



Volume 15

Number 3

March 2008



Monthly Meeting and Luncheon

When: **March 14, 2008**

Time: **11:15 – 1:00**

Where: **Heron Lakes Country Club**

Lunch only: \$10 per person for members and \$15 per person for guests (includes tax & gratuity)

IMPORTANT!!

**RSVP your reservation to
Billy Boswell at:
billy@clarkpersonnel.com**

**Reservations must be made
by 10:00 am
Tuesday,
March 11, 2008**

PRESENTATION

**TOPIC: The Importance of Positive Thinking
in our Professional and Personal Lives**

**SPEAKER: Drexel Gilbert,
Owner and Principal Consultant Drexel
Gilbert's Dynamic Impact**



PRESIDENT'S MESSAGE

Dear MobileSHRM Members,

The board recently approved our operating budget for 2008. Our budget for this year is nearly \$86,000. We have a substantial increase this year due to the addition of our certification course. The board has a tremendous responsibility to administer this budget. Our Treasurer, Lorinda Day, will provide copies of the 2008 budget at this month's meeting. If you have any questions concerning any financials, feel free to contact Lorinda or myself. Monthly reports are also available at our monthly meetings.

I would like to take a moment and ask that all of our national SHRM members please log in to SHRM.org and designate MobileSHRM as your local chapter. We receive credit for your national membership and are required to keep a 30% ratio in order to maintain our affiliation. SHRM has us at a 27% ratio this month. We are currently auditing our roster against theirs for omissions. A board member may be contacting some of you that may be considered "at large" members.

You don't want to miss our mini-seminar in April. Our speaker will be Libby Anderson. Her topic will be IT TAKES ALL KINDS: GENERATIONAL DIFFERENCES AT WORK. You may remember her from our monthly meeting last year when she spoke on Behavioral Interviewing. Many of you expressed what a great speaker she was. We are excited to have her back for a seminar. Libby is on the SHRM speaker's list and is heavily requested by chapters throughout the U.S. We are working on getting this session pre-certified by HRCI. We will also be offering a discounted fee for MobileSHRM members.

I look forward to seeing you at next Friday's meeting and please don't forget to RSVP Billy Boswell.

Sincerely yours,
Billy Pine, SPHR
President

Are you a member of National SHRM?

Did you know that the Southeast Region has its own code for discounted membership for **NEW SHRM members**? Yes, it's true; any new members that want to join SHRM for the first time can join at the rate of \$145.

We want our members to have access to this benefit when joining National SHRM.

The code is **CHSED**. When joining SHRM on line, this should be placed in the field for promotional codes. **Begin using it as soon as TODAY!!**

Also, when you join, please designate Mobile SHRM as your local chapter affiliate.



UPCOMING EVENTS

- | | | |
|-----------------|---|---------------------------------|
| March 14 | MSHRM Monthly Meeting/Luncheon
Speaker: Drexel Gilbert,
Owner and Principal Consultant Drexel Gilbert's Dynamic Impact
Topic: The Importance of Positive Thinking in our Professional and Personal Lives | Heron Lakes CC |
| April 11 | MSHRM Mini-Seminar 7:30 – 1:00
Libby Anderson, SPHR--President of EDA Human Resource Services
Topic: Generational Differences in the Workplace
See registration form included in this newsletter.
<i>This program has been submitted to HRCI for review.</i> | Heron Lakes CC |
| May 9 | MSHRM Monthly Meeting/Luncheon
Speaker: Kelly Woodford
Topic: Union Organizing in Alabama: Issues for the Union-Free Employer | Heron Lakes CC |
| June 13 | MSHRM Monthly Meeting/Luncheon
Speaker: Jaime Brown
Topic: HRCI Certification/Recertification | Heron Lakes CC |
| July 11 | MSHRM Monthly Meeting/Breakfast
Speaker: Charles Story
Topic: Recruitment | Heron Lakes CC |
| August 8 | MSHRM Monthly Meeting
Speaker: TBD | Heron Lakes CC |
| Sept 12 | MSHRM Monthly Meeting
Speaker: Congressman Jo Bonner | Heron Lakes CC |
| Oct 24 | 2008 Gulf Coast Human Resource Conference | Mobile Convention Center |
| Nov 14 | MSHRM Monthly Meeting
Speaker: Trenea Gillespie, Asst. Professor, Dept. of Management, University of South Alabama
Topic: Performance Evaluations | Heron Lakes CC |
| Dec 12 | MSHRM Monthly Meeting
Speaker: Steve Brandon/Paul Myrick
Topic: TBA | Heron Lakes CC |

