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 the new Ph.D. students, congratulate Beebe graduates, recap Bank of America’s Professor of Business speaker event hosted by Beebe, read about a SHRM sponsored research study conducted at GSU, learn about “A Day in the Life” of an HR Executive, and discuss updates from the GSU student chapter of SHRM. Also, we will see what Alumni have been up to!

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A DAY IN THE LIFE - HR EXECUTIVE

Recently two of our graduate HR students interviewed Dr. Timothy Goodly, Senior Vice President of Human Resources for Turner Broadcasting System, Inc. (TBS, Inc.). Dr. Goodly is a member of the GSU Robinson College of Business Executive Human Resources Roundtable. As SVP, Dr. Goodly is responsible for the development of human resources policies, creating company initiatives, and consulting with other leading executives concerning corporate strategy for CNN Worldwide, which includes over 4,000 employees. He has additional HR oversight for Turner’s Domestic Entertainment and Animation Networks. Born in Southern Louisiana, he was a strong student and received his bachelor degree in engineering from the Military Academy at West Point. He worked as an army officer for five years and then earned an MBA from Tulane University followed by a doctorate in Organizational Development from Benedictine University. He worked at Mobil Oil and then Pepsi Co. in Atlanta. He has been with Turner Broadcasting System Inc. since 1997. During their interview with Dr. Goodly, they had the pleasure of learning not only about his background, but HR as a professional field and its future. Finally, Dr. Goodly provided an informative insight about the skills, knowledge, and abilities that make the most successful HR professional. Their interview unfolds below.

How did you decide on HR as your profession?

It was based on all the reading that I did while I was in the army. I graduated from West Point as an engineering major. My older brother was a mechanical engineer so I had a good sense of what that career involved. After reflecting on what I enjoyed doing most, I decided to do something different. I realized that I enjoyed interacting with people at all levels and wanted to find a role that I could leverage my interest and demonstrated skills of working with people at all levels within a system. So, I did some research and found that human resource was the right field for my pursuit.
A DAY IN THE LIFE... CONTINUED

How do you respond to the fallacy that the best and the brightest do not choose Human Resources as a concentration?

It depends on the type of company that you work for and their HR paradigm. Some companies recruit HR professionals to help them manage transactions. Largely, HR serves as administrative function and may get involved in employee relations issues. On the other hand, some companies only hire HR professionals with MBA’s. These types of HR professionals are generally hired into a business and then move horizontally within the company because they are just as good as the other professionals. To be an effective, seasoned and highly valued HR generalist, you must have experience in training, recruiting, and compensation, and be able to align the needs of the company with these various HR services. You have to know about operational efficiency and how to add value to a company’s operations, whether that is through change in management, facilitation, or building the management capability of the firm. Additionally, it is important to be aware of the culture of the company and departments you support as an HR professional. You impact every phase of an employee’s employment life - attracting them to the firm, onboarding them, training and developing them and eventually helping them to exit the firm (hopefully on good terms). Moreover, to truly help employees be fully engaged in the firm, HR professionals must pay attention to their individual work and team assignments, the function of their assigned department, and most importantly, the quality of their management. Data on employee turnover consistently backs the notion that employees join great companies but they leave bad managers. I have been fortunate to work with some very talented HR professionals – they would certainly make the “best and brightest” list within their firms.

Do you put a quantitative measure on the value that HR has added to your organization?

A lot of people get stuck in the numbers. You can use quantitative measures, but then you miss out on the qualitative measures such as the benefits to the organization by simply retaining their most talented employees. HR has the ability to impact culture and performance in organization. For example, if HR can lead efforts to increase the level of engagement, both the bottom line performance of the firm will increase (thereby raising profits) and the level employee retention will increase (which will serve to reduce costs). As a noted early, the most effective way to increase the level of employee engagement is to improve the quality and capability of the firm’s management at all levels.

Does your company have metrics for employee career development?

We have a great deal of data and metrics on the growth and development of our employees (training classes, annual performance, succession planning, turnover rates, competitive benchmarking, etc.) Data and metrics can play an important role in business, but they are only indicators. Data can give you a sense that something might be going on in the company, but as HR professionals, we need to have certain degree of intellectual curiosity and willingness to “kick a few tires” and better understand what the numbers are really saying.

What is one accomplishment that is important for you?

