

Committed to Excellence in Human Resources



Volume 15
2008

Number 10

October

2008 Gulf Coast Human Resource Conference

Mobile Convention Center

October 24, 2008

7:30 Registration

8:30 Conference Begins

The Mobile SHRM Conference Committee would like to thank the following sponsors for supporting the 2008 Conference:

AARP

Managed Health Care Administration, Inc.

Pilot Catastrophe

BLP Mobile Paints

Clark Personnel Service

Bay Benefits Group

Baldwin County SHRM

Mobile Technical Institute

Telemon

Don't forget the Silent Auction!

Thursday, October 23rd

Those of you who register to attend the Silent Auction the evening before the conference are in for a treat! We'll have great food and terrific items up for bid – including tickets to Mobile Ballet and Mobile Symphony, intimate dinner for two, GMAC bowl tickets, 2 nights at Pensacola Beach Days Inn, a pearl necklace, golf bag, and many other wonderful bargains!

The event, sponsored by Baldwin County SHRM, will be held from 5:30 – 7:30 p.m. at the Bienville Club and will benefit the SHRM Foundation

NOTE: There will be no chapter meeting this Friday.



PRESIDENT'S MESSAGE

Dear Mobile SHRM Members,

I know many of you will feel lost this Friday when we don't have a Mobile SHRM chapter meeting to attend. I sure will. It's such an enjoyable time and I'm always glad to be able to visit with you. I'm also sure that many of you will miss the fried chicken but, I assure you, we'll have fried chicken at our next meeting on November 14th! Maybe you can visit the Colonel at KFC for lunch this week.

Speaking of our next meeting, we've had a change in the speaker program. As you know, earlier in the year we had lined up **Congressman Jo Bonner** to speak in September. Unfortunately, he had to cancel that engagement. It turns out that he will be available to speak at our **November meeting** and would like to join us. Our original speaker, Treena Gillespie, understands how difficult it has been to match our meeting schedule to the schedule of Congressman Bonner. Treena has graciously offered to alter her schedule and be added to our speaker line up for next year. Thank you, Treena; we look forward to your presentation on Performance Evaluations.

Well, our big event has finally arrived! It's time for the 14th Annual Gulf Coast Human Resource Conference. October 24th is the date, with a pre-conference Silent Auction set for Thursday, the 23rd, at the Bienville Club. Our Silent Auction proceeds will benefit the SHRM Foundation. I hope you'll be able to attend both events. Registration information is included in this newsletter, as well as on our website, www.mobileshrm.org.

I want to recognize our conference sponsors one more time:

AARP	Baldwin County SHRM	Bay Benefits Group
BLP Mobile Paint	Clark Personnel	Managed Health Care Administration, Inc
Mobile Technical Institute	Pilot Catastrophe	Telamon

Please be sure to let them know you appreciate them, as well as our many exhibitors.

Student scholarship information is included in this newsletter. If you know someone who could benefit from this award, please forward the criteria and application to them. We'll announce the scholarship winner at our December meeting.

Finally, if you would like to nominate an organization to be the recipient of our annual Christmas Charity gift, please forward me a brief description of their mission and who should be contacted for the organization. Winners from the previous two years are ineligible to receive the gift. A voting ballot of all nominations will be available at our November chapter meeting.

Hope to see you at the conference!

Angie

Angie Bedgood, SPHR
President



2008 Gulf Coast Human Resource Conference

Presented by:
Mobile Society for Human Resource Management

Friday, October 24, 2008

8:30 am - 4:30 pm (check-in begins at 7:30 a.m.)
Mobile Convention Center, Mobile, AL

Conference Registration Fee: \$89.00 (SHRM Member); \$99.00 (Non-SHRM Member)

The conference registration fee includes all conference materials, continental breakfast, breaks, exhibitor displays, door prize opportunities, and luncheon.

Pre-conference Reception Fee: \$10

Thursday, October 23, 2008

5:30 - 7:30 p.m., The Bienville Club, 34th Floor, Regions Bank Building
Heavy hors d'oeuvres and silent auction to benefit SHRM Foundation.

Seating is limited and pre-registration is required.

