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 interview Dean Adelman in our Executive Spotlight Series, discuss the HR Field Study course, congratulate professors and students on their accomplishments, and list the spring courses offered at GSU. Also, learn about SHRM-Atlanta and SHRM at GSU, see the upcoming events for the Robinson Career Management Center, and see what Alumni have been up to!

<table>
<thead>
<tr>
<th>INSIDE THIS ISSUE:</th>
</tr>
</thead>
<tbody>
<tr>
<td>EXECUTIVE SPOTLIGHT SERIES</td>
</tr>
<tr>
<td>HR FIELD STUDY</td>
</tr>
<tr>
<td>CONGRATS &amp; SPRING COURSES</td>
</tr>
<tr>
<td>SHRM-ATLANTA</td>
</tr>
<tr>
<td>SHRM AT GSU</td>
</tr>
<tr>
<td>UPCOMING EVENTS FOR CAREER MANAGEMENT CENTER</td>
</tr>
<tr>
<td>ALUMNI HIGHLIGHTS</td>
</tr>
<tr>
<td>ALUMNI UPDATES</td>
</tr>
<tr>
<td>BEEBE BABIES</td>
</tr>
</tbody>
</table>

The Executive Spotlight series is conducted by students with an HR executive to get his/her insight and viewpoints on current HR issues and trends. The sixth executive interviewed in our Executive Spotlight series is Dean Adelman, Senior Vice President of Human Resources and Chief Administrative Officer at BlueLinx Corporation, America’s largest building products distributor. Dean graduated from the University of Georgia with a degree in Law focusing on Labor and Employment Relations. He later completed an Executive MBA at Northwestern University. While his career began in Labor Employment Law, Dean always had the intention of working in the business side of law, specifically Human Resource Management. His resume boasts organizations including the Arby’s Group, as Vice President of Human Resources, and Georgia-Pacific, as Senior Counsel. Additionally, Dean teaches the core HR graduate course, Human Resource Management, at GSU and is a member of Georgia State University’s Human Resources Roundtable.

BlueLinx, formerly the distribution division of Georgia-Pacific Corporation established in 1954, was purchased by Cerberus Capital Management and senior division leaders in 2004. Following a successful initial public offering in 2005, BlueLinx became a publicly traded company on the New York Stock Exchange. With more than 2,000 employees in diverse locations throughout the contiguous United States, Dean Adelman has faced many successes and challenges during his career. Despite his busy schedule, Dean took the time to answer several questions for the Beebe Institute’s Newsletter. The interview was conducted by Sarah Holmes, who recently graduated from the MBA program with concentrations in Human Resource Management and International Business.
EXECUTIVE SPOTLIGHT SERIES (CONTINUED...)

What key trends have you noticed during your career in Human Resources?
HR practitioners must now be a strategic partner. The Board and CEO look to Human Resources for support. The senior HR leader must look at human capital and assess how it can meet the organization’s strategy and goals. HR personnel have moved from a tactical to strategic focus. The field is more than pay or benefits – it is really about supporting strategy.

What do you enjoy most about your role?
People and human capital are a huge driver of our company. I’m able to touch that. I can drive the strategy of our company, what we do, and see the bottom line results.

What are the biggest challenges an HR practitioner faces?
Retention will be a big concern for HR due to the downturn in the economy. Organizations are often no longer providing merit increases or have restructured benefit programs. It will be a challenge to retain talent as the economy grows.

How do you stay informed about the industry?
A lot of people become stale. It is important to stay in tune with what is going on in the industry and with employees. Having an open door, understanding employee concerns, while also being aware of the economics is necessary. External and internal factors, new trends, opportunities, or ways of doing things can be learned.

How have you approached obstacles during your career?
Obstacles may be opportunities. It all depends on how you look at it. It may be the opportunity to grow or take on different responsibilities.

What would you still like to achieve during your career?
I would perhaps like to take on more responsibilities such as through the role of Chief Operating Officer. Human capital is critical to the success of organizational strategy. Having the skill set to develop and manage human capital will make a big difference in the future.

