Welcome to the W. T. Beebe Newsletter, written by the students of the W. T. Beebe Institute of Personnel and Employment Relations in the Robinson College of Business at Georgia State University. In this issue, we welcome Professor Chad Hartnell and Professor Tom Conklin, learn about “A Day in the Life” of a practitioner and a Beebe Ph.D. student, see what the Robinson Career Management Center has to offer students, and learn what SHRM at GSU has done this past summer and its upcoming events. Also, we will see upcoming events for SHRM-Atlanta, read a research piece, congratulate recent graduates, learn about some faculty highlights, and see what Alumni have been up to!

WELCOME PROFESSOR CHAD HARTNELL

We are excited to welcome Professor Chad Hartnell to Georgia State as a full time faculty member. We are glad to have him on our faculty, and we have asked him a few questions below to help you get to know him better.

What is your recent professional and academic history?
I recently completed my Ph.D. at Arizona State University. Before that, I attained an MBA with an emphasis in Management and Finance from the University of South Florida and worked in the financial operations division of a large insurance company. Prior to the time in Florida, I graduated with an undergraduate degree in Management from Missouri State University.

What advice would you give students and professionals interested in an HR career?
HR functions are vital because organizations must increasingly rely on cultivating, challenging, and retaining employees to remain competitive. Students and young professionals should investigate the inner workings of employee motivation, stress, satisfaction, team processes, and leadership, and integrate their knowledge across these domains to institute novel HR practices. These practices will develop human capital that will be a source of competitive advantage for organizations.

What are the topics of your current research?
My research revolves around leadership, teams, and organizational culture.

What inspired you to work in this profession?
I was struck by the irony that many people hold positions of leadership, but they know little about stewarding influence positively and effectively. Leaders who make poor decisions affect far more people than just themselves. Leadership is an important responsibility that should not be taken lightly. I was driven to work in this profession to learn more about how leaders influence others and how they can leave an indelible impression on the lives of those they lead.

What are your long-term professional goals?
My long-term professional goals are three-pronged. First, I would like to build a stream of research that effectively enhances employees’ experience at work. Second, I want to teach students how to think critically, question the status quo, and ask themselves questions that they otherwise may not consider until years down the road. Third, I want to be more curious the day I retire than the day I first began.

What classes will you be teaching at Georgia State?
I will be teaching Introduction to Organizational Behavior to undergraduate students.
We are also excited to welcome Professor Tom Conklin as another full time faculty member. Below he has answered a few questions about himself.

What is your recent professional and academic history?
I have a BA in psychology from Eastern Illinois University, a MS in Counselor Education and an MBA with a Finance focus from Illinois State University, and my Ph.D. is in Organizational Behavior from Case Western Reserve University in Cleveland Ohio. In my dissertation I pursued the understanding of the experience of discovering and following one’s calling. I have worked in various domains of psychiatric counseling, hospital administration, and have for the past 16 years participated in independent consulting in industry that focuses on leadership, team development, and organizational change using a variety of methods and tools.

What advice would you give students and professionals interested in an HR career?
I would encourage students and recent graduates to try to identify what makes them different from their competition. What is their competitive advantage and how can they leverage that in the job market. Every other grad will have taken similar classes and participated in various activities, roles, and events in college. Instead, graduates need to discover their particular strengths and unique potential to contribute to organizational life. So, join the on-campus HR club, join and serve as an officer in the campus or local Society for Human Resource Management (SHRM) organization. These are great ways to tap the unadvertised job market which is the lion’s share of where jobs are found. Pursue Human Resource Information Systems (HRIS) certification, and look into HR internships wherever they can be found. Internships are a great way to discover more about the field you think you want to work in and it is a great way for you and the organization to “date” before you get married by them offering and you accepting a job.

Can you provide a brief synopsis of your approach to research and teaching?
I think much of what we study in HR can be translated into work behavior. In fact that is the real value of it to the student. In my classes I try to integrate my research and that of other academics in meaningful ways that students will find not only intellectually interesting but personally valuable. In this way the unity of the two endeavors are tied in a way that serves the student and his/her learning as well as the ongoing pursuit of knowledge – perfect harmony!

