6069 for reservations; indicate that you are with CUPA-HR group ID 17760 to receive a discounted room rate. Links to the hotel and the Science Center can also be found on the Region's Web site <cupastr.sc.edu/conference/2005conference.htm>.

Collaboration is at the heart of both our concurrent sessions and keynote addresses: In the spirit of a joint intellectual effort, the concurrent sessions' presenters, your peers, will address all human resource functional areas--benefits, compensation, employment, employee relations, and training and development as well as diversity and human resources leadership. Our Keynoters will further advance our collaborative efforts with an examination by Jerry Walls of the classic virtues of truth, beauty, goodness, and unity and their application to institutions and business; and Glenn Brome's explanation of emotional intelligence and behavioral styles in leadership. For more details on the concurrent sessions and the two keynotes, see the Region's conference Web site and inside on page 2.

Historic Night Out

A key element of our *celebration* in Mobile is the chance to see the Dead Sea Scrolls exhibit at the Gulf Coast Exploreum Science Center on Monday night, April 11, 2005. Beginning at 6:30 p.m., conference attendees will have the unique opportunity to view the comprehensive exhibit that interprets the full story of the Scrolls. Conference participants will have the exclusive rights to the Museum that night, and dinner and dancing will also be on the site.



Written over 2000 years ago, the Scrolls are the earliest surviving texts of the books of the Hebrew Bible, what Christians term the Old Testament. The 12 scrolls to be displayed in Mobile are from the collection of over 100,000 fragments excavated in the late 1940s and 1950s near the Dead Sea and include pieces from the books of Genesis, Exodus, Leviticus, Numbers, Deuteronomy, Psalms, Isaiah, and Jeremiah. In addition to the scroll fragments, the exhibition uses maps and charts, more than 80 authentic artifacts, a scale model of the excavation site, and audio-visual techniques and interactives to explain the scrolls discovery and the challenges faced by the scholars working with the fragments. Mobile is the third and last stop on this tour of the U.S. for the Scrolls.

We Need Your Involvement: New Slate of Officers & A Board Position Vacancy

With your help, a new slate of Regional officers will be elected during the Mobile Conference. According to Nominations Committee Chair Yohna Cone, the normal progression of officers will be affirmed, and one vacant position, the Director-at-Large for Program Support, will be filled at Mobile in April.

This director's position supports the Chair-elect with the planning and facilitation of the annual conference; has primary responsibility for coordinating the audiovisual needs for conference presenters, securing biographical information for speakers, and arranging speaker introductions for each concurrent session; and prepares session packets which include speaker evaluation forms.

Nominations may be submitted in this format for the

Director-at-Large position:

Name _____

Institution _____

Nominated by _____

Institution _____

Email Address _____

Self-nomination is appropriate; a resume or summary of CUPA-HR contributions should be included.

Nominations can be faxed (540-568-7105), emailed (coneyc@jmu.edu) or mailed to Yohna C. Cone, James Madison University, Department of Human Resources, MSC 7009, 181 Patterson Street, Room 208, Harrisonburg, VA 22807. See the Region's web site for more details. Please **submit by March 11, 2005.**

Awards and Scholarships Available

According to Past-Past-Chair Diane Baca, Associate Vice President for Human Resources at Mercer University and current chair of the Region's Awards Committee, the floor is open for nominations for five Regions awards recognizing service, achievement, excellence, quality, and need.

These are the available awards:

The Distinguished Service Award recognizes that member of the Southern Region who most exemplifies distinguished service to the human resources profession and to CUPA-HR; last year's winner was

Susan Reichbart of the CUPA-HR National Office. **The Outstanding Achievement Award** is presented to the member or members of the Southern Region who have distinguished themselves during the previous year by exemplifying those professional qualities of leadership that merit outstanding recognition. **The Excellence in Human Resource Management Award** is presented to an institution that has demonstrated a desire for excellence; last year's recipient was Auburn University. **The Quality in Human Resource**

"Submit award nominations no later than February 28, 2005."

Practice Award is given to CUPA-HR members who have made significant contributions to the practice of human resource management in the functional areas of human resources; last year's winner was George Mason University. **The CUPA-HR Southern Region**

Scholarship is presented to an individual to assist that individual in attending the Region's conference; the ideal recipient is someone who currently works at an historically minority-oriented institution, or someone working at an institution that is not yet a member of CUPA-HR but attendance at the conference might enhance the

prospect of the institution joining; the scholarship is a waiver of all registration fees.

In order to be considered for awards at the conference in April, nominations and supporting documentation must be received no later than February 28, 2005 by Diane Baca, Mercer University, 1400 Coleman Avenue, Macon, GA 31207. Detailed descriptions of the awards, criteria, and nomination forms are available on the Region's Web site at <http://cupasr.sc.edu/awards.htm>.

Keynoters Hit High Notes

The featured speakers at the Mobile Conference are Dr. Jerry Walls, Professor of Philosophy at Asbury Seminary, and Glenn Broome, a certified facilitator for Frontline Service and Service Leadership processes..

On Monday morning, April 11, Jerry Walls will examine the four classic virtues of truth, beauty, goodness, and unity as he draws on the insights in his work *If Aristotle Ran General Motors: Or Gave You Advice*. In addition to being a professor at Asbury, Jerry is a Speaking Fellow in the Morris Institute for Human Values; and he holds academic degrees from Houghton,

Princeton, and Yale and a Ph.D. from Notre Dame. Listen for the connection to our theme in Jerry's keynote.