CONFERENCE REGISTRATION FORM:

NAME: _____ TITLE: _____

ORGANIZATION: _____

MAILING ADDRESS: _____

CITY: _____ STATE: _____ ZIP: _____

DAYTIME PHONE: _____ EMAIL: _____

Conference Only: \$89 (SHRM Member); \$99 (Non-SHRM Member)

Conference + Pre-conference Reception: \$99 (SHRM Member) or \$109 (Non-SHRM Member)

Amount Enclosed: \$_____

Please note that all confirmations and conference updates will be sent via email.

Mail registration and payment today to:

Gulf Coast Human Resource Conference
Mobile SHRM
P.O. Box 2424
Mobile, AL 36652

Register early to receive an extra chance to win the \$500 grand prize!!! The first 50 registrants will receive an extra entry in the grand prize drawing!

Make your check payable to Mobile SHRM. To ensure registration, all checks must be received by Oct. 12.

For more information, contact Teresa Taylor, aim153@aimmailcenters.com, 251-666-6432



2008 Gulf Coast Human Resource Conference

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8:30 am – 4:30 pm (check-in begins at 7:30 a.m.)

Mobile Convention Center, Mobile, AL

ADDITIONAL INFORMATION



PHR/SPHR Recertification Credit:

Pre-approved for 5 (General) recertification credit hours
"The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit."

Accommodations: A list of nearby hotels is available upon request. Please contact Belinda Thomason at conference@mobileshrm.org.

Exhibitor/Sponsorship Information: For more information about exhibitor and sponsorship opportunities contact Belinda Thomason at conference@mobileshrm.org.

Participant Cancellation Policy: All cancellations must be submitted in writing via e-mail Belinda Thomason (conference@mobileshrm.org). The full registration fee will be refunded for cancellations received prior to or on October 1, 2008. No refunds will be made for cancellations received October 10, 2008 or after. No refunds will be made for conference absentees. Transfer of registration fee may be made with written notification to Belinda Thomason prior to or on September 29, 2008.

In the Event of Cancellation of the Conference: If the Mobile Society for Human Resource Management (MSHRM) should be prevented from holding the conference for any reason beyond MSHRM control (such as, but not limited to damage to the building, riots, strikes breached by conference location, acts of government, or acts of God), then MSHRM has the right to cancel the conference or any part thereof, with no further liability to the participant other than a refund of registration fees less a proportionate share of the conference cost incurred. In the event of cancellation or postponement, a MSHRM representative will notify all registered participants by e-mail as soon as possible prior to the event.

Conference Committee

Belinda Thomason, Conference Chair – conference@mobileshrm.org

Teresa Taylor, Co-Chair/Participant Coordinator – aim153@aimmailcenters.com

Inez Beek, Exhibitor Coordinator, inezb@aaronoil.com

Cheryl McCormick-Hann, Exhibitor Coordinator – Cheryl.McCormick-Hann@edwardjones.com

Mary White, SHRM Foundation/Silent Auction Coordinator – mgwhite@mtimail.com



**2008 Human Resource Management
Student Scholarship
Awarded By
Mobile Society for Human Resource Management**

Overview:

The professional chapter of the Mobile Society for Human Resource Management will present a \$1,000 Scholarship for 2008.

Scholarship Criteria:

Eligibility for consideration:

- 3.0 G.P.A. or greater in the Human Resource Management Concentration
- An overall 3.0 G.P.A. or higher
- Students must be a junior or senior at a Local Institution with a 4 Year Degree Human Resource Management Program
- Must be an active member of the Local Student Chapter of (SHRM) and the National Chapter (SHRM)
- Students must submit a completed application and resume
- Students must submit an essay to the current President of the Mobile SHRM professional chapter by November 5, 2008.

Essay Topic:

What lead you to pursue a career in human resources?

The essay must contain at minimum 300 words and must be in a typed format.