What classes will you be teaching at Georgia State?
Right now I am teaching Managerial Decision Making and Human Resource Management. I expect to continue with these courses and add Organizational Behavior undergraduate and graduate, and possibly Organizational Change and Development.

What are the topics of your current research?
My current research focuses on the use and application of Appreciative Inquiry in the classroom as a means of facilitating peak learning experiences. I am curious about how we might collaboratively create those more often in the traditional college learning environment and the fundamental structures of that experience. I am also pursuing a stream of writing that is related to my dissertation that focuses on a theory of calling. Related work orients around this experience with organizational development change agents/consultants and how they are changed by their work. I am also working collaboratively on projects that look at employee engagement in organizations and its connection to self directed leader development.

What do you do when you are not at work? Do you have family in the Atlanta area? What are your passions in life?
We have limited family in the area as my wife and I are from Illinois, although her nephew just moved here and she also has a cousin on the North side. When not at work, my wife and two girls love being in the outdoors camping, hiking, and boating on Lake Lanier. I also enjoy the solitude of standing in a river waving a fly rod when I have a chance which is none too often. On a more routine basis I run and bike and I’m told that Atlanta weather ought to make that a very enjoyable practice especially as fall and early winter arrive.

Dr. Tom Conklin's Family
“A Day in the Life…” is a new piece that will be included in the Beebe Newsletter. Each edition going forward we will interview two people from different roles within the Beebe Institute for readers to gain a better understanding of what a typical day is like for them in their current role. The different roles include a Beebe Ph.D. student, an HR Director, a Beebe faculty member, a Beebe administrator, a practitioner, etc. This edition we will interview Angie Hartley, a practitioner and Beth Clenney, a Beebe Ph.D. student.

ANGIE HARTLEY - A PRACTITIONER

What is your recent academic and professional history?
I received my two undergraduate degrees in Marketing and Human Resource Management from the University of Georgia in 2000. I graduated from Georgia State University in 2006, with a Master’s degree in HRM and achieved my SPHR in January of 2007. The summer after graduation I started in a marketing position at a global, midsize manufacturing firm. Within two years I was able to leverage a Human Resources position, eventually rising to be the head of Human Resources. Following that firm’s acquisition I made my way to my current employer, where I am an HR Generalist for a large multinational software firm.

What is your typical day like?
This is a snap shot of one day. I have learned that there are no typical days in HR as you always have to go in expecting something different.

The morning starts at 7 a.m. with a conference call with Australia, the home base for most members of an HR team of which I am a member. We are working on updating business processes. At 8:30 I have a meeting developing training for PDA (Personnel Development Assessment), our annual review program. I spend the remainder of the morning working on developing manager & employee training. At lunch, I work on developing a project plan for our employee stock purchase program launch for a newly acquired multinational business unit. From one to three, I work on the “Redeploy & Retire” business processes with an HR VP in Sweden. From three to close of business, I am in a meeting regarding the 2013 HR communication plan. After the meeting, I catch up on emails, and at six thirty, I head home.

What are the biggest challenges to your job?
Managers! All too often I encounter managers who exhibit a lack of knowledge or concern regarding the legal environment and proper business procedures, often combined with a severe lack of communication.

What is the best part about your job?
Adding value, the opportunity to be part of strategic decision making, and working with coaching managers and senior leadership.

What are the qualities that someone needs to possess in order to succeed in getting a job similar to yours?
One quality is business acumen. Students should look for internships or trainee programs to gain the needed experience that every company is looking for. Another quality is being more open minded about where you are willing to work. I have a colleague that moved from Alabama to St Louis for her first job, transferred to North Carolina, and from there was able to leverage a position in Sweden for two years. You may not like were you start, but you will gain experience and be able to leverage a better position within a few years.
A DAY IN THE LIFE...