A little earlier on Tuesday morning, April 12, Glenn Broome will discuss emotional intelligence and behavioral styles in leadership. Glenn is a Cum Laude graduate of the City College of New York with a degree in Communications and Education. He has had leadership roles with such organizations as Walt Disney World Company and Sears, Roebuck & Company in both retail and human resource management. With Disney, he was an organizational development consultant and a master trainer in diversity. Come and hear about the importance of emotional intelligence for HR leaders.

Member SPOTLIGHT

Chris McClendon

Human Resource Specialist, Auburn University



In the not-too-distant past if you happen to stop by Pearson's Drug Store in Dadeville, Alabama, on a Saturday morning, you would find behind the counter a bright, enthusiastic young lady who seemed slightly out of place for this small country town and this little drug store, both literally and figuratively in the back water of one of Alabama's largest

lakes. You would swear that her ability to connect with the customer and the obvious enthusiasm that she brought to her work surely warranted a more responsible position; and you would be right. You have just met Christina "Chris" McClendon, mother of four, civic leader, human resource generalist in the Alabama Cooperative Extension System (ACES) at Auburn University, and the Southern Region's newest Director-at-Large for Program Support.

Chris is a Dadeville native and has been making the short drive south to Auburn for several years, first to earn her Bachelor of Science Degree in Business Administration in 1991, then to work for the city of Auburn from 1995 to 1997 as a Personnel Specialist, and finally to work at Auburn University; initially in the Human Resource Department from 1997 to 2001 as a Compensation Specialist and then with the University's Cooperative Extension System as a Human Resource Specialist. The period between graduation and employment with the city found her working for the State of Alabama as an Employment Representative and with private industry as an HR Manager.

This extensive background in human resources has provided Chris the experience needed to work as a generalist in the Cooperative Extension System, which has over 500 field agents and related staff throughout the state to accomplish the extension mission, "To bring the university to the people." As the principal assistant to the Associate Director for HR in ACES, Chris is an HR generalist providing financial and human resources guidance and support for the employees of ACES throughout the state and in the central office located on the Auburn University main campus. Chris supervises the office staff at the Auburn location, ensures that recruitment follows applicable laws and policies, conducts job analyses and market surveys, makes salary recommendations, and provides some training. She is a generalist for the far-flung ACES network and was recognized on campus as the Administrative-Professional Employee of the Month for January 2005. She is also a key member of the Extension Systems's HR Team that just received the System's 2005 Superior Service Award in the

team category.

Chris began her involvement with CUPA-HR in 1997 when she first came to Auburn University. She was secretary of the state chapter from October 2002 to October 2003 and chair from October 2003 to October 2004. In April 2004, she was elected to the Region's Director-at-Large position. When asked why she has chosen to be involved in CUPA-HR, Chris explains that "The interaction among colleagues from other institutions, the professional development opportunities obtained at the conferences, and information from the web site and newsletters" form the heart of her involvement. Additionally she notes that, ".the hospitality and fun at the Southern Region Conferences cannot be beat!"

Chris is married to Mark McClendon, and they have four children--Lindsey 16 and Kaylyn 15, Chris's stepdaughters, and Carson 5 and Maddie 2. As if that was not enough to keep her busy, Chris is also active in the church in Dadeville, a recruitment advisor for a social sorority on campus, and the treasurer for a women's civic group. She does not work at Pearson's now, not because she doesn't have the time or does not want to but because the drug store part of the business closed down. Knowing Chris, this means that she will expand her interest into other things; for the time being, that means extra work on the Mobile conference.

Around the Region

Chapter Notes: The **Alabama chapter** met on November 18, 2004, at the Auburn University Training Facility in downtown Auburn. Chapter Chair **Chris McClendon, Auburn University**, passed the gavel to incoming Chair **Jim Farris, Troy University Montgomery**. After accepting the charge, Jim presented Chris and Past-Past-Chair **Lee Vardamen, Troy University**, with honorary gavels commemorating their service.

Member Notes: **Opal Haley**, our current Region Historian and the former Director of Training and Development at the **University of Georgia**, has moved within the university to the position of Interim Director of the Office of Security Preparedness, effective February 14. Opal has been a staunch supporter of CUPA-HR, the Southern Region, and training and development in higher education. Although she will continue her CUPA-HR membership, she wishes to step down from her Historian's duties. We will miss her participation in the Region and in the training and development field. Anyone interested in the Historian's position may contact Pat Deery at deerypd@auburn.edu.



NEWS

Newsletter Editor

Patrick Deery
Auburn University
Langdon Hall
Auburn University, Alabama 36849
deerypd@auburn.edu



CUPA-HR SOUTHERN REGION LEADERS

Maria Martinez, Chair
Rollins College
mmartinez@rollins.edu

Jeff Mudrak, Chair Elect
Transylvania University
jmdrak@transyu.edu

Donna Popovich, Secretary/Treasurer
The University of Tampa
dpopovichl@ut.edu

Yohna C. Cone, Past Chair
James Madison University
coneyc@jmu.edu

Ron Klepcyk, Director-at-Large
Elon University
klepcyk@elon.edu

Alan Chesney, Director-at-Large
University of Tennessee
achesney@utk.edu

Christina McClendon, Director-at-Large
Auburn University
mcclecm@auburn.edu

Diane Baca, Past-Past Chair
Mercer University
baca_dh@mercer.edu