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SOCIETY FOR HUMAN RESOURCES MANAGEMENT

SHRM Memphis Matters

AFFILIATE OF



Greetings to all my fellow HR Practitioners and SHRM members! I am so excited about serving as your Chapter President in 2006. We have lots of new initiatives planned to enhance your membership and "Serve the Professional", as well as "Advance the Profession", which continues to be our mission.

First of all, let me introduce myself. I have served in the HR profession since 1976 beginning as an administrative assistant to the Personnel Director at First State Bank in Covington, now Regions Bank, where I was employed approximately 20 years. My family relocated to Memphis in 1995, and I worked for SouthTrust Bank (now Wachovia) for the next ten years as Vice President of Human Resources. Currently, I am Human Resources Administrator for the National Customer Support Center of the Postal Services Division for Northrop Grumman Corporation, a global defense company.



In addition to my "day" job, I also write a monthly column for *Memphis Woman* magazine called "Working Woman" and I am also a faculty member of Christian Brothers University where I teach Human Resource Management and Principles of Management in the Evening Program and serve on the Alumni Board. As you may know, I received both my Bachelor of Science in Business Administration and my MBA from CBU.

In our spare time my husband Charles and I are involved in fundraising activities for several charities around town including Variety Children's Charities, Concord Academy, the Alzheimer's Association and the Leukemia and Lymphoma Society. If you have an interest in any of these charities, please let me know. We would love to have you join us.

Enough about me. What can we do for you this year? We want to hear from you. Please visit our website,

Message from the President

Cynthia Y. Thompson

www.shrm-memphis.org and click on the Board of Directors. You will find the contact information for each and every member of your Board of Directors. Take a moment to let them know what your expectations are. We have a dedicated group of HR professionals who are anxious to serve you. Also, let them know if you interested in serving on their committee. We always need volunteers, so please let us hear from you.

Here are some of the exciting new things we have planned this year. There will be three **Socials** held quarterly; one each in the Downtown/Midtown area, East Memphis, and the Germantown/Bartlett area. The first one will be March 30th at the Tower Room in East Memphis. Watch our website for details. These events are in response to your requests to network more and to hold meetings in different areas of town. There will be no speakers at these Socials and no program. And best of all, no charge! Just come and network and get to know your colleagues in the profession.

Another addition this year is our **Career Center**. We are proud to announce that Tonya Billings, Human Resource Manager with Independent Bank, has joined our Board to serve as Chair for this exciting new endeavor. As you know, we have been posting job openings in the local HR field for the past few years on our website. We are now ready to start accepting resumes! If you are in transition and looking for a new opportunity, contact Tonya to post your resume.

I am also happy to announce that we have a new position designed to serve the **Senior HR Professional** exclusively. Barbara Richman, SPHR and past SHRM-Memphis President, and currently a consultant with HR M pact, has joined our Board to expand our services to those of you who are SPHR's and are senior managers at your company. If you fall in either of

these categories, please contact Barbara and let her know how we can best serve your needs. We are also working on obtaining **pre-approved re-certification credits** for our membership meetings this year to assist those of you seeking recertification.

If you were at the January membership meeting, you heard Deneen Al-Sadi, PHR, and Diversity Chair for both our local Chapter and the SHRM Tennessee State Council, announce a new **Diversity Recognition** program that has gotten under way for 2006. If your company has a wonderful diversity program, please let her know so that your

company can be recognized for their efforts.

We are also planning a half-day seminar featuring Dr. Michael Mercer on *“Turning Your HR Department Into a Profit Center”* and a full day legal seminar this year. So watch our website for upcoming details on these two exciting events.

I'm looking forward to meeting each of you personally and obtaining your ideas to make 2006 the best year ever for SHRM-Memphis! See you at the meetings.



For Annual Conference registration and information, please visit the SHRM website at www.shrm.org/conferences

SHRM Memphis Social

You are invited to mingle and socialize with your Memphis HR colleagues at SHRM-Memphis' Spring Social Event. Light appetizers provided. No RSVP required!