Why did you decide to become a professor in the Managerial Sciences Department?
I have always wanted to teach. I love discussing issues and theories. In the classroom, we have great discussions, and I learn a lot from the students’ different points of view. I get to keep fresh and learn new ideas. Hopefully, they learn as much from me.

What advice would you offer to someone looking to enter the field of HR?
Network. It is the most important thing to do. Also, it is important to network inside your current company. A lot of people forget to do this, but your next opportunity may be within your current organization.

What characteristics or skills do you look for in potential candidates?
A lot of potential employees have a strong skill set, but I really focus on their drive to be successful. By this I don’t mean you necessarily have to be at the top of your class, but candidates need to have the drive to really make a difference.

What strategic moves would you advise for someone looking to achieve a senior level HR position?
A lot of potential employees have a strong skill set, but I really focus on their drive to be successful. By this I don’t mean you necessarily have to be at the top of your class, but candidates need to have the drive to really make a difference.

Why did you decide to become a professor in the Managerial Sciences Department?
I have always wanted to teach. I love discussing issues and theories. In the classroom, we have great discussions, and I learn a lot from the students’ different points of view. I get to keep fresh and learn new ideas. Hopefully, they learn as much from me.

What advice would you offer to someone looking to enter the field of HR?
Network. It is the most important thing to do. Also, it is important to network inside your current company. A lot of people forget to do this, but your next opportunity may be within your current organization.

What characteristics or skills do you look for in potential candidates?
A lot of potential employees have a strong skill set, but I really focus on their drive to be successful. By this I don’t mean you necessarily have to be at the top of your class, but candidates need to have the drive to really make a difference.

What strategic moves would you advise for someone looking to achieve a senior level HR position?
A lot of potential employees have a strong skill set, but I really focus on their drive to be successful. By this I don’t mean you necessarily have to be at the top of your class, but candidates need to have the drive to really make a difference.

What key trends have you noticed during your career in Human Resources?
HR practitioners must now be a strategic partner. The Board and CEO look to Human Resources for support. The senior HR leader must look at human capital and assess how it can meet the organization’s strategy and goals. HR personnel have moved from a tactical to strategic focus. The field is more than pay or benefits – it is really about supporting strategy.

What do you enjoy most about your role?
People and human capital are a huge driver of our company. I’m able to touch that. I can drive the strategy of our company, what we do, and see the bottom line results.

What are the biggest challenges an HR practitioner faces?
Retention will be a big concern for HR due to the downturn in the economy. Organizations are often no longer providing merit increases or have restructured benefit programs. It will be a challenge to retain talent as the economy grows.

How do you stay informed about the industry?
A lot of people become stale. It is important to stay in tune with what is going on in the industry and with employees. Having an open door, understanding employee concerns, while also being aware of the economics is necessary. External and internal factors, new trends, opportunities, or ways of doing things can be learned.

How have you approached obstacles during your career?
Obstacles may be opportunities. It all depends on how you look at it. It may be the opportunity to grow or take on different responsibilities.

What would you still like to achieve during your career?
I would perhaps like to take on more responsibilities such as through the role of Chief Operating Officer. Human capital is critical to the success of organizational strategy. Having the skill set to develop and manage human capital will make a big difference in the future.

Why did you decide to become a professor in the Managerial Sciences Department?
I have always wanted to teach. I love discussing issues and theories. In the classroom, we have great discussions, and I learn a lot from the students’ different points of view. I get to keep fresh and learn new ideas. Hopefully, they learn as much from me.

What advice would you offer to someone looking to enter the field of HR?
Network. It is the most important thing to do. Also, it is important to network inside your current company. A lot of people forget to do this, but your next opportunity may be within your current organization.

What characteristics or skills do you look for in potential candidates?
A lot of potential employees have a strong skill set, but I really focus on their drive to be successful. By this I don’t mean you necessarily have to be at the top of your class, but candidates need to have the drive to really make a difference.

What strategic moves would you advise for someone looking to achieve a senior level HR position?
A lot of potential employees have a strong skill set, but I really focus on their drive to be successful. By this I don’t mean you necessarily have to be at the top of your class, but candidates need to have the drive to really make a difference.