Enhancing the effectiveness and reputation of the CNN HR function is very high on my list. This feat involved moving HR from an administrative function to a business partner and consulting function. Getting this done required me setting a positive example through my relations with the top executives, articulating a vision of what we would become, and bringing in some very talented HR professionals who wanted to add value to our business and team. We have demonstrated that HR can be effective in not only delivering critical solutions and programs addressing business needs, but that HR can also serve a key role in the strategic business planning of the firm.

What personal characteristics do you think someone needs who is planning to work HR?

While acknowledging that expectations for the HR function vary across firms, effective HR professionals in high performing companies mostly focus their efforts on improving the business results of their firms. These HR professionals must have a thorough understanding of the company’s business and be able recommend and create offerings to address the firm’s needs. Additionally, HR professionals must have strong facilitation and project management skills and be able to lead change efforts at various levels. Lastly, highly valued HR professionals must be communications
experts. They have to be able to relate to people at all levels within the company and leverage these verbal, written and technical skills to improve the environment and the capabilities of the workforce.

What is CNN's culture and how has HR added value to it?

Our employees work in a dynamic, fast-paced and highly motivated environment. HR needs to be nimble and be accessible 24/7. We need to adapt to the culture, move fast and act emergently. Based on the culture, we have to make sure that we put the right people in the right place, choose the right technology, and develop the right leadership. In addition, we have to be sure to retain our most talented and critical employees and keep them focused on making our organization an ideal place to work.

What components of HR do you deal with in your position and which is the most important?

A good portion of the work I do involves working closely with our top executives and their direct reports. I’m usually involved in meetings centered on making decisions about the business or key people within the company. I also spend a good bit of my time coaching and supporting my direct reports. My aim is to make sure they have the information and resources needed to be effective in their roles. Lastly, I spend a fair amount of my time coaching and advising our top executives – often serving as a sounding board as they weigh various options and develop strategies.

Do you have any advice for students who are trying to get into HR?

Join a company where HR is creating value or has the potential to create value for the company. Companies that have an HR Department that creates value most likely have HR professionals that are respected and valued within the organization. One way to tell if a company’s HR fits this standard is to ask insiders about the role of HR within the firm. Always ask if there is mobility between HR and other business functions. This is a great indicator. Ask if they have any employees within the HR Department that moved there from another part of the organization, or if previous employees within the HR Department moved to other departments within the business. The ideal HR candidate is someone who can go into other areas of the business, but is in HR because he or she chooses to be.

Does your engineering background help you at HR by strategizing about all levels of the employees and how they interact?

Engineering has certainly helped me to be a better strategist. Because of my academic training, I am able to better conceptualize and frame issues, design solutions that are holistic, and I am usually sequential and seeking to optimize the work that I perform. That said, I have learned to be cautious and to not fall into the “company is a machine paradigm”. It is important to remember that within a firm, we are dealing with a social system, and thus people issues must not only be expected but most also be dealt with. Thus like other HR professionals, I must always be mindful of the “H” in “HR” – the human element.

Let’s say that you are sitting here at the end of the year and you are celebrating an achievement at your job. What is that accomplishment?

I’m celebrating the reality that we accomplished all of the goals we established 12 months ago. Not only did we get it done, but I was able to retain all of my employees, my business partners are extremely pleased with our work, and we helped to make our company and even better place to work.

A special thanks to Huanxiao Jiang (left) and Nora Varjasi Fulkerson (right) for their efforts in interviewing Dr. Goodly and putting this piece together!
What are you getting your Ph.D. in?
I am getting my degree in Organizational Behavior - Human Resources Management.

What is your background?
I am a naturalized U.S. citizen, born in Paraguay, S.A. I grew up in Chicago, attended the Illinois Institute of Technology and worked for more than 25 years in various positions and industries. I returned to college and earned an undergrad degree in 2013 with a double major in HR Management and General management from Marian University in Fond du Lac, Wisconsin. I successfully completed the McNair Scholars Program including conducting and publishing an original research study (in the area of undocumented immigrants and HR). I am married with two children. We moved from Wisconsin to Georgia to attend GSU.

What work experience did you have prior to coming to GSU?
I worked as an instructor and later as the director of a DoL Joint Apprenticeship training school in Chicago. I spent several years in various management positions in for profit organizations and for the past 11 years I have worked at a non-for profit utility cooperative.