BETH CLENNEY - A BEEBE PH.D. STUDENT

What is your recent academic and professional history?
I have received a BBA in Management from the University of West Georgia (2000) and a MBA in Human Resource Management from Georgia State University (2002). I have worked as an HR Generalist for Bon L Manufacturing Company and as a full-time Lecturer at University of West Georgia, teaching courses in Management. My current job is a temporary Instructor while finishing my Ph.D. I teach two sections of the undergraduate Negotiation course. The major awards I have received are the Waino Soujanen Excellence in Research Award (2011 and 2012), GTA Teaching Excellence Award (2012), 2012 publication on goals in negotiation with Edward Miles in OBHDP, Beta Gamma Sigma Teacher of the Year (2008), and SGA Teacher of the Year for RCOB, Univ. of West GA (2006).

What is your typical day like?
My typical day varies somewhat throughout the week based on if it is a research or teaching day. However, in general, my workdays are as follows:

My morning starts at 6:30 am. I get ready and then make breakfast for my son and me. I get him ready and drop him off at school by 8am. My Monday, Wednesday, and Friday mornings consist of answering emails from students, my dissertation committee, etc, and then quickly moving on to work on my dissertation and/or other research projects I’m working on with other faculty members. I try to squeeze in a workout when I can on MWF mornings just to break up the morning. On Tuesdays and Thursdays, my mornings are focused on my teaching responsibilities (prepping lectures, teaching one of my classes, talking with students, grading). I try to eat lunch between 11:30 and 12:30 every day. After lunch on M, W, F, I continue work on my dissertation/research (data collection, writing, etc.). On T/R, I teach my second Negotiation class after lunch. I pick my son up from school in the afternoons a little before 3pm, and he and I work on his homework from 3pm to 4pm usually. We play outside or do something fun together until about 5:15, then I take him to karate. We eat dinner around 7, and then he gets ready for bed, reads with me, and then he goes to bed around 9. I stay up and use 9-11pm to answer any emails, look for and apply for Assistant Professor jobs, and prep my courses that I teach. The days can differ based on the most pressing issues at hand (research, job search, etc.), but nonetheless, it’s a busy day!

What are the biggest challenges to getting a Ph.D.?
Time management! Balancing your own research (dissertation), research with other authors, classes you take (the first few years), teaching responsibilities, and in my case being a mommy! It is also challenging giving up a salary to go back to school full time. You quickly learn to budget!

What is the best part about getting a Ph.D.?
It challenges you in every possible way...mentally, emotionally, and physically (I’m not kidding!), and getting through it is not something everyone can do, so you feel a true sense of accomplishment each time you clear a hurdle in the program. You make incredible lifelong friends and colleagues. You learn to think in a completely different way and get your hands dirty in terms of research by digging into the “hows” and “whys” things occur. It is a wonderful profession that provides autonomy, flexible schedules, and the ability to impact people through research and teaching. Plus, you get paid to think!

What are the qualities that someone needs to possess in order to succeed in getting a Ph.D.?
Tenacity, a thick skin, excellent time management skills, critical thinking abilities, creativity, and the ability to handle stress (I recommend laughing at the chaos at times; it’s better than crying!) I would not change pursuing this degree for anything. It’s been challenging but very rewarding, and I hope that I have set a good example for my son.
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, so keep checking the website so you don’t miss out! The pictures to the left and right are from this year’s Robinson Fall Career EXPO!

404-413-7155
HTTP://ROBINSON.GSU.EDU/CAREER

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
SHRM AT GEORGIA STATE UNIVERSITY

THIS SUMMER...

The chapter held workshops on June 18 and 19 titled “Using SWOT Analysis in Career Planning.” SWOT (strengths, weaknesses, opportunities, threats) analysis is a key organizational strategic planning tool, but the process is invaluable for effective career planning. Members learned how to use SWOT analysis to enhance their career search, especially in the field of human resource management.

FIRST FALL MEETING...