What key trends have you noticed during your career in Human Resources?
HR practitioners must now be a strategic partner. The Board and CEO look to Human Resources for support. The senior HR leader must look at human capital and assess how it can meet the organization’s strategy and goals. HR personnel have moved from a tactical to strategic focus. The field is more than pay or benefits – it is really about supporting strategy.

What do you enjoy most about your role?
People and human capital are a huge driver of our company. I’m able to touch that. I can drive the strategy of our company, what we do, and see the bottom line results.

What are the biggest challenges an HR practitioner faces?
Retention will be a big concern for HR due to the downturn in the economy. Organizations are often no longer providing merit increases or have restructured benefit programs. It will be a challenge to retain talent as the economy grows.

How do you stay informed about the industry?
A lot of people become stale. It is important to stay in tune with what is going on in the industry and with employees. Having an open door, understanding employee concerns, while also being aware of the economics is necessary. External and internal factors, new trends, opportunities, or ways of doing things can be learned.

How have you approached obstacles during your career?
Obstacles may be opportunities. It all depends on how you look at it. It may be the opportunity to grow or take on different responsibilities.

What would you still like to achieve during your career?
I would perhaps like to take on more responsibilities such as through the role of Chief Operating Officer. Human capital is critical to the success of organizational strategy. Having the skill set to develop and manage human capital will make a big difference in the future.

Why did you decide to become a professor in the Managerial Sciences Department?
I have always wanted to teach. I love discussing issues and theories. In the classroom, we have great discussions, and I learn a lot from the students’ different points of view. I get to keep fresh and learn new ideas. Hopefully, they learn as much from me.

What advice would you offer to someone looking to enter the field of HR?
Network. It is the most important thing to do. Also, it is important to network inside your current company. A lot of people forget to do this, but your next opportunity may be within your current organization.

What characteristics or skills do you look for in potential candidates?
A lot of potential employees have a strong skill set, but I really focus on their drive to be successful. By this I don’t mean you necessarily have to be at the top of your class, but candidates need to have the drive to really make a difference.

What strategic moves would you advise for someone looking to achieve a senior level HR position?
A lot of potential employees have a strong skill set, but I really focus on their drive to be successful. By this I don’t mean you necessarily have to be at the top of your class, but candidates need to have the drive to really make a difference.

What key trends have you noticed during your career in Human Resources?
HR practitioners must now be a strategic partner. The Board and CEO look to Human Resources for support. The senior HR leader must look at human capital and assess how it can meet the organization’s strategy and goals. HR personnel have moved from a tactical to strategic focus. The field is more than pay or benefits – it is really about supporting strategy.

What do you enjoy most about your role?
People and human capital are a huge driver of our company. I’m able to touch that. I can drive the strategy of our company, what we do, and see the bottom line results.

What are the biggest challenges an HR practitioner faces?
Retention will be a big concern for HR due to the downturn in the economy. Organizations are often no longer providing merit increases or have restructured benefit programs. It will be a challenge to retain talent as the economy grows.

How do you stay informed about the industry?
A lot of people become stale. It is important to stay in tune with what is going on in the industry and with employees. Having an open door, understanding employee concerns, while also being aware of the economics is necessary. External and internal factors, new trends, opportunities, or ways of doing things can be learned.

How have you approached obstacles during your career?
Obstacles may be opportunities. It all depends on how you look at it. It may be the opportunity to grow or take on different responsibilities.

What would you still like to achieve during your career?
I would perhaps like to take on more responsibilities such as through the role of Chief Operating Officer. Human capital is critical to the success of organizational strategy. Having the skill set to develop and manage human capital will make a big difference in the future.

Why did you decide to become a professor in the Managerial Sciences Department?
I have always wanted to teach. I love discussing issues and theories. In the classroom, we have great discussions, and I learn a lot from the students’ different points of view. I get to keep fresh and learn new ideas. Hopefully, they learn as much from me.