How did you become interested in earning a Ph.D. and why did you choose GSU?
I became interested in earning a PhD when I was recruited into the McNair Scholars Program while attending Marian University. I found that I had an undiscovered passion for research that matched my desire to teach at the college level. I was introduced to the profession of an academic and the integration of teaching and researching peaked my interest. GSU presented a place where I can grow and succeed. GSU offered the most holistic approach to my goals and the atmosphere combined with the faculty and the direction of the department presented a great fit personally and professionally.

What do you enjoy to do in your spare time?
My whole family lists reading as our first love (an asset in the PhD program). My family is my first priority and also my first choice for rest and relaxation. I enjoy spending time with my wife and with my kids. I enjoy listening to my daughter play the violin or my son read a story. My wife and I enjoy dancing, movies, biking, and most activities in general. Our current project is acclimating to the Georgia weather!

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What are you getting your Ph.D. in?
My PhD is in Managerial Sciences, specializing in Organizational Behavior / Human Resource Management. I am originally from the UK and my hometown is Durham, a historic city in northern England. I completed my undergraduate studies at Durham University and received a BA (Hons) degree in Modern Languages. My focus was split equally between German, French and Spanish and included an academic year overseas which I spent in work placements in Germany, France and Argentina. This was an exciting way to develop my linguistic ability and to gain an insight into workplaces in different countries.

What is your background?
After leaving Durham, I taught English abroad for 2 years - first returning to Germany to build on my existing skills and then moving to Japan to experience an entirely new region and culture. The best surprise about living in Japan was meeting my wife, who was participating in the same teaching program from the US. With Chicago as our next destination, I was keen to apply my international experience to a business setting, so I was thrilled to find a position at the German Chamber of Commerce. This governmental organization fulfills a variety of roles in supporting bilateral trade between the US and Germany and I enjoyed planning German cultural events, supporting transatlantic educational programs, and helping German companies to find US partners via consulting projects.

What work experience did you have prior to coming to GSU?
In Durham, England
Working at the German Chamber of Commerce made me realize that I wanted to learn more about business, so when my wife and I moved to London for a few years I began studying for my MBA part-time. I completed this degree at the Open University, which offered a hybrid model of distance learning and tutorials allowing me to work full-time. My jobs in London enabled me to continue expanding my knowledge about different types of organizations and the cross-border contexts for their partnerships, since I worked in the international office of a business school, on the European transactions team at Citibank, and on a range of feasibility consulting projects in Europe and the Middle East at AECOM. My projects at AECOM were particularly enlightening as I frequently needed to gather primary and secondary data for qualitative and quantitative analysis.

How did you become interested in earning a Ph.D and why did you choose GSU?

When returning to the US on a permanent basis, I wanted to contribute to intercultural awareness in an educational environment and I found a position in the international office at UW-Milwaukee. I supported the interdisciplinary Global Studies degree and therefore gained a broad exposure to faculty and research from a number of disciplines including business. This encouraged me to assess my best fit within a university and I realized that I wanted to become a Management professor in order to pursue my interests in organizational behavior, intercultural complexity and business research. I was attracted to the program at GSU and pleased to be offered a place for a number of reasons - the reputation of the Robinson College of Business, the quality of professors within Managerial Sciences and the dynamic nature of the PhD program were all major factors.

What do you enjoy to do in your spare time?

I expect to have less spare time over the coming years, but my main hobbies are travel and soccer. I am excited about the possibility of visiting more countries in Latin America from Atlanta, as well as exploring the southern states of the US. I love playing and watching soccer - I especially enjoy seeing the atmosphere at games in other countries since fan culture can be fascinating. For more relaxing entertainment, my wife and I often go to musicals so we are looking forward to seeing some shows at the Fox Theater.

Each year the Beebe Institute hosts a Multidisciplinary Research Colloquium within RCB on “People at Work.” For this event, the presenter has a research focus within the topic of “people at work” that is relevant to more than one field or discipline as well as a perspective that informs both scientific and practical points of view. This past September, we hosted Dr. Robert Ployhart, Bank of America Professor of Business, University of South Carolina. In addition to offering a well-attended colloquium to Robinson College faculty and students, Professor Ployhart had research meetings with RCB Ph.D. students and faculty who are part of the Georgia State University Panther PAW (People at Work) Research Interest Group within RCB.