The first fall meeting on September 18 was a big success. Jalpa Patel discussed how to develop and maintain a safety culture. Ms. Jalpa Patel is a graduate of the University of West Georgia (Bachelors in Chemistry) and The Georgia Institute of Technology (Bachelors in Chemical Engineering) and is currently pursuing her MBA degree at Georgia State University. She works at Georgia Power Plant Wansley as a Maintenance Team Leader. She cleverly merged research with her real world experience. Noting that merely having safety rules will not create a safe workplace, Ms. Patel explained an organization must establish a culture of safety. This requires the overt support of top management, training in various forms including hands-on, involvement of line employees, reinforcement of safe behavior, and effective measurement of the impact of safety interventions. She stressed the importance of behavior modeling on the part of all managers. The biggest takeaway for many of the SHRM members was Ms. Patel’s emphasis on making safety fun. For example, she described how her organization encourages employees to develop and present innovative training activities where they compete for prizes. A big hit was the “fashion show” of various safety clothing and work wear.

Welcome Courtney!

Courtney is the new President of SHRM at Georgia State University. She will graduate in May 2013 with her BBA in Managerial Sciences with a concentration in HRM and BS in Psychology. This summer, she studied international quality management and Korean business practices in Seoul, South Korea as part of a study abroad program. She is a student assistant in the University’s Career Center, where she assists with resumes and graduate planning services. She is also a senior sales associate at a fashion department store called DOTS.

Courtney has developed a new member and officer recruiting program and is focusing on new ways to publicize SHRM and chapter activities. She has prepared a two-minute talk on the value of joining SHRM which she has presented to several management and HR-related classes. She recently hosted a booth at the Student Organizations Fair to showcase the chapter.
SHRM AT GEORGIA STATE UNIVERSITY

PAST AND UPCOMING EVENTS

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Event Description</th>
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<tbody>
<tr>
<td>Friday, September 21</td>
<td>11:00am – 1:00pm</td>
<td>Officer Recruiting Open House</td>
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<tr>
<td>Wednesday, September 26</td>
<td>1:00pm – 3:00pm</td>
<td>Officer Recruiting Open House</td>
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<td>Wednesday, October 17</td>
<td>1:00pm – 2:00pm</td>
<td>University Career Services Tour and LinkedIn Training</td>
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<td>The training will explain how to create an effective LinkedIn profile and how to</td>
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<td>get noticed (in a good way) through your LinkedIn photo.</td>
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<tr>
<td>Tuesday, October 23</td>
<td>TBA</td>
<td>LinkedIn and Lynda.com Online Workshop</td>
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<td>The goal of this workshop is to help members create an effective LinkedIn profile.</td>
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<td>A key part of the workshop is how to get noticed (in a good way) through your</td>
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<td>LinkedIn photo. Citing LinkedIn data, USA Today reported profiles are seven times</td>
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<td>more likely to be viewed with a photo. However, the wrong photo can undermine</td>
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<tr>
<td></td>
<td></td>
<td>recruiter interest.</td>
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<tr>
<td>Friday, November 9</td>
<td>10:00am – 12:15pm</td>
<td>Professional Portrait for Social Media Event</td>
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<td>Room 1000, RCB Building</td>
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<td>Brian Brown, professional photographer, will take career oriented headshots.</td>
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<td>Appointments are available for free to members who complete the LinkedIn</td>
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<td>workshop.</td>
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<td>TBA</td>
<td>TBA</td>
<td>University Career Resource Center Tour</td>
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SHRM-ATLANTA UPDATE

Interested in getting networking experience and meeting Atlanta area HR Professionals? Then SHRM-Atlanta is for you! SHRM-Atlanta has partnered with the GA State Student Chapter of SHRM. If you are a SHRM National Member and a member of the GA State Chapter, then you can join SHRM-Atlanta for FREE! That’s a savings of $35. Joining is easy, once you’ve joined SHRM National and the GA State Chapter let your chapter advisor know you’d like to take advantage of your free SHRM-Atlanta Membership and they will provide you with next steps.