What advice would you offer to someone looking to enter the field of HR?
Network. It is the most important thing to do. Also, it is important to network inside your current company. A lot of people forget to do this, but your next opportunity may be within your current organization.

What characteristics or skills do you look for in potential candidates?
A lot of potential employees have a strong skill set, but I really focus on their drive to be successful. By this I don’t mean you necessarily have to be at the top of your class, but candidates need to have the drive to really make a difference.

What strategic moves would you advise for someone looking to achieve a senior level HR position?
A lot of potential employees have a strong skill set, but I really focus on their drive to be successful. By this I don’t mean you necessarily have to be at the top of your class, but candidates need to have the drive to really make a difference.
The Beebe Institute has always had close relations with HR Professionals in the Atlanta area. Thanks to friends and alumni in organizations in the Atlanta area, the Department of Managerial Sciences and the Beebe Institute were once again able to offer a special course, the “HR Field Study” course.

This course is offered every two years and taught by Dr. Lucy McClurg. This unique course gives students the opportunity to complete hands-on, high-level consulting projects. Companies within the Atlanta area are contacted to see who would be interested in sponsoring a project or serving as an advisor. Some sponsors and advisors are former students who participated as students in the past. Different teams of students are assigned to the corporations to work with the HR professionals to help them solve HR problems, study HR practices in their companies, and make recommendations. To accomplish the project, the students serve in a consulting-type role to gather, compile, and analyze information, and then design and develop practical recommendations for the company. Additionally, each team has an advisor, not associated with the company, to help and offer advice as the students work toward a solution. The projects this past semester ranged from creating an HR Metrics database with reporting functionality, implementing a new supervisor and manager training program, creating an updated Performance Management System, and researching the utilization of established and emerging social media tools in improving recruitment effectiveness.

The HR Field Study course is a great networking opportunity because the students get to know all of the sponsors and advisors, and it is an excellent resume builder. This course has been offered for the past 12 years at Georgia State, and we are proud to say that almost all of the projects the students have completed are still in use by the companies today!

Anyone who is interested in becoming a sponsor or an advisor during future offerings of this course may contact Dr. Lucy McClurg: lmcclurg@gsu.edu.

Open Hand Atlanta

Project Description: Developing a new supervisor and manager training program. The training needed to encompass two aspects: 1.) How to effectively move from peer to supervisor and dealing with the dynamics of this change and 2.) Overall effective and ongoing supervisor/manager training.

Pictured above from left to right: Carl Proctor (Open Hand Sponsor), Heleen Grossman (Advisor), Nicole Collins, Michael Cooper, and Dr. Pam Barr (Managerial Sciences Department Chair)

BlueLinx

Project Description: Creating an HR Metrics Database with reporting functionality. The database houses all of the HR Metrics that BlueLinx wants to track and has the ability to produce management reports from the data. The students designed and populated the databases, and developed and interpreted management reports from the data.

Pictured above from left to right: Alex Sawchuck, Lori Patten (BlueLinx Sponsor), Amy Whaley, and Luna Lin. Not Pictured is Jewel Denson (Advisor)
HR FIELD STUDY (CONTINUED...)

AID Atlanta

Project Description: An updated Performance Management System based on best practices, the team’s recommendations, and the company’s culture. Specifically, the students needed to develop printed and electronic Annual Performance Review forms, a manual for managers on using the tool, supplemental tools, and forms for supervision.

Pictured above from left to right: Sarah Holmes, Bradley Lawhorne (AID Atlanta Sponsor), Jenna Christensen, Anna Coogler, Sonia Torres, and Dr. Pam Barr (Managerial Sciences Department Chair)

Kimberly-Clark

Project Description: Research the utilization of established and emerging social media tools in improving recruitment effectiveness. Students analyzed Kimberly-Clark’s current presence in social media (LinkedIn, Facebook), researched how some of its competitors (for talent) use those tools, researched the current evidence regarding the effectiveness of these tools in terms of improving the recruiting process, and made recommendations for future use.