**Thursday, March 30th
5:30 PM- 7:00 PM
The Tower Room @ Clark Tower**

New Member Orientation

**Thursday, March 30th
4:30 PM
The Tower Room @ Clark Tower
(before the social)**

You're Invited!

A special Invite to SHRM Memphis Members from Teresa Boutwell, Chapter President of the Capital Area HR Association in Jackson, MS and Chair of the 2006 MS SHRM State Conference.

I would like to take this opportunity to invite you and your chapter members to attend our state conference. We have an exciting line-up of concurrent breakout sessions and several top keynote speakers, including Sue Meisinger, President and CEO of SHRM.

The conference will be held in Jackson, MS, April 24-26th at the Marriott Hotel. Early bird registration is \$225 (before March 3rd). A list of concurrent sessions and additional information can be found by visiting the State SHRM Website at: <http://www.msshrm.org>.

A Look Back at 2005

Don Ray

SHRM-Memphis President 2005

As we enter a new year with a new board, I want to take this opportunity to thank you so for the opportunity to serve you. We've had a great year and I've thoroughly enjoyed being your 2005 President. Our 2006 President, Cynthia Thompson, will take the reigns starting in January. I look forward to continuing to serve as Treasurer of the Tennessee SHRM State Council and as your Immediate Past President.

This year our chapter launched a new website and continued to increase in the number of job postings as well as offer employers the opportunity to post HR internships at no charge on the site, thanks to Christy Gaia (Job Posting Chair). Our attendance continued to increase at our monthly meetings thanks to the great programs planned and arranged by Scott French (Program Chair) and Phylis Lovell (Social Chair). Chapter membership is continuing to grow, as well as our new membership orientations, thanks to Mario Musarra (Co VP-Membership) and Pat Myers (Co VP-Membership). Ted Archdeacon (VP Roster) did an outstanding job managing the chapter's membership roster and identifying our At-Large Members.

Also this year, Pat Myers become the Workforce Readiness Chair, and coordinated the formation of Katrina Job Coalition, a series of three events as part of "Employment Readiness Workshops and Expo." We had over 200 individuals who participated in the KJC which 33 of them were hurricane evacuees. Thanks to Chris Van Hekken (Community Relations Chair) for coordinating our community events with Uptown Alliance, Ronald McDonald House - "Big Scoop", MIFIA, SRVS, and Salvation Army - Adopt

An Angel this year.

Our chapter finances are stronger than ever, thanks to Lisa Wilson (Treasurer) and Tracy Avery (Foundation & Co-Treasurer). We received recognized for our generous donation of \$3,000 to the National SHRM Foundation. Thanks to Michael Bruno (Vendor Relations Chair) for arranging our monthly meeting sponsors and helping the chapter raises over \$4,000 for future program speakers. Thanks to Michael Law (Student Chapter Chair) for keeping our Student Chapters going strong and active within our chapter. Thanks to Deneen Harris Al-Sadi (Chapter Diversity Chair and Diversity Director for the TN State SRHM Council) for making our chapter understand the diversity issues we face in HR. Thanks to Warren Bowling (Chapter Legislative Representative) and Bill Burtch (Professional Development Chair) for keeping us informed on Legislative and professional certification courses. And thanks to Brandy Lindsay (Newsletter Chair) and her team of volunteers for such a great newsletter publication.

Congratulations to Chris Van Hekken and Carol Twyman for being recipients of the "2005 Human Resource Excellent Award" presented at the Tennessee SHRM State Conference this past October. This award is based on service to the chapter, service to the community, service to the profession and professional experience.

It has been a wonderful year. All of this would not have been possible without the leadership of the board and our incredible volunteers, sponsors and support from our membership. Thanks, SHRM Memphis!

Don

Career Center

Visit the website link below to view job opportunities available. If you are currently unemployed or in transition and would like to post your resume, please contact Tonya Billings at careerchair@shrm-memphis.org.



Congrats to those completing HRCI certifications!

