Welcome to the W. T. Beebe Newsletter, written by the students of the W. T. Beebe Institute of Personnel and Employment Relations in the Department of Managerial Sciences at Georgia State University. In this issue, we introduce some of the undergrad students who have an interest in HR and Managerial Sciences, and welcome our new PhD students.

**Spotlight on Beebe Students**

**Rachel Watters**

*How did you become interested in Human Resources?*

I have always been interested in working with people. Through my business studies, I realized that human capital in a company is one of the most important aspects of management. It seemed like the perfect fit for me: more hands-on dealings with individual workers, while still engaging in business practices. I am most interested in wellness and development programs, and the related project management. I am fascinated by the long-term and macro-level benefits that such programs can provide for a company.

*What do you like most about GSU?*

I like the diversity of both students and faculty. Having such a varied and experienced group of unique individuals provides a large portfolio of knowledge in the classroom. This allows you to gain perspectives you would have never imagined on your own, and get a more complete understanding of many topics you will face in the business world.

*What are your plans after graduation?*

I am starting graduate school in the fall here at Georgia State. I want to focus on HR, and have considered looking into a dual-major between Managerial Sciences and Risk Management. I am excited about the opportunities and possibilities that continuing my education at Robinson will provide.

**Jimmy Owens**

*What is your classification & degree program at Georgia State?*

I am a senior majoring in Managerial Sciences, graduating in the summer.

*What have you enjoyed most about being a student?*

I have enjoyed being a witness to the power of education in my personal life. I think I have grown tremendously from the time I was a freshmen until now.

*How have your classes impacted your professional development & goals?*

I think my classes have helped me to understand that there is an infinite business world out there beyond the confines of Georgia State. I am now encouraged to discover that business world and to become an integral part of it.
Roy Levi

What interested you in attending Georgia State?
I was supposed to attend business school in Israel, my homeland. Fortunately, four years ago, I was given the business opportunity to come here and work for a small Israeli office. After researching and evaluating my options, I decided that GSU would be the best fit for me: great academics and Intercultural environment.

What parts of Managerial Science at GSU do you find most interesting? Why?
I personally find the field of international business more appealing than others. Since completing my Israeli military service 10 years ago, I have traveled and lived in more than twenty countries. Taking international business classes challenges me to know more about different cultures and traditions in relation to global business practicing.

What have you learned in the undergraduate program at GSU you may apply to your career?
Career-wise, I have learned in the undergraduate program at GSU the importance of identifying and setting personal career goals.

Jennifer Mayfield

Tell us a little about yourself and what your aspirations are.
I am a native Georgian and have the most wonderful daughter in the world, Lillian. I became PHR certified in January of 2008 and will be graduating in August 2009. I have over four years HR experience in a generalist role.
I hope to earn my MS in HRM and eventually travel the world. My long-term goal is to be in a role of Director/VP of HR but really just make a difference one company at a time.

How did you become interested in HR?
One of my previous employers took a chance on me and promoted me to head up their HR department. I quickly found that I loved every aspect of it. It seemed that I had finally found my calling. Once I realized this, I wanted more. I began seeking my degree but in the mean time, I researched and self-studied to learn everything I possibly could about HRM in order to be truly exceptional and do my job well.

Why did you choose to attend Georgia State University?
I chose GSU specifically for the HRM program. Though I also knew I would receive the best education for my money and it is relatively convenient; I needed a school that accommodates the working professional.

How has SHRM benefited you?
SHRM is an excellent resource for anything HR related. If a situation arises that is out of the scope of my learning or experience, it is the first place I turn to. Being President of GSU’s student chapter has assisted in my leadership development and exposed me to other HR professionals I may not have normally been able to reach. It has also helped to establish common ground between myself and future employers, which is always useful.
Margarita Almeda

Tell us about the degrees that you have earned.
I earned my BBA in Accounting and my MBA in International Business and Human Resources Management, both from Georgia State.

What work experiences did you have prior to coming to GSU?
I worked in a law firm for a year as a project assistant in their corporate department. I assisted with various aspects of commercial real estate transactions and mergers and acquisitions. I was unsure about law school so I put my accounting degree to use and worked in financial reporting in a telecommunications company for almost six years.

How did you become interested in earning a PhD and why did you choose GSU?
Through the MBA program and the classes that I have taken, I met professors whose works I found interesting and started inquiring as to what a Ph.D. would entail and what work I would end up doing. I had not considered getting my Ph.D. prior to this so it was through my interactions with my MBA professors that I became interested although I had always enjoyed research projects and the process by which one finds answers to questions. I chose Georgia State because of how supportive the professors have been throughout my education, and I knew that I would receive the same support and encouragement in this program.

Elizabeth Clenney

Tell us about the degrees that you have earned.
I have a BBA in Management from the University of West Georgia. I have a MBA with a concentration in HR from Georgia State University.