Pictured above from left to right: Kathleen Browning, Serwana Spivey, Pam Beckerman (Advisor), Amy Reinmeyer, Tim Gardner (Kimberly-Clark Sponsor), and Amanda Coffelt

Thanks again to Open Hand Atlanta, BlueLinx, AID Atlanta, Kimberly-Clark, and all of the advisors for making this experience possible for students at Georgia State!

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!

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 below and add a picture of yourself!

beebenewsletter@gsu.edu
CONGRATULATIONS TO DR. ST. PETER AND DR. BUTLER FOR THEIR RECENT PUBLICATION!

Dr. Louis St. Peter and Dr. Deborah Butler have a publication in the latest issue of the Poznan University of Economics Review titled “Is faster better when teaching skills based management courses? A comparison of compressed and full-term course delivery methods.” They examined students in coaching classes in both types of schedules. In general, they found that those in the compressed time frame (immersion framework) showed more dramatic increases in scores on a test of coaching skills than did those on a full-term schedule.

Poznan University is a “sister school” of GSU and both Dr. St. Peter (left) and Dr. Butler (right) regularly teach in the Poznan programs.

CONGRATULATIONS TO BEEBE STUDENTS FOR COMPLETING A PROJECT FOR THE GSU WELLNESS SERVICES

Beebe students recently completed a project for Employee Development and Wellness Services, a unit of the Human Resources Department at Georgia State University under the direction of Ms. Cheryl Johnson-Ransaw. The students compiled research findings and best practices for assessing the return on investment of wellness programs and made recommendations to Ms. Johnson-Ransaw. These hands-on projects allow Beebe students to get additional HR experience and build their resumes. Pictured from left to right are Dr. Lucy McClurg, Luna Liu, Sonda Randall-Abernathy, Tanya Weigel (Wellness Specialist in the Center), Ms. Cheryl Johnson-Ransaw, Judene Tulloch, and Sanjukta Dey.

SPRING 2012 COURSES

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Course Code</th>
<th>Course Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>MGS 8020</td>
<td>Business Intelligence</td>
<td>MGS 8430</td>
<td>Negotiation</td>
</tr>
<tr>
<td>MGS 8040</td>
<td>Data Mining</td>
<td>MGS 8450</td>
<td>Organizational Development &amp; Change</td>
</tr>
<tr>
<td>MGS 8140</td>
<td>Management Science</td>
<td>MGS 8500</td>
<td>Entrepreneur &amp; Enterprise</td>
</tr>
<tr>
<td>MGS 8150</td>
<td>Business Modeling</td>
<td>MGS 8510</td>
<td>Business Plan Development</td>
</tr>
<tr>
<td>MGS 8170</td>
<td>Statistical Modeling</td>
<td>MGS 8590</td>
<td>Entrepreneur Field Study</td>
</tr>
<tr>
<td>MGS 8300</td>
<td>Human Resource Management</td>
<td>MGS 8730</td>
<td>Project Management</td>
</tr>
<tr>
<td>MGS 8360</td>
<td>HR Recruitment/Selection</td>
<td>MGS 8740</td>
<td>Operations Strategy</td>
</tr>
<tr>
<td>MGS 8425</td>
<td>Coaching for Leadership</td>
<td>MGS 8770</td>
<td>Service Operations Management</td>
</tr>
</tbody>
</table>
UPCOMING SHRM-ATLANTA EVENTS

Events are open to students and non-members as well as SHRM-Atlanta members. Visit http://www.shrmatlanta.org/ for more information on prices and registration, as well as other upcoming events.