Regina Lucas, PHR
Juselly French, SPHR
Alma Nunley, PHR
Rosemary S. Doyle, PHR
Lauren Vannucci, PHR
Melissa Lambert, PHR
Leigh Powers, PHR
Julieanna Walker, PHR

Sandi Sartin, SPHR
Cindy Covell, SPHR
Quintin Robinson, PHR
Kris Moore, PHR
Brenda Atwill, PHR
Tina Sims, SPHR
Trina Bohanner, PHR

The opinions offered by the various contributors are provided as general information and are not intended to be a substitute for legal or professional advice, nor are they specifically endorsed by SHRM-Memphis. Suggestions/comments are welcomed and may be emailed to the editors



**The University of Memphis &
Crichton College
2006 SHRM Scholarship Recipients**

The University of Memphis Advisor: Dr. Coy Jones
Recipients—Noella Moss & Caroline Crimmel

Crichton College Advisor: Kathy Tuberville
Recipient— Tanika Obeyesekere

**The Month of March is
Diversity Month**



**Want to get more involved with
SHRM Memphis?**

If you would like to become a member of the Editorial Committee for SHRM Memphis Matters, please contact Brandy Lindsay, Editor.

If you are interested in volunteering on a committee with SHRM Memphis, please contact the committee chair as listed on www.shrm-memphis.org

**Did You
Know**



Unemployed members of SHRM can obtain free membership for up to one year. Contact SHRM National for additional information.

**Advertise
with Us!**

We are currently selling advertising space for the next newsletter. Only HR-related products/services will be accepted.

The cost is as follows:

- Business Card Size \$25
- Quarter Page \$50
- Half Page \$100
- Full Page \$200

If you would like to place an ad, please contact the Editor, [Brandy Lindsay](#).

Mark Your Calendars! SHRM Memphis Event Calendar



DATE	TOPIC	LOCATION
21-Mar	Monthly Meeting	Racquet Club of Memphis
30-Mar	East Memphis Social Event	The Tower Room @ Clark Tower: 5:30 PM- 7 PM Racquet Club of Memphis
18-Apr	Monthly Meeting	Half Day Seminar with Michael Mercer Event sponsored by Humana (www.humana.com)
16-May	Monthly Meeting	Racquet Club of Memphis
20-Jun	Monthly Meeting	Racquet Club of Memphis
29-Jun	Social Event	Germantown Performing Arts Center: 5:30 PM- 7 PM
18-Jul	Monthly Meeting	Racquet Club of Memphis
15-Aug	Monthly Meeting	Racquet Club of Memphis



CHARGE IT!

You can pay for your lunch meeting with your MasterCard, Visa, American Express, JCB or Diner's Club Credit Cards on our SHRM-Memphis website. Go to the Meeting Info Menu, and when you register to reserve your seat for the next meeting, simply check the box that you wish to pay online for the meeting. You will be transferred to a secure website with Secure Socket Layer (SSL) prior to entering any credit

2006 SHRM Memphis Board

Chapter President	Cynthia Thompson, MBA
President-Elect	Scott French, SPHR
Past President	Don Ray
Vice President—Membership	Mario Musarra, CCP, SPHR Carol Twyman, SPHR
Vice President—Programs	David Allen, Ph.D., SPHR Lauren Vannucci, PHR
Vice President—Roster	Ted Archdeacon, SPHR
Legislative Chair	Jonathan Hancock
Secretary	Vanessa Frazier, SPHR
Treasurer	Tracy Avery, SPHR
Chapter Foundation Representative Co-Treasurer	Brenda Magill
Diversity Chair	Deneen Harris Al-Sadi, PHR
Career Center Chair	Tonya Billings
Professional Development Chair	Bill Burtch, SPHR, ACC
Senior SHRM Professionals Chair	Barbara Richman, SPHR
College Relations Chair	Austin Baker
Hospitality Chair	Sarabeth Beekman
Communications Chair	Jill Bridges, SPHR
Sponsor Chair	Michael Bruno
Community Relations Chair	Charlene Mitchell, PHR
Newsletter Chair	Brandy Lindsay
Workforce Readiness Chair	Vacant