What work experiences did you have prior to coming to GSU?
For the past six years, I have been a full-time Lecturer in the Department of Management at the University of West Georgia. I teach Principles of Management, Human Resource Management, and Business Communications. Prior to that, I was a human resource generalist for a manufacturing firm in Newnan, Georgia.

How did you become interested in earning a PhD and why did you choose GSU?
As a Lecturer, I have been able to "try out" the profession, and I absolutely love it! I knew that if I wanted to advance in my career I really needed to get that last degree. I wanted to understand and participate more in the research aspect of the job, and I feel strongly that obtaining my PhD from Georgia State will provide the training and knowledge I need to make unique contributions to the OB/HR field. I loved Georgia State as a graduate student, so it was my top choice for the PhD program.

What do you do when you are not preparing for seminars?
I love spending time with my son. He loves the outdoors and sports, so we spend much of our time playing t-ball, going to the lake, and going to the park. I like to stay physically active, so I work out to relieve stress and maintain sanity! I love Braves' baseball and UGA football, and we try to catch a game whenever we can. Still, spending time with my family is what I love best.
Lauren Killion

Tell us a little about your background.
I am a born and raised Georgia girl. I have lived in the Atlanta area for most of my life, only moving away to Athens for college and Savannah for an internship. My family grew up in the area as well.

Tell us about the degrees that you have earned.
I started my undergraduate degree at Georgia State in 2002 but obtained my BS in psychology from the University of Georgia in 2005. In 2007, I started my MS in Managerial Sciences with a concentration in Organizational Change and Development at Georgia State and finished in 2008. Now I am working on a PhD in OB/HR. Georgia State keeps calling me back.

What work experiences did you have prior to coming to GSU?
I worked in the OB/HR field. Directly after my undergraduate, I was lucky enough to have an internship in Savannah, GA at the International Center for Leadership and Coaching. It is a small consulting practice in the field of OB having areas of specialty including leadership development, wellness programs, career coaching, and teambuilding. Due to its size, I was able to be involved in almost every area. After that I needed to move back to Atlanta and was able to pick up a job as a Staffing Coordinator for Wachovia in their HR department.

Wongun Goo

Tell us a little about your background.
I am from Seoul, South Korea. All kinds of fresh food are concentrated on Seoul, so I love to eat a good meal. My school days were not different from other Korean students, but I was interested in student volunteer activities. After I entered the undergraduate school, I joined the undergraduate student union, and served as the president of the student union in 2004.

Tell us about the degrees that you have earned.
I have a Bachelor of Business Administration and a Master of Science in Business Administration from Seoul National University.

How did you become interested in earning a PhD?
It is simple. I like learning and finding new knowledge. I cannot forget my first academic experience in which I wrote my paper and presented at the 23rd annual SIOP (Society for Industrial and Organizational Psychology) conference. I presented at the poster section, and I met several professors and researchers and discussed my paper and their papers. Moreover, I was really surprised to see the huge number of sessions, and the experience motivated me to pursue a PhD for exploring the “unlimited knowledge world.”
SHRM - GEARING UP FOR THE SPRING

March Meeting

SHRM at Georgia State University hosted Michael Landis, Manager of Human Resources at Children's Hospital of Atlanta for their March meeting. Mr. Landis spoke on employee relations and gave us an insight into HR in the hospital industry.

February Meeting

Dr. Lucy McClurg and Dr. Kay Bunch, both professors in the W.T. Beebe Institute, spoke at the February meeting. This was an interesting meeting that helped prepare many students for potential options in both careers in HR and Graduate school.

SHRM at Georgia State University would like to thank all of the officers for a successful and fun year! A special thanks to Jennifer Mayfield who did a great job as President! We would also like to congratulate both Jennifer Mayfield and Tricia Laws who are going to dedicate another year as President and Vice President to SHRM at Georgia State University.

For more information about SHRM at Georgia State University or how to join please visit their website at: www.gsu.edu/~wwshr

Students: It’s not too late!

It’s not too late to sign up for the Field Research class this fall. This class offers a unique way to get out of the everyday classroom scene as you will perform consulting jobs with local companies. Don’t wait—this class is only offered every two years. Don’t miss out!

Students: Undergraduates look for MGS 4395 and Graduate students look for MGS 8395 for the Fall 2009 semester.

For more information about this class please contact Lucy McClurg at lmclurg@gsu.edu or call 404-413-7539
IN FOCUS: STUDENT & ALUMNI NEWS

Oscar de Tuya has accomplished many things since he graduated GSU. Oscar is pictured with his son, TJ. Since graduation at GSU Oscar graduated GE’s HRLP, received a black belt for GE, and joined the National Guard. Congratulations on your success!