Dr. Ployhart has received many awards, including the American Psychological Association Distinguished Scientific Award for Early Career Contributions to Applied Psychology and he is a Fellow of the American Psychological Association, the Association for Psycho-
logical Science, and the Society for Industrial and Organizational Psychology. Dr. Ployhart has published over 80 scholarly articles and chapters, and presented over 100 peer-reviewed conference presentations and he has written two books (one on Staffing and the other on Situational Judgment Tests). He is currently Associate Editor for the Journal of Applied Psychology, and has served in various editorial capacities for a variety of top journals.

Dr. Ployhart’s research focuses on human capital, staffing, and applied statistical models. His most recent research focuses on the intersection of psychology with organizational strategy. In that vein, the title of his talk for the colloquium was “Human Capital Resources: How Individual Differences Contribute to Organizational Heterogeneity.” He presented a very interesting talk that was relevant to multiple disciplines. This presentation summarized a program of research that unites psychology and strategic management to understand how individual differences contribute to organizational heterogeneity. Dr. Ployhart presented theory and empirical studies to show how the psychological characteristics of individuals contribute to the emergence of human capital resources, and how such resources may contribute to firm performance and competitive advantage. These studies were broad and touched upon adjacent literatures in marketing (e.g., the role of customer perceptions), international business (e.g., resources in non-U.S. cultures), accounting and finance (e.g., valuation of human capital resources), and risk management (e.g., where risk is operationalized in terms of human capital, customer, and financial resources). Dr. Ployhart suggested that, when integrated, micro and macro theory are “both sort of right…and…sort of wrong.” Overall, Dr. Ployhart argued that by integrating psychology and strategic management, many new insights are generated that challenge the received wisdom of both micro and macro literatures.

**ROBINSON CAREER MANAGEMENT CENTER**

Need help updating your resume, interviewing, or finding a job?

http://robinson.gsu.edu/career

404-413-7155

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 for more information so you don’t miss out!
SHRM Foundation Funds an RCB Study on “Employee Development and Career Success Over a Ten Year Period”

Employee training and development can contribute to positive outcomes via enhanced skill level, greater understanding and preparation, motivation and performance. Companies can spend a lot of money in support of employee development, and workers may invest valuable time into it. While research has examined predictors of employee development and the benefits such as those just mentioned, what about outcomes over the long haul? For example, do these behaviors and/or predictors have implications for long term career success by workers? This is the general issue addressed recently in a study conducted within RCB that was funded by The SHRM Foundation. The SHRM Foundation awards HR research grants each year. The awards are competitive and typically go to fund original, rigorous, empirical research studies that are aimed at an academic audience but also have direct, actionable implications for HR practice—in other words, the type of research valued within the Beebe Institute at RCB. One of these awards recently was given to fund a project focused the question of whether ten years of career success has any relation to individual and situational variables from the employee development literature.

Career success is obviously important to both individuals and organizations, so understanding employees’ career success is of great interest in the HR discipline. The study directly addressed variables from the research literature on employee development behavior in relation to career success. This study provides testing of the potential long-term accumulating effects of behavioral, situational, and stable individual variables on career success. The group of 289 employees sampled from across the U.S. workforce represented a very diverse population who was surveyed at two points in time across a ten year period. Employee outcomes studied, such as the number of promotions attained, salary level achieved, job satisfaction and career satisfaction, are all critical concerns with significant implications.

The study reached several conclusions. First, support for employee development by an employer played a key role. Such support includes support for development by other people such as supervisors, coworkers, and clients, and the availability of development resources at work. Early support for development by an employer (ten years ago) predicted current pay level (an indicator of extrinsic career success) as well as job and career satisfaction (indicators of intrinsic career success). A trend of increasing or accumulating support over time since the original support further contributed to job and career satisfaction. Human capital, socio-demographic and other behavioral variables were controlled for, suggesting the unique importance of this support from an employer to success. Thus, while we previously knew from research that organizational support for development may influence employee attitudes and behavior in the short-term—here we learned there can be a link to long-term career success over ten years. The report cites a related concept that might help to explain what is going on: The idea of “cumulative advantage” in careers might be at play. From the perspective of cumulative advantage, a favorable position helps achieve further gains that may become even greater with time. Prior literature on this phenomenon suggests this is a general process that may affect outcomes in many domains, including life course, family generations, education, and careers. In the literature, cumulative advantage—such as that obtained from a very early strong and prestigious job assignment—has been referred to as “The Matthew Effect,” based on part of the Gospel of Matthew. It says essentially that those who have something will receive more of it in greater amounts and those who do not have much of it will lose even what they have. In other words, those who have favorable support or resources early on may attract increasing rewards and support over time compared to those who do not receive such support early. Thus, along these lines, given how important employee development is to careers in the recent decade of workplace changes, per-
haps having support for learning and development from an employer early on might put one in a strength-
ened position toward longer-term success. In the study report the authors suggest that concepts such as com-
pounding in financial investments might have relevance to the investments made in careers via skill develop-
ment. That is, early “investment” (support) may be important for the long term, possibly like in financial in-
vesting—early investment is influential.