All entries should be postmarked by 11/05/08 and forwarded to:

Mobile SHRM
Attn: Angie Bedgood
(Student Scholarship)
P.O. Box 2424
Mobile AL 36652



**2008 Human Resource Management
Student Scholarship**

Awarded By
Mobile Society for Human Resource Management

Student Name: _____

Name of College or University: _____

Major: _____

Human Resource Management Concentration

G.P.A.: _____
(Minimum of a 3.0 GPA)

Overall

G.P.A.: _____
(Minimum of a 3.0 GPA)

Student Chapter Member: ___ Yes ___ No

National SHRM Member: ___ Yes ___ No

My signature below indicates that I have read and understand the above and that I have made true, correct and complete answers and statements on this application.

Signature of Applicant

Date Signed

Must attach transcripts and applicable essay to application!
Mobile SHRM will award the scholarship December 12th, 2008.

POSITION AVAILABLE



**STATE OF ALABAMA LEGISLATURE
HOUSE OF REPRESENTATIVES**

HUMAN RESOURCES MANAGER

PRIMARY RESPONSIBILITIES:

This position is responsible for directing the administration, interpretation, and implementation of human resource functions for employees of the Alabama House of Representatives.

- Performs advanced professional and supervisory work in human resources management.
- Assigns, directs, and monitors work activities.
- Interacts with legislative personnel, legislators, and the general public.
- Develops, composes, and completes personnel policy documents for legislative staff.
- Interprets personnel laws, rules, and regulations.
- Maintains working relationships with legislative members and agency staff.
- Identifies training needs and oversees an employee training and development program.
- Recommends and implements policies and procedures pertaining to human resource functions, activities, and issues.
- Advises the Legislative Council on employment matters, issues, and needs to include but not limited to affirmative action, staffing, compensation, benefits, and safety.
- Responds to inquiries and requests for information from legislators.
- Prepares comprehensive reports and presentations for legislative committees.
- Responds to inquiries, requests for information and surveys from the legislature, department staff, and coordinates with appropriate parties in obtaining and furnishing information.
- Recognizes and responds to unique human resources issues associated with the legislative process.

EDUCATION/EXPERIENCE REQUIREMENTS:

Bachelor's degree from an accredited four-year college or university with major coursework in Business or Personnel Administration, Human Resources Management, Industrial Psychology or related areas plus four years of paid work experience in professional personnel or human resources management preferably including experience in governmental relations.

SALARY RANGE: \$52,663.20 - \$90,724.80

How to Apply for this Position

Applicants should send cover letter and resume by October 31, 2008 to Attention: The Legislative Council

Screening Committee, Demetrius C. Newton, Speaker Pro Tempore, Room 516-E, 11 South Union Street, Montgomery, Alabama 36130. Qualified applicants will be subject to a background investigation. The Alabama House of Representatives is an equal opportunity employer.

Laissez Les Bon Temps Rouler!!!

SHRM 61st Annual Conference & Exposition

June 28 – July 1, 2009
New Orleans, LA
Morial Convention Center
Keynote: Tom Brokaw

Mark your calendars to attend a great educational/networking opportunity with your fellow MSHRM members!



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- Leadership Training, Team Building



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A Division of Alabama Psychiatric Services

For more information about our services and how we can support your organization, contact the Marketing Department at 866-334-6422, evelyn.barbee@apsy.com, or dee.mcgraw@apsy.com.

HELP WANTED!!!

Here's your chance to help raise funds for the SHRM Foundation! Please consider donating an item or service to the second annual SHRM Foundation Silent Auction. As the kickoff event for the Gulf Coast Human Resource Conference, the auction will be held on Thursday evening, October 23 at the Bienville Club from 5:30 – 7:30 pm.

This event is our major fundraiser for the SHRM Foundation, and the generosity of members and area businesses is needed to make the event a success. By donating an item for the silent auction, you will be supporting the work of this important charitable organization, as well as benefitting from the opportunity to promote your organization to HR practitioners from throughout the Gulf Coast region.

Last year, more than 100 people attended and, we were able to raise \$2,000 for the SHRM Foundation. We're planning on a bigger and better event this year, and are looking forward to your support. Please contact Mary White (mgwhite@mtimail.com or 251-478-6848) to donate an item. Arrangements can be made to pick up your donation, or items can be dropped off at AIM Mail Center, located at 5300 Halls Mill Road, Suite H. If you have any questions regarding this event please contact me at 251-478-6848.