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Event</th>
<th>Date</th>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>02/07/12</td>
<td>12PM - 12:30PM</td>
<td>February SHRM-Atlanta Orientation Webinar</td>
<td>03/06/12</td>
<td>12PM - 12:30PM</td>
<td>March SHRM - Atlanta Orientation Webinar</td>
</tr>
<tr>
<td>02/07/12</td>
<td>4PM - 5PM</td>
<td>Best Practices in Selling to Human Resource Professionals</td>
<td>03/07/12</td>
<td>TBD</td>
<td>Spring Certification Review Course</td>
</tr>
<tr>
<td>02/07/12</td>
<td>5PM - 7:30PM</td>
<td>February Chapter Meeting</td>
<td>03/13/12</td>
<td>2 Day Event</td>
<td>22nd Annual SHRM-Atlanta HR Conference</td>
</tr>
<tr>
<td>02/09/12</td>
<td>12PM - 1PM</td>
<td>February Webinar: Managing Money Stress</td>
<td>04/03/12</td>
<td>12PM - 12:30PM</td>
<td>April SHRM - Atlanta Orientation Webinar</td>
</tr>
<tr>
<td>02/14/12</td>
<td>12PM - 12:30PM</td>
<td>February SHRM-Atlanta Volunteer Orientation Webinar</td>
<td>04/10/12</td>
<td>12PM - 12:30PM</td>
<td>April SHRM-Atlanta Volunteer Orientation Webinar</td>
</tr>
<tr>
<td>02/23/12</td>
<td>12PM - 1PM</td>
<td>February Webinar: Top 12 Strategies for I-9 and E-Verify Requirements in 2012</td>
<td>04/18/12</td>
<td>5PM - 7:30PM</td>
<td>April Chapter Meeting</td>
</tr>
<tr>
<td>02/28/12</td>
<td>5:30PM - 7:30PM</td>
<td>February Career Connections</td>
<td>05/01/12</td>
<td>12PM - 12:30PM</td>
<td>May SHRM - Atlanta Orientation Webinar</td>
</tr>
</tbody>
</table>

22nd Annual SHRM-Atlanta HR Conference has moved to March 13-14 at Cobb Galleria Centre

Register for the 22nd Annual SHRM-Atlanta HR Conference at the Cobb Galleria Centre in Atlanta, March 13 - 14 to secure your opportunity for great networking and education with the best and brightest HR practitioners. Would you like to pursue a career in the HR industry? Give yourself new insights, new connections, and increased potential in 2012. The early registration rate of $200 for SHRM-Atlanta Student Members is available until February 7, 2012.

This is the SHRM-Atlanta conference that has traditionally been held in the fall timeframe. We are moving this conference to the Spring of 2012, and it will remain in the Spring moving forward. Don’t miss it!

Did you know that you can walk the exhibit hall for free? Network and meet our 75+ exhibitors at the Annual HR Conference. Please note you must register for this option and select "Exhibit Hall Only." This option does not include educational sessions or lunch.

Interested in volunteering at the conference? More information is available here.
Meet the current officers of SHRM at Georgia State University who are pictured below along with a short biography. On the following page, you will learn about the speakers from the past semester. For more information about SHRM at Georgia State University, please contact Dr. Kay Bunch, faculty adviser, at kbunch@gsu.edu.

Juadon Brown, President of the SHRM chapter at Georgia State University, will graduate in May 2012 with his BBA in Managerial Sciences and a concentration in HRM. He is involved in GSU Student Leadership Development and working to expand our chapter’s profile through GSU’s Student Involvement Portal on OrgSync and other University programs. Juadon is a member of the Association for Information Systems at GSU and Events Coordinator for the National Association of Black Accountants at GSU. Currently, he has an HR internship at Families First Children’s Center.

Kathleen Browning is the chapter Vice President focusing on member relations. She will graduate in May 2012 with her BBA in Managerial Sciences. She has just completed an HR internship with American Safety Insurance where she performed several HR functions. Currently, she is working for MedSide Healthcare as an HR Assistant.

Marlena Ruiz is the chapter Secretary. She is pursuing her BBA degree with a major in Managerial Sciences. She has extensive experience in human resource management, especially in workers' compensation. She currently works for Sedgwick CMS, a third party administrator, handling general liability claims for a fortune 500 company. After graduation, Marlena plans to attend GSU Law School.

Vincent Lafitte served as the chapter president for the 2010-2011 academic year and generously agreed to serve another year as the chapter’s Director of Chapter Information Systems and Communication. He graduated this past summer from GSU with a BBA in Managerial Sciences and a minor in mathematics. He has worked for over 9 years as an Administrative Coordinator at Publix Supermarkets and has considerable experience in training and development, employee relations, and compensation. He recently accepted a position as Human Resources Manager for Stevens and Wilkinsonm architecture, interior design, and engineering firm based in downtown Atlanta.