Congratulations to Quintin D. Owens and Jeremy Bennett who recently passed the PHR!

Congratulations to Steve Berman who was recently hired as a Kitchen Designer for Lowe’s.

Congratulations to Rajib Sanyal! After four years as Dean of Northern Michigan University, Rajib will soon become the Dean of Ball State University.

Michael Riccio has accepted a Human Resource specialist internship with the US Army Reserve Command. Congratulations!

Christine Riordan accepted the position of Dean at University of Denver last year. Congratulations on your accomplishments!

Want to be in our next newsletter?

We would like to hear from you! If you have recently taken a job promotion, gotten married, had a child, graduated, passed the HR exam, or just have any interesting, fun, or exciting news let us know! Please e-mail the Beebe Institute your exciting information and include a picture of the event or yourself!

beebenewsletter@langate.gsu.edu

Beebe students! We would like to hear from you too! Have you recently taken an internship in HR, received a scholarship or impressive award, or simply just have some good news? LET US KNOW. Please e-mail the Beebe Institute at the address listed above and add a picture of yourself!
Most recently Jewel Denson, a second-year Master's student seeking an M.S. in Managerial Sciences with an emphasis in Human Resource Management, was able to take part in a learning and working opportunity with the Personnel Board of Jefferson County in Birmingham, Alabama.

The Board has been busy restructuring and standardizing its selection and recruitment methods to maintain compliance with federal regulations concerning Title VII/Civil Rights Act and other employment law. Some of this work has included job analysis and strategic HR planning, topics which are very familiar to Beebe students in the Managerial Sciences program.

Using job analysis data, members of the Personnel Board work to develop structured interview techniques consisting of such progressive methods as recorded candidate interviews and computerized interviews to avoid such common assessor errors as first impression bias and latency effects. These structured interviews are tested for content validity and developed from work observations and interviews with job incumbents.

The Board regularly invites master and doctoral level Human Resource and I/O Psychology students to volunteer as Subject Matter Experts (SMEs) for its assessment center. Volunteers learn about the history of the Board and its HR planning, as well as the benefits of structured interviews and assessing real job candidates according to content-valid selection methods. The Board's selection of who will actually participate is based on its desire to have SMEs with sufficient knowledge and understanding of the job analysis and job assessment process while maintaining diversity across assessors.

According to Jewel, “the assessment center experience is very rewarding and relevant to my career goals, and gives me the opportunity to immediately apply what I learn in class to a real-world situation.” Her first opportunity came in October of 2008, while enrolled in MGS 8300: Intro to Human Resource Management, taught by Dr. H.J. Park and MGS 8320: Legal Environment of Human Resources, taught by Dr. Kay Bunch. “I was very excited to go into the experience with fresh information from class,” she recounts. “Thanks to both courses, I was better equipped to apply the reasoning behind the Personnel Board’s selection methods.”

Jewel also participated in March of 2009, while enrolled in MGS 8360: Recruitment and Selection, taught by Dr. Bunch. “We have conducted research and sat down with job incumbents in order to develop selection measures that will identify successful candidates for the position and avoid legal liability,” Jewel explains. “We are basically doing the steps leading up to the assessment center. It’s just really great to be a part of the process in a real job setting, so soon after acquiring the knowledge in class.”

Beebe students are able to learn about opportunities such as the assessment center in Birmingham, thanks to our continued positive relationships with the surrounding business community. Dr. Lucy McClurg is very instrumental in making sure students are informed of internship and work opportunities by passing along information she receives from various members of the business community. “I am very thankful to her for informing me of the assessment center opportunity,” Jewel stated. “I chose Georgia State because I wanted to take part in a solid program with a great reputation that would afford me real opportunities to apply my degree to relevant work experiences. So far I’m feeling I made a great decision.”
BEEBE BABIES

Baby Andrew Park

Congratulations to H.J. Park and her husband on the arrival of their first baby! H.J. Park is an assistant professor here in the W.T. Beebe Institute.

Baby Logan Alexander

Congratulations to Robin and Erika Couch on the birth of their baby! Robin and Erika met in the HR Field Research class offered at Georgia State.
Dr. Bruce Kauffman recently won the 2009 Alumni Distinguished Professor award. This is the highest award for professors here at Georgia State University. We are proud to say he is an important part of the Beebe Institute. Congratulations!

Dr. Kauffman has had a successful run here at Georgia State. He has decided that as of July 1st 2009 he is going to retire. A big thanks and congratulations from the Beebe Institute to Dr. Kauffman for all your accomplishments!