Please be sure to check our upcoming events calendar via [www.shrmatlanta.org](http://www.shrmatlanta.org). We will be holding both our HR Boot Camp and Chapter Meeting on October 23rd. These are great ways to network and gain valuable HR specific education. Students receive a discounted rate for both events!

<table>
<thead>
<tr>
<th>Event</th>
<th>Price</th>
<th>Includes</th>
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<tbody>
<tr>
<td>HR Boot Camp</td>
<td>Student Member: $50</td>
<td>SHRM-Atlanta Membership</td>
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<td></td>
<td>Student Non-Member/Join Now:</td>
<td>$85</td>
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<td>$85 (includes a SHRM-Atlanta Membership)</td>
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<tr>
<td>October Chapter Meeting</td>
<td>Student Member: $20</td>
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<td>(early bird rates end October 20, 2012)</td>
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<td>Student Non-Member/Join Now:</td>
<td>$35</td>
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<td>$35 (includes a SHRM-Atlanta Membership)</td>
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For more information on SHRM-Atlanta please contact Gabrielle Nicolini, SHRM-Atlanta Membership Marketing Manager, at 404-760-4233 or gnicolini@shrmatlanta.org.
The Academy of Management is one of the premier international conferences each year for both academics and practitioners. At the August 2012 conference in Boston the Beebe Institute was proud to help support four Managerial Sciences doctoral students in a presenter symposium entitled "Exploring New Research In Individual And Leader Success Via Learning/Development And Career Behavior." Consistent with the multi-disciplinary/interdisciplinary focus on People at Work within the Beebe Institute, the session included presenters not only in organizational behavior (OB) and human resources but also in Strategy and Entrepreneurship. The session was sponsored by three separate divisions of the Academy of Management: Careers, OB, and HR and was organized by Beebe Institute Director, Dr. Todd Maurer.

Dr. Maurer explained that the session was an example of how we at RCB combine PhD level education with making contributions to the field via new research ideas. Three of the four papers presented came from term papers written by students in a PhD seminar that Dr. Maurer taught in Fall of 2011, a seminar in advanced topics in contemporary behavior focusing on "Management, Leadership, and Employee Development." One expectation for student performance in the seminar was to write a paper that was at least of the quality that would be accepted for presentation at a national conference. An idea behind organizing the session was to provide students who had excellent papers in the seminar that would fit readily into a common theme with a developmental experience: Presenting at the Academy of Management. Throughout the semester the emphasis in the PhD student seminar was to move from being "thought consumers" to "thought leaders or generators." Via this process of taking their term papers for dissemination at an international conference, the hope is that the students could more readily see a possible path from their course work here at RCB to the research literature. In order for this to work, the students had to deliver projects that were excellent and interesting, and they did just that. All three divisions of the Academy of Management that reviewed the symposium proposal (OB, HR, Careers) decided to accept/sponsor it at the convention.

Elizabeth Clenney (PhD candidate in OBHR) chaired the session and provided a broad overview of the topics covered in the various papers, followed by the four presentations. The Discussant was Dr. Manuel London, a prolific author, researcher, and consultant in the areas addressed in the research papers. He is also Dean of the College of Business, Faculty Director of the Undergraduate College of Leadership & Service, and Director of the Center for Human Resource Management Research & Practice at the State University of New York at Stony Brook. He commented on the papers, offered his own insights into the issues addressed and led the audience in a discussion after the presentations.

The symposium was organized around common themes that cut across multiple areas in management and other disciplines. Research literature within management is somewhat diverse and scattered, with studies or theories addressing many distinct matters such as leadership, career behavior and orientations, manager/employee training and development, human resources, strategic management, entrepreneur business goals and behavior, individual differences, and so on. Very little research and theory actually attempts to bring together these diverse but increasingly important issues, yet the integration of these lines of research and theory could prove to be very useful in research and practice. This presenter symposium involved several different projects that were designed to directly examine and integrate several of these different issues via a common focus on two themes that ran through each presentation: careers and learning/development behavior. These two themes are particularly important in management presently, and therefore were excellent ones to use as intersection points across a variety of areas. Each of the presentations examined relatively different phenomena, and they
converged on the themes of learning/development behavior and careers as integral construct systems. Together they represented a broad cross-section of key research and practical issues in management that can all be advanced via a common, integrative discussion.