Bonnie Kincaid graduated in August 2011 and completed her BBA degree with a major in Managerial Sciences. She has served as Chapter Treasurer and Director of Corporate Relations for the last two years. Her extensive HR experience at the senior level, including Senior HR Manager at Cintas Corporation, allowed her to serve as a valuable mentor to members just beginning their HR careers.
SHRM at Georgia State University (continued)

During the Fall Semester of 2011, SHRM at Georgia State University had many guest speakers. Lois Collins, Talent Acquisition Manager at Darden Restaurants, was one of the speakers. Ms. Collins, always a favorite of RCB students, discussed the interesting history of Darden, the world's largest full-service restaurant company. She provided excellent career advice and shared several humorous and thought-provoking HR stories. Ms. Erin Govednik, Executive Director, HR Technology at Cox Communications, Inc., discussed the fascinating evolution of HRIS at Cox Communications. She described the important link between the effective management of HR information and strategic planning. She provided some excellent pointers for students seeking careers in HRIS. Katy Colvin, PHR and SHRM-Atlanta’s Student Membership Chair and Gabrielle Nicolini, who is SHRM-Atlanta’s Membership Marketing Manager were two other speakers. Ms. Colvin and Ms. Nicolini generously agreed to speak at three meetings last fall (9/22, 10/6, 10/26). They explained the many benefits of joining SHRM-Atlanta, including the SHRM (national) annual conference to be held in Atlanta on June 24-27, 2012. SHRM-Atlanta is the Volunteer Host Committee for the conference. Also, our members appreciated the invaluable advice on developing an effective job search.

ROBINSON CAREER MANAGEMENT CENTER EVENTS

Need help updating your resume, interviewing, or finding a job?
The Career Management Center (CMC) at Robinson College of Business is the place to go! Current undergraduates, graduates, and alumni can all receive services ranging from Individual Career Counseling, Self Assessment, Job Search Management to Job and Internship Interviews and Networking. The CMC is constantly putting on outstanding events. Some upcoming events are listed below, and please keep checking the website, http://robinson.gsu.edu/career, for more information so you don’t miss out!

---

### GRADUATE LEVEL

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>02/07/12</td>
<td>3:30PM - 5PM</td>
<td>Workshop: Create a Winning Resume That Gets Noticed</td>
</tr>
<tr>
<td>02/09/12</td>
<td>3PM - 4:30PM</td>
<td>Speaker: Kat Cole</td>
</tr>
<tr>
<td>02/15/12</td>
<td>3:30PM - 5PM</td>
<td>Workshop: Behavioral-based Interviewing - Using the STAR Technique</td>
</tr>
<tr>
<td>02/17/12</td>
<td>9AM - 1PM</td>
<td>Spring 2012 EXPO &amp; Hospitality Career Fair</td>
</tr>
<tr>
<td>02/21/12</td>
<td>3:30PM - 5PM</td>
<td>Workshop: Using Social Media in Your Job Search</td>
</tr>
</tbody>
</table>

### UNDERGRADUATE LEVEL

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>02/15/12</td>
<td>10AM - 4PM</td>
<td>Resume Review with Employers</td>
</tr>
<tr>
<td>02/17/12</td>
<td>9AM - 1PM</td>
<td>Spring 2012 EXPO &amp; Hospitality Career Fair</td>
</tr>
<tr>
<td>02/23/12</td>
<td>6PM - 9PM</td>
<td>Business Plan Overview Workshop</td>
</tr>
<tr>
<td>03/06/12</td>
<td>10AM - 4PM</td>
<td>Speed Mock Interviews</td>
</tr>
<tr>
<td>04/12/12</td>
<td>TBA</td>
<td>Next Steps Networking</td>
</tr>
</tbody>
</table>
Our very own alum, Chaneta N. Forts, has been elected the 2011-2012 President of GA CUPA-HR! GA CUPA-HR is the Georgia Chapter of the College and University Professional Association for Human Resources. GA CUPA-HR is comprised of dynamic higher education HR professionals from both public and private institutions across the state of Georgia. CUPA's mission is to provide leadership to the higher education human resources profession and the higher education community by delivering essential knowledge, resources, and connections that enhance individual and institutional capacity and effectiveness. As the incoming President, one of Chaneta’s top goals this year is to bring greater exposure to GA CUPA-HR by promoting the organization in diverse venues. "My hope is to increase membership and volunteerism within our state chapter." For more information about GA CUPA-HR please visit http://chapters.cupahr.org/ga/ and for more information about CUPA HR, please visit www.cupahr.org!