There was also an effect in the study where an increasing trend of development participation over the decade
related to promotions achieved by employees. Thus, while early support relates to the extrinsic outcome of
salary achieved, an ongoing trend of development involvement related to promotions. In the report the au-
thors suggested that perhaps development support provides a foundation and momentum toward pay and
satisfaction achieved, while the ongoing development involvement provides a contribution to promotion into
higher level jobs. The results of the investigation suggest implications for practice--there is long-term payoff
for work support for employee development. Employees might become more satisfied with their jobs and
careers and they may become more financially successful if they are employed early on by an organization
that supports employee development and this support continues and grows over time within their careers.

A second set of findings in the study came from effects by individual differences on success during the study
period. Proactive personality (a tendency for a person to identify opportunities and act on them, demonstrate
initiative, persevere to bring about change, find and solve problems, and take it on themselves to have an impact on
the world around them) had unique effects not accounted for by a variety of other personality and individual
difference variables measured. This suggests that proactive personality may play a prominent role among all
personality and achievement variables in predicting long-term career success. In the present study proactive
personality (and agreeableness--another personality variable having to do with pleasant, cooperative, helpful
behavior) predicted job satisfaction, and only proactive personality predicted career satisfaction over ten
years. The results (and other research) suggests that personality was more relevant to subjective (or intrinsic)
success than objective (financial) success, possibly because such personality variables more directly affect
one’s sense of well-being. Proactive personality may be a key predictor of this dimension of success—even
going beyond other characteristics.

Another finding in the study was that specific achievement goal orientation profiles, rather than simple main
or linear effects, had relations with success variables. That is, it was not one achievement goal dimension or
another but two of them in combination that related to success. The idea that mastery or learning orientation
is of primary importance for success may be too simplistic when it comes to long-term career success. Rather,
two performance orientation constructs in combination may be more meaningful. For example, the study
found that being motivated to prove one’s performance to others and to avoid making errors or looking bad
to others interacted in predicting success (promotions). Thus, proving one’s value via ongoing performance
achievements may lead to being promoted, but this is more likely to occur when one is also trying to avoid
observable mistakes or poor performance episodes. This provides a fairly powerful “profile” for career success
according to the findings in the study. While this may make good logical sense, it departs from a theme in the
achievement goal orientation literature that seems somewhat slanted toward learning and mastery being
good and performance orientation (prove, avoid) being undesirable. There was also a second such profile
effect in relation to a salary variable: A focus on learning and mastery did relate to salary advancement, but
this occurred more so if accompanied by a performance focus in which one tries to prove performance ac-
complishments to others. Thus again, a simple linear effect by achievement motivation did not explain the
data as well as a "profile" which has not received much attention in this area of research. The findings in this
SHRM-funded study bring some new attention to this approach to thinking about achievement goals in the
RESEARCH FOCUS CONTINUED...

areas of employee development and career success.

The study was conducted by Beebe Institute Director, Todd Maurer, and recent RCB PhD graduate Elizabeth Chapman. The full length research report reference is as follows: Maurer, Todd. & Chapman, Elizabeth. (2013). “Ten years of career success in relation to individual and situational variables from the employee development literature.” Journal of Vocational Behavior, Volume 83, pages 450-465. Note: This study was funded by a grant from the SHRM Foundation in which the first author served as P.I. However, the interpretations, conclusions and recommendations are those of the authors and do not necessarily represent the views of the SHRM Foundation.

Newsletter Story Bibliography

FALL 2013 MANAGERIAL SCIENCE COURSES

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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

SPRING SEMESTER SPEAKERS

On Feb 13, John Shelnutt, Regional HR Director for Ross Stores, Inc., discussed strategies for effectively and fairly managing workers compensation. He emphasized the line manager’s role in supporting a culture of safety.