Francois Neville offered a paper that proposed a goal-oriented model of entrepreneur-CEO growth intentions and aspirations. The model drew upon organizational behavior theories, leadership theories, goal-setting theory, goal-orientation, and learning and development research as well as literature on strategic management and entrepreneurship. The paper offered a theoretically grounded model to describe why certain entrepreneur-CEOs are intent to grow their new ventures and others may pursue other goals, and illustrated the effects of learning and performance goal orientation, development activities and behavior, individual differences and a variety of other constructs.

Gorkem Ozer offered a theoretical framework that explored whether leaders who have protean and boundaryless careers develop differently from those in traditional career paths and are successful as leaders in ways different from those who come from more traditional career paths. The paper explored whether different career paths can lead to the development of different leadership styles and capabilities and whether these individuals might be correspondingly more successful in certain types of organizations. This drew on literature about experience as a basis for leadership/management development, as well as literature on career and employee development. A variety of propositions and a new framework to guide research were offered.

Todd Maurer and Elizabeth Clenney offered a presentation on an empirically-based project. This was not part of the PhD seminar, but was a project funded by the SHRM Foundation conducted by Dr. Maurer and Beth Clenney. The paper examined longitudinal research establishing an empirical link between employee development and career success in the work force. Combining archival data and a follow-up survey, the project explored these empirical linkages over a period of ten years within a diverse sample of employees. The project identified which situational and/or individual variables had effects, providing guidance for theory and organizational interventions.

Dina Leheta offered a theoretical framework that focused on how a follower’s “protean” and “boundaryless” career orientation and behavior can have either a positive or negative effect on the quality of Leader-Member Exchange (LMX) depending on the leader’s characteristics, behavior (or style) and related variables. In trying to understand LMX quality and focusing on both follower-related factors (attitude, competences/skills, traits, values and behaviors) and leader-related factors (style/behaviors, characteristics and values), she showed that the career orientations framework offers an excellent lens through which to examine these issues in LMX theory, something that has not yet been done in the extensive literature on this leadership theory.

An attempt was made, via each of these 4 presentations, to stimulate thinking about new directions and connections that can be explored in these areas of research, and in particular their intersection via the themes of careers and employee/leader development. Each presentation tackled a unique issue, problem or dimension, but they intersected and had commonality upon which to build coherent and focused symposia that brought fresh ideas to the audience in attendance.

Presentation Titles and Authors

"Exploring the Effects of Career Types on Leadership Development"
Gorkem Turgut Ozer

"Toward a Goal-Oriented Model of Entrepreneur-CEO Growth Intentions and Aspirations"
François Neville

"Predicting Ten Years of Worker Career Success from Employee Development Constructs"
Todd Maurer, Elizabeth Clenney

"The Effect of Follower Protean and Boundary-less Career Orientation on Leader-Member Exchange Quality"
Dina Leheta
CONGRATULATIONS TO 2011-2012 BEEBE GRADUATES

Allison McClure
Charryse Green
Donnie Fell
Eduardo Flores
Heleen Grossman
Hollie Marcus
Jenna Christensen
Jurgita Creek

Lori Morgan
Luna Liu
Marek Eiche
Michael Cooper
Michele Medori
Robyn Andrews
Suzanne Van Wagner
Whitney Herrington

We would like to be able to publish the names of all our MS and MBA HR graduates, but unfortunately we do not have information about who has graduated and when, as we sometimes have had in the past. We are very happy when recent graduates let us know about the completion of their studies and we encourage you to email us at lmcclurg@gsu.edu so we can include your name and offer our best wishes. We would be delighted if you include a digital picture as well (casual shot is fine)!