South Alabama Regional Planning Commission
&
City of Mobile's
10th Annual
Business Expo/Jobs Fair

Friday, May 2, 2008
9:00 a.m. – 2:00 p.m.
Mobile Civic Center

Early Bird Registration
\$325.00

Must receive by March 31st

After March 31st registration fee: \$375.00

Fee includes:

- ✓ One 8' x 10' display booth
- ✓ 2 chairs
- ✓ Continental breakfast for 2
- ✓ 2 lunches

For more information:

SARPC
P. O. Box 1665
Mobile, AL 36633

Phone: 251-433-6541 or 251-652-0585
OR Fax: 251-433-0148
Website: www.sarpc.org

New Members
WELCOME



Botswana Mullins
Education Talent Search Advisor
University of South Alabama
botswanamullins@mchsi.com
251-380-2624

Mary Ann Harris
CFO
Xante Corporation
mharris@xante.com
251-473-6502

Charles E. Smith
Asst. HR Manager/EE Relations
University of South Alabama
cesmith@usouthal.edu
251-460-6133

Clint Martin
Financial Advisor
Edward Jones Investment
Clint.martin@edwardjones.com
251-458-8999

Jill Vinson
HR Coordinator
International Shipholding Corp.
vinsonyj@intship.com
251-243-9235

Sunnilee Chafin
HR Executive Assistant
Equity Technologies Corp.
schafin@equitytechcorp.com
251-432-7784 x 3813

Toby Cummings
HR Specialist
Alta Pointe
tcummings@altapointe.org
251-450-5912

Heather Ewert
Recent HR Graduate
hewert@netscape.com

PEOPLE ON THE MOVE

Ivy Singley is Human Resource Manager for Thomas Hospital.
Her contact information is:

251-990-1086
ivy.singley@infirmaryhealth.org

JOB OPENING

Full-time Assistant HR Manager
Heavy Manufacturing and staffing experience
Contact: AngelaMcKinnis@saralee.com

JOB OPENING



Job Title: HR Generalist III-Aero
Job Number: good-00020043
Functional Area: Human Resources
Location(s): AL, Foley

Goodrich Corporation, a Fortune 500 company, is a global supplier of systems and services to the aerospace, defense and homeland security markets. With nearly \$6 billion in annual revenues, Goodrich has one of the broadest portfolios of products in the aerospace industry. The company serves a global customer base, with over 23,000 employees across more than 100 manufacturing and service facilities in 16 countries worldwide. For more information, visit <http://www.goodrich.com>. **EOE D/M/F/V**

Well seasoned professional who can handle most daily problems independently. Incumbent will recognize the potential for significant precedent and refer significant issues to others. Provide support in administering policies and programs in several of the following areas: employment, labor relations, wage and salary administration, staffing, training, etc. Assists, develops and establishes HR process maps, standard work and new protocols/policies.

Requires 7 to 10 years of HR experience and a Bachelors Degree. Must have moderate Computer skills in Outlook, word, power point and excel. Must have a positive attitude, be trustworthy and able to keep confidential information. Should have strong problem solving skills. Should have excellent communication skills both written and verbally in include presentation skills. Should have a basic knowledge of lean. Professional attitude required.

JOB OPENING



Compass Bank

Human Resources Representative/Senior HR Rep

Responsibilities:

Great exempt level opportunity for a successful, aggressive Human Resources professional supporting approximately 250 employees in our Central AL markets. This position will be located in our Mobile AL regional HR office. Must be able to provide exceptional HR generalist support to our employees remotely and recruit effectively by phone. The primary responsibilities include: recruiting/staffing, orientation, measuring HR statistics, exit surveys and serving as the HR generalist contact/influence for the area.

This position is a part of our regional team and reports directly to the Regional VP of HR. It will be based in Mobile and will primarily conduct key responsibilities via telephone recruiting and conference calls.