Every year since 1985 Georgia State University awards a prestigious award to only ten faculty, staff, or students who will go the extra mile with a great attitude and sense of humor. This year the Department of Management at the Robinson College of Business is pleased that Annie Dillard is a recipient of this award for the 2008-2009 school year. Annie Dillard is a Senior Administrative Coordinator and is loved by everyone who meets her. Her great attitude and willingness to help anyone who comes through the door is just part of the reasons Annie Dillard was nominated and selected. On behalf of the W.T. Beebe Institute we congratulate you!!

Spring 2009 Graduates

MBA
Amy Goode
Patreceia Mathis

MS
Jennifer Vogel
Yvette Wareham
Katie Wilson was selected as the second runner up for the GSU Student Employee of the Year award, part of an attempt by Georgia State’s staff to annually recognize the accomplishments of student employees across the campus. Katie Wilson, a senior majoring in Managerial Sciences, currently works with the Beebe Institute as editor of the Beebe Newsletter and student assistant to Dr. McClurg. “I very enthusiastically nominate[d] and endorse[d] Ms. Katie Wilson as Student Employee of the Year,” states Dr. McClurg. “Katie has worked for our department for three years and her progress and accomplishments over this time [have been] very impressive. She is more than deserving of this award.”

In the nomination letter for the award, Dr. McClurg went into great detail concerning Katie’s merit for recognition. “Several years ago, we started an electronic newsletter that would go out to several thousand practitioners, students, and academics around the world. Katie was a member of our team from the beginning and over the past three years she has taken on more and more responsibility for making our [newsletter] a great success with our audience. Her duties and responsibilities have expanded greatly and she now deserves much of the credit for promoting GSU and our programs to many constituents.”

Outside of her work with the Beebe Newsletter, Katie has shown herself to be a tremendous asset as a student assistant. “She is very personable and has a cheerful and helpful attitude,” Dr. McClurg noted in her recommendation letter. “It is refreshing to see [her] go above and beyond to assist students, faculty, business professionals, and staff members. We have several donors who are high-ranking executives in the local business community. Ms. Wilson often hosts these people on campus and is an outstanding representative of Georgia State. She makes us all look good.”

“I felt very honored to receive this award. From my understanding there were 26 students in the running and I am honored to have made it this far. I would like to thank all the faculty and staff for their constant support here at the Beebe Institute”, Katie states as she comments about her accomplishment. A small reception recognizing the campus winner and the first and second place runners up was held in April 20th.

**We want to hear from you!**

Current and previous editions of the Beebe Newsletter are available online at [www.robinson.gsu.edu/beebe/newsletter](http://www.robinson.gsu.edu/beebe/newsletter). If you have any comments, suggestions, submissions, or for more information about our programs, please email the Faculty Advisor at mgtlnm@langate.gsu.edu, visit the Beebe Institute website at [robinson.gsu.edu/beebe/index.html](http://robinson.gsu.edu/beebe/index.html), or write to:

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After a long battle with Breast Cancer, Margie LaSalle lost her life on March 13th, 2009. However, this goes without saying that Margie did not lose her battle with cancer, she beat it with a great attitude accomplishing everything she intended to do and be in life. Margie was very close to completing the requirements for her PhD when she was diagnosed with cancer, and soon before her death was cleared to receive the degree. Margie left this world with grace, class, strength, and her wonderful sense of humor.

As a tribute to Margie and her children, Laura Bowman has written and illustrated a children’s book, Always and Everywhere. This book is written for children who face the possibility of losing a parent. For information on the book and to see the beautiful artwork, go to: www.alwaysandeverywhere.org

One of Margie’s greatest loves was teaching. Here are some kind words about Margie from her former students and fellow faculty:

Mrs. Margaret LaSalle was my teacher in MGS 3400 in the summer semester of 2007 for evening classes. She had very fiery spirit and always came to class animated and ready to share her experiences. I found her to be more interested in the lives of her students than many teachers that I have had. I would recount to her my adventures in the U.S. Army Reserves which gave the class something to chew and me a chance to relieve a heavy burden off my heart, so I am very thankful to her for that. My prayers and fond wishes are with the family that she left behind. God bless.     -Geoffrey Williams, GSU Student

Margie was in the final stages of doing everything she needed to do in order to launch a successful academic career. Additionally, she was a wonderful colleague. Peers universally liked working with Margie. She was a friendly, outgoing person with a pleasant sense of humor. She served her PhD student peers by helping new GTAs get started and by serving as President of the RCB Association of Doctoral Students.  -Todd Maurer, Chair of Department of Managerial Sciences

I only had the honor of knowing Margie for a short time during Summer Semester 2008. She had a strong passion for teaching and I looked forward to attending every class. Margie inspired me to stick with my career goals no matter how many times I wanted to give up. I can even remember in my evaluation for Margie was for her to teach more business classes. Margie will be missed and I will never forget her.  -Bryan Hamrick, GSU Student

To learn more about breast cancer or to contribute to a cure please visit www.komen.org