FALL 2012 COURSES

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<tr>
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<td>Business Intelligence</td>
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<td>MGS 8040</td>
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<td>MGS 8110</td>
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<td>Project Management</td>
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<td>MGS 8760</td>
<td>Quality Management</td>
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MGS 3400 CLASS GIVING BACK TO THE COMMUNITY

Dr. Deborah Butler has her MGS 3400 class, Managing People in Organizations, work on a group project each semester to raise money for a charity of their choice in order to learn and work directly with the management principles that she teaches. Dr. Butler started this project in Fall 2009 and has done it every semester since then. She teaches 200 students each Fall and 120 students in the Spring. Below is the total amount of money the students have raised over the years and given back to the community. Great job students!

<table>
<thead>
<tr>
<th>Semester</th>
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<tr>
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<tr>
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<td>Spring 2012</td>
<td>$11,103</td>
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<td>Total to Community:</td>
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Pictured above is Dr. Butler with the team “Treated By Inspiration” from her Spring 2012 class. This team raised the most money during that semester for a total of $1,326.

HR EXECUTIVE ROUNDTABLE

The GSU HR Executive Roundtable recently joined the Strategic HR Speakers Series. This speakers series is hosted by J. Mack Robinson College of Business Executive Education. This session featured Dave Ulrich who focused on Value Creation. Several members of the Roundtable participated in a panel discussion after hearing from the speaker, Dr. Ulrich. The GSU HR Executive Roundtable is a membership based group which meets 8 times a year in order to drive a conversation among the executive members regarding best practices.
Randy Patterson has recently accepted the position of Senior Vice President, Human Resources, for SunTrust Banks, one of the nation’s largest financial services holding companies. Randy will assume HR responsibility for SunTrust’s corporate functions based in Atlanta, GA.

Randy previously served in various HR leadership roles for Australia based Brambles Limited and The Home Depot. Randy holds a bachelor's degree in business management and a master's degree in business administration from Georgia State. Randy has also served on the Board of Directors for Georgia State University’s Alumni Association since 2009, where he currently serves as the chair of the GSUAA Student Relations Committee.

Heleen Grossman graduated with her Master’s Degree in May and immediately jumped into working with her husband Steve to open up Atlanta’s Newest Live Music Venue – Steve’s Live Music. Steve’s is located in Sandy Springs and offers a unique opportunity to hear some of the best international and American folk music in an intimate atmosphere. The 120 seat venue showcases local and national songwriters and musicians who are presented LIVE for an up close listening experience. Tuesday through Thursday nights features traditional music like bluegrass, blues, Irish folk and other cultural forms of music while the weekend features original music by singer/songwriters. And the word is getting out! Several great musicians have already stopped by to play including Earl Kluge and Ed Roland (Collective Soul).

How did Steve and Heleen decide to get into this business? For the past 10 years, Steve and Heleen have had 4-5 Concert House Parties a year at their home. Steve just recently retired from UPS in May and wanted to start living his dream of providing live music for everyone all the time. Thus, Steve’s Live Music was born.

Heleen who already has her own HR consulting business says that she was glad to have HR experience since many aspects of opening and running a business involve dealing with Human Resources. “It does make it easier on my husband having someone who knows how to hire, handle payroll, put policies into effect, and simply manage the day to day people situations. We’re a good team. He deals with the music and getting the best acts possible, and I deal with the business side including HR.”

Heleen welcomes all faculty and students to come out to say hello and listen to some great music. Guests can enjoy the music while sampling the menu or having a drink.

Steve’s Live Music is located at 234 Hilderbrand Dr. Sandy Springs, GA 30328. For a listing of the upcoming concerts, please check out their website at www.steveslivemusic.com. They also have a FACEBOOK page!
ASHLEY DYKE - SUMMER INTERNSHIP IN BRAZIL

Ashley Dyke went on an internship through AIESEC this past summer, and she was a marketing / finance / administrative intern for a non-profit organization in Brazil called SOS Animais. The organization has been around for more than 10 years and operates only on a volunteer basis. The reason the organization was founded was because in Pelotas (the city in which they operate), there is a population of 400,000 people and an additional 40,000 animals which are living on the streets. Thus, their main goals are to sterilize homeless animals and to assist in the stopping of animals from being abandoned. Every other Saturday, the organization would visit poor areas to give food, medicines, and to schedule surgeries.