Required Qualifications:

BS Degree in HR or equivalent extensive professional experience in Human Resources; in addition to the above requirement, a minimum 2 years Human Resources experience required, focusing on recruiting/interviewing, staffing documentation and partnering with lines of business; must be able to work independently and prioritize multiple activities & responsibilities; must have exceptional organizational skills, proven customer service skills, and excellent presentation/communication abilities. Must be professional, skilled in Microsoft office products and be goal driven.

For Consideration:

If you are looking for a place to make a difference, this is the opportunity for you.

Compass Bank offers competitive pay based on experience, excellent benefits package and career advancement. If you are interested in confidentially being considered for this career opportunity, please fax your resume to 251-470-7379 or email kms5@compassbank.com.



2008 Mini-Seminar

Understanding and Valuing the Generational Mix in the Workplace

Presented by Libby Anderson, SPHR

April 11, 2008

Location: Heron Lakes Country Club

Time: 7:30 am -1:00 pm

Name: _____ Phone: _____

Company: _____ Fax: _____

Address: _____ E-mail: _____

This program has been submitted to HRCI for review.

Mobile-SHRM Members \$30.00 (Breakfast and Lunch included)

Non-Member Mobile-SHRM: \$40.00 (Breakfast and Lunch included)

____ I have special access requirement.

Please explain:

Register by mail by sending the registration form to:

Mobile-SHRM

P. O. Box 2424

Mobile, AL 36652

Make check payable to: Mobile-SHRM

Payment and registration form must be received no later than

Date: Monday, April 7, 2008

Contact: Angie Bedgood, abedgood@imiallc.com, with any questions.

(On-line enrollment is presently not available but may be added soon. Email notification will follow if we are successful in setting this up. Please accept our apologies for any inconvenience this may cause.)



Officers— MSHRM 2008

President	Billy Pine, SPHR wpine@west.com	(251) 706-4109
President-Elect	Angie Bedgood, PHR abedgood@imiallc.com	(251) 957-2164
Vice President Membership	Jeff LeBlanc, SPHR jleblanc@pilotcat.com	(251) 607-7775
Secretary	Lana Mosley lane.mosley@rbc.com	(251) 431-4983
Treasurer	Lorinda Day lday@rehab.state.al.us	(251) 479-8611

Core Leadership Area Directors—MSHRM 2008

College Relations	Kelly Woodford kwoodford@usouthal.edu	(251) 460-6723
Diversity	Cindy Giddens cjiddens@soearth.com	(251) 344-7711
Governmental Affairs	Tom Woodford tjw@kullmanlaw.com	(251) 432-1811
HRCI Certification	Mary White mwhite@mtimail.com	(251) 478-6848
SHRM Foundation	Harold Williamson, SPHR haroldw@wescoweld.com	(251) 378-4131
Workforce Readiness	Sherri Grubbs sgrubbs@hpcinternational.com	(251) 441-1990

Directors—MSHRM 2008

Past President	Harold Williamson, SPHR haroldw@wescoweld.com	(251) 378-4131
Conference Chair	Belinda Thomason bthomason@mobile-works.org	(251) 461-4484

Appointed Coordinators—MSHRM 2008

Audio & Visual Coordinator	Renee Sorensen rsorensen@lonshrs.com	(251) 476-4933
Conference Co-Chair	Teresa Taylor aim153@aimmailcenters.com	(251) 666-6432
Door Prize Coordinator	Candice Swiger candices@wescoweld.com	(251) 378-4151
Job Posting & Website Coordinator	Kathy Deckbar, PHR kathyd@personnelboard.org	(251) 470-7727
Publicity Coordinator	Cindy Stueve cstueve@newhcu.org	(251) 316-3276

**MOBILE SOCIETY FOR HUMAN RESOURCE MANAGEMENT
MISSION STATEMENT**

The Mobile, Alabama chapter of SHRM exists to promote quality human resource practice among local industries, businesses, educational institutions, and government agencies. We bring together leading practitioners to provide education, networking and discussion of various human resource topics and to identify the best practices for all aspects of human resource and industrial relations work.

Mobile SHRM
P.O. Box 2424
Mobile, AL 36652-2424
National Website: <http://www.shrm.org/>
Local Website: www.mobileshrm.org

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subject line of your email.**