Georgia State’s alumni, Randy Patterson, was recently featured in the article “The Guest List” in GSU’s Magazine telling the top 10 reasons alumni should have come to the Alumni Association tailgate during this past football season. Currently, Randy works at Recall as the President of Human Resources.

**Top 10 Reasons**

- Connect with others
- Entertain family and guests
- Grab a bite and a beverage
- It’s easy and free!
- Get pumped and show your pride
- Location, location, location
- Enjoy the weather
- The game before the game
- Giveaways and special guests
- Timing
ALUMNI UPDATES

Sarah Alam is working at Benchmark Brands as the Talent Asset Management Coordinator.

Mariama Barrie is a Human Capital Development Professional at SCI Companies.

Jennifer Crevis is now a Client Care Representative at Sterling Ledet & Associates.

Misty Johnson is now working as a Resource Specialist at an RPO company called Hire Velocity located in the Atlanta area.

Shane Mixon, Managing Partner of Saba Restaurant in Decatur, recently raised over $1300 for Movember, an organization supporting Men’s Health. He grew a mustache to help raise funds for this cause!

Patricia Kellner’s son, Brennan Kellner, has been working towards getting his Eagle Scout rank. He finished his Eagle Scout Project this summer. Brennan, with the help of some friends, built a ramp as his project that you can see pictured to the right. He has to finish a few more merit badges before completing his Eagle Scout rank. Congratulations Brennan!

After 20 years in HR (14 at Georgia Tech), Terry Bridges took a position as Director of Ethics and Compliance for the Georgia Tech Research Institute at Georgia Tech in January 2011. She is now a Certified Compliance and Ethics Professional and having a ball!

- Suzanne Van Wagner passed the SPHR exam in May of 2011, and Amy Reinmeyer passed the PHR in December 2011. Congratulations to both of you!
- Kristen Gunther is a Research Associate and Director of Human Resources at Tyler & Company.
- Nicole Wellman, former Beebe editor, just finished her MA in London, and is back in Atlanta now.
- Amanda Coffelt works at Culpepper as a Compensation Survey Support Specialist. John Shepherd, a former GSU student who works at Culpepper, was instrumental in getting Amanda on board. Thank you John!
BEEBE BABIES!

JACKSON ELIJAH GOODE

John and Amy Goode’s son, Jackson Elijah Goode, was born on Friday, September 23, 2011 at 3:52 in the morning. Jackson was 8 lbs, 5.6 ounces! Jackson’s parents say, “He's got chunky cheeks, big eyes, and more hair than any baby they have seen!” Congratulations!

ADDISON MARIE CARROLL

Addison Marie Carroll was born on November 23, 2011. Congratulations to Addison’s parents, Fran and her husband. The whole family is doing great!

DOMINIC STEWART

Dr. David Stewart’s son, Dominic Stewart, is showing off his new bike that he got this past Christmas! Dr. Stewart is a visiting professor here at Georgia State this year.

We want to hear from you!

Current and previous editions of the Beebe Newsletter are available online at www.robinson.gsu.edu/beebe/newsletter.

If you have any questions, comments, suggestions, submissions, or to obtain more information about our programs, please email the Faculty Advisor at lmcclurg@gsu.edu.

Visit the Beebe Institute website at robinson.gsu.edu/beebe/index.html.

To add or remove yourself from our mailing list, please reply to beebenewsletter@gsu.edu.