Ashley was able to help with the surgeries by preparing the animals and taking care of them afterwards. Ashley took on a project to re-construct the way the organization documented and controlled inventory. She learned HTML and developed a website for the organization. She completed a whole ad campaign that centered around the lines "Don't buy animals, Adopt them" and "Don't abandon your pets." Ashley was also able to conduct her own research that gave the organization incredible insight in ways to grow and continue to inspire others to volunteer. The survey she created was 20 questions and reached 1,000 plus Brazilians. Through this, awareness for the organization grew many times over and now they are experiencing 60% more support through meetings and donations.

Ashley lived and worked in Pelotas, which lies in Rio Grande do Sul. She worked an average of 50 hours per week for nine weeks. She completely loved the experience! She still stays in touch with those she befriended through AIESEC and plans to return to Brazil soon!

IAN POLLOCK - “HOW I SPENT MY SUMMER VACATION!”

Ian Pollock spent his summer in London, and he tells us about his experience below.

“The Churchill Arms is a traditional pub in Kensington, London owned by Fullers, the largest, last-existing family brewery in England. The pub is truly one of a kind. Gerry O’Brien has been the landlord for nearly 27 years and is the life and heartbeat of the pub. My Dad met him over 30 years ago when he first moved to London from Scotland at the age of 20. Years later, he contacted Gerry and asked if there were any vacancies at the Churchill Arms for his son to work for the summer. Gerry said yes, and I was fortunate to work there for three months over the summer. I met people like Prince Edward and Johnny Lynon from the Sex Pistols. People from all over the world visited the Churchill Arms daily. Just around the corner was Portobello Road, and Notting Hill Rd., as seen in the famous film, Notting Hill starring Hugh Grant. The Queen's Diamond Jubilee and the 2012 Olympic Games were two major highlights of the summer.”
ALUMNI UPDATES

Matthew Hall is a Benefits Analyst at Koch Business Solutions (Georgia-Pacific).

Gloria Qiao Gao works as an analyst/SAS Programmer at FivexFive.

Nicole Collins was accepted to participate in the Clerical Assessment administered by the Personnel Board of Jefferson County (PBJC) in Birmingham, Alabama.

Kelsey Scantland works as an intern at GlobalAtlanta.com.

Ezzy Akhirome is working on his MPA at Kennesaw.

Erika Couch is a Human Resources Manager at Safe Systems Inc.

Eddie Flores is a Customer Relationship Manager at Porsche.

Jenna Christensen recently accepted an HR Coordinator position with Invesco.

Sara Hay is a Health & Welfare Benefits Coordinator at RockTenn.

Meike Mason earned her Black Belt in karate this past summer.

Nataliya Fleshler, PHR works in Human Resources at AirWatch.

Scott Boucan recently accepted a position in the internship program in GSU's HR department.
ALUMNI UPDATES

Saadia Mazhar, PHR is the Director of Human Resources and Strategic Planning at Communities In Schools of Georgia.

Kathleen Browning is a Human Resources Assistant at Hall, Booth, Smith & Slover, P.C.

Chirag Patel recently graduated in May from the University of Southern California’s #15th ranked Rossier School of Education with a Master of Arts in Teaching.

Sanjukta Biswas recently accepted the position of HR Generalist at Mobicules Technologies, a Software Development company.

Judene Tulloch recently accepted a position at NCR as a Compensation Analyst.

David McConico is working for the Dekalb Career Center and has been working on an online dual program in Computer Information Systems and Accounting.

- Dr. Michael Byungnam Lee, former faculty member at the Beebe Institute, received the University of Minnesota's 2012 Distinguished Leadership Award for Internationals for his lasting impact on the business of human resources and industrial relations.
- Annie Shang recently accepted a Compensation Analyst position at Cox Media Group, a newly formed subsidiary of Cox Enterprise.

We want to hear from you!

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