From left to right: Kim Bauman, Ravali Goverdhana, Dr. Kay Bunch, John Shelnutt, Courtney Tigner, Anesia Moville, Joshua Boles, Peter Prefontaine

On March 14, Margaux Kaynard, HR & Recruiting Manager, Rural Sourcing Inc., described the impact of social media in employee recruitment. She explained how recent scholarly research has practical relevance for the HR professionals.

On April 10, Tanya Wilson, HR Manager at MarketSource, offered great advice for students wanting to break into a career in Human Resources. She stressed the importance of developing a strategic plan and taking the long view when managing your career.

From left to right: Moville, Goverdhana, Prefontaine, Tanya Wilson, Bauman, Boles

Welcome Eva!

Eva Bradley is the 2013-2014 president of SHRM at GSU. She is currently pursuing a Master’s of Science in Human Resources Management and Organizational. She is an active member of several organizations including the National Association of African American Human Resources Professionals (NAAHR) and the Young Nonprofit Professionals Network (YNPN). She has worked with local organizations to enhance internal efficiencies, program development and business operations. Eva is highly committed to enhancing organizations and giving back to her community. She has great plans for the current academic year and is working closely with Courtney Tigner, Peter Prefontaine, and Joshua Boles who are helping with the transition.

The GSU student chapter of the Society for Human Resource Management has once again earned a Superior Merit Award from the national organization for the 2012-2013 academic year. We were the only chapter in Georgia to earn this prestigious award. To qualify for the Superior Merit designations, a student group must accumulate points in categories that include professional operation of the chapter, professional development for members, and support for the HR profession. Joshua Boles, Vice President of SHRM Student Chapter Merit Award Program and Recognition, was instrumental in preparing our submission and keeping us on track.
PAST AND UPCOMING EVENTS

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OFFICER UPDATES

Ravali Goverdhana, 2012-2013 Vice President of Communications for SHRM at GSU, graduated in May 2013 with a BBA in Managerial Sciences with a concentration in HRM. She recently became a Network Recruiter at Prium.

Kim Bauman, 2012-2013 Vice President of Corporate Relations of SHRM at GSU, graduated Summa Cum Laude in May 2013 with a BBA in Managerial Sciences with a concentration in HRM. She is now the HR Coordinator at Market Source.

Courtney Tigner, 2012-2013 president of SHRM at GSU, graduated in May 2013 with a BBA in Managerial Sciences with a concentration in HRM and a BS in Psychology. She recently accepted a position as HR Administrator at Rural Sourcing Inc.(RSI)
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).

ALUMNI HIGHLIGHTS

Since graduating from GSU with an M.S. in Human Resource Management, Pam L. Burns has held the Human Resources Director; Senior Director, Human Resources; and Human Resources Director positions with McDonald’s, in both the Chicago and Hartford areas. After taking time off to get married, Pam joined Performance Food Group (PFG) in November 2003 and has been with them ever since. PFG is a foodservice distribution company similar to Sysco Corp or US Foods. She was a VP HR for one of the distribution facilities in Springfield, MA up until August of last year, and then Pam accepted a promotion to regional VP HR. Pam now supports 16 locations, from Augusta, ME to Miami, FL. Pam says she really loves what she’s doing and often draws from her GSU experiences.
ALUMNI HIGHLIGHTS

It was during one of her undergraduate business courses at Pepperdine University when Dominique Bleichenbacher realized that learning about management or financial practices and tools is helpful, however without the most important asset, the employees, all of these theories and tools will not lead to success. This realization fueled her interest in HR and eventually her wish to found Belana GmbH.

After she completed an MBA in Management and Human Resources Management at the J. Mack Robinson College of Business at Georgia State University, Dominique returned to Switzerland. The following 8 years, she worked in various positions within HR for several international companies in the Banking and the FMCG sector and also spent a brief period in Dubai. During this time, Dominique helped several Beebe students secure jobs in Europe.

Her vision for Belana GmbH is to provide small to medium-size companies and individuals with the professional, efficient yet personal HR know-how and support they need in order to be successful locally and internationally while employing motivated employees.

Brandy Kingcannon accepted an offer to work for ADP at the Alpharetta campus as a Client Service Representative in the SBS unit. She is training to assist clients with payroll, state and local taxes, vacation, sick, and personal time. During this training, Brandy will also be working to get her FPH certification.

ALUMNI UPDATES

Jennifer Vogal is now a Senior Transition Specialist at RiseSmart

Thuy An Ho recently accepted a job as an HR Assistant at MedSide Healthcare
We want to hear from you!

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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.

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