New Members WELCOME



Vicki Stricklin
Benefits & Workers Comp Manager
Archdiocese of Mobile
Vas3@aol.com
251-434-1533

Janice D. Martin
HR and Communications Coordinator
Kemira Water Solutions, Inc.
Janice.martin@kemira.com
251-662-1578

Sonya Denise Jones
Collections Specialist
NCO Financial
Haroldmob5@bellsouth.net
251-786-3171

Peyton Rogers
RSC Administrative Assistant
Ace Hardware Retail Support Center
progers@acehardware.com
251-964-8509

New Members:

Please update your profile on our website, www.mobileshrm.org, at the “member login” link.

PEOPLE ON THE MOVE

Jennifer Minto has new contact information:

Jennifer Minto, PHR
Human Resource Manager
Cylinder Repair Components, Inc.
Post Office Box 249
Robertsdale, Alabama 36567-0249
22955 McAuliffe Drive
Robertsdale, Alabama 36567
888-698-1978 Toll free or 251-947-5200
251-947-5203 Fax
jennifer.minto@crconline.com

2008 MOBILE SHRM WORKPLACE DIVERSITY AWARD

The Mobile Society for Human Resource Management (MSHRM) invites you to participate in the **2008 Workplace Diversity Award**. The Workplace Diversity award will be presented at MSHRM's annual Holiday luncheon in December. Help us to acknowledge those organizations and/or companies who foster an inclusive work environment in which all employees are inspired to contribute their best through their different perspectives, backgrounds and life experiences.

The Workplace Diversity award will be presented to recognize one company in our community who has set an example as a leader and innovator in creating and/or encouraging workplace diversity and inclusion. The award will be based upon organizational achievements and not individual achievements. This award is open to all organizations within the local community. Membership in MSHRM is not required to participate.

Deadline for all nominations will be 5:00 pm on Friday, November 14, 2008.

To apply for the award, please complete the application below. Please note that companies who operate in multiple locations are eligible for participation; however, they can only be judged based upon their local practices.

Please complete all information accordingly and email to: cgiddens@soearth.com or mail to Mobile SHRM, PO Box 2424, Mobile, AL 36652 ATTN: Workplace Diversity Award

Organizational Information

Name of Organization/Business-
Address of the Organization/Business-
City, State Zip-
Contact Person-
Contact Phone-
Website Address-
Number of Years in Existence-
Number of Employees in Mobile-

Nominator Information

Name-
Title/Company-
Phone-
Email Address-

Please complete all questions in a descriptive format to be considered for nomination.

1. How does the organization embrace, celebrate and include diversity in its workforce?
2. Describe the organization's diversity recruitment and retention program.
3. How does the vision or mission of the organization mention, support or encourage diversity?
4. Describe the members of your top management and/or board of directors in terms of ethnicity, personality, professional background, etc.
5. What role does diversity play in the organization's strategic planning?
6. Describe innovative diversity initiatives implemented by the organization.
7. Describe your organization's diversity/sensitivity training programs.
8. In what special diversity events does your organization participate or sponsor?



Officers— MSHRM 2008

Acting President	Angie Bedgood, SPHR abedgood@imiallc.com	(251) 957-2164
Vice President Membership	Jeff LeBlanc, SPHR jleblanc@pilotcat.com	(251) 607-7775
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, SPHR cgiddens@soearth.com	(251) 344-7711
Governmental Affairs	Tom Woodford tjw@kullmanlaw.com	(251) 432-1811
HRCI Certification	Mary White, SPHR mgwhite@mtimail.com	(251) 478-6848
SHRM Foundation	Harold Williamson, SPHR haroldw@wescoweld.com	(251) 378-4131
Workforce Readiness	Sherri Grubbs, SPHR sgrubbs@hpcinternational.com	(251) 441-1990

Directors—MSHRM 2008

Past President	Harold Williamson, SPHR haroldw@wescoweld.com	(251) 378-4131
Conference Chair	Belinda Thomason Belinda.Thomason@Akersolutions.com	(251) 443-1770

Appointed Coordinators—MSHRM 2008

Audio & Visual Coordinator	Renee Sorensen rsorensen@longshrs.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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