



December 2004

Welcome to the seventh edition of 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. Along with providing information on Beebe events, it provides interesting reading for HR professionals and students alike.

FOCUS ON BEEBE STUDENTS

AEPA Scholarship update

Congratulations to Monrovia Jackson on winning the AEPA scholarship!

Each year, the **Atlanta Engineering Personnel Association (AEPA)** awards an academic scholarship to a student pursuing a career in Human Resources who exhibits outstanding academic achievement. Last year's recipient of the scholarship, **Dominique Bleichenbacher**, is currently doing very well. The AEPA use the same selection process in order to assist another deserving candidate in pursuing his or her goals. After interviewing four qualified nominees, **Fatima Goines, Jenny Arthur, Leslie Clennan** and **Monrovia Jackson**, and much deliberation, the selection committee awarded Monrovia Jackson with the scholarship.

Human Resources Outlook Luncheon

GSU students majoring in Human Resources Management were guests of the HR Outlook group for lunch on September 30 at the Commerce Club. HR Outlook is a forum of HR executives in the Atlanta area who meet several times each year to discuss trends and developments in the field. **Dave Brookmire** of Corporate Performance Strategies and **Joe Goodwin** of The Goodwin Group organize the meetings of HR Outlook. GSU students enjoyed meeting with the HR professionals and focusing on the HR job market, the issues most critical to HR executives, and ways the HR community may partner with GSU students for internships and other opportunities. Thanks to the HR Outlook for taking the time to get to know some of our students and sharing your valuable insight into the field!



Mike Robertson of EMS Technologies and Jim Soggs of Cendian looks on as Dave Brookmire welcomes the students to the luncheon.



Beebe students Rubaiya Hassan and Tom Allen listen attentively to the meeting's discussions.



HRM students, Chaneta Forts & Morovia Scott, seem to be enjoying the meeting's focus.

FOCUS ON BEEBE FACULTY



The W.T. Beebe Institute welcomes a new faculty member!

The W.T. Beebe Institute would like to welcome a new addition to its faculty, **Dr. H.J. Park**. Dr. Park is currently affiliated with the Institute as an assistant professor of Human Resources Management. She came to Georgia State University from Cornell University and says that she appreciates the "milder and warmer climate of Georgia" after spending several years in "the Northern tundra of upstate New York."

Dr. Park will be teaching MGS 4300 Managing Human Resources for the upcoming Spring 2005 semester. Her primary area of research is in strategic human resources management. Dr. Park noted, "Strategic HRM examines the relationship between human resource practices and firm performance and in particular, I am interested in this relationship in multinational corporations which operate in the international arena."

I am interested in how various HR practices work together in a synergistic manner to create value for organizations.”

Dr. Park is looking forward to being a part of the W.T. Beebe Institute and believes the Institute to be “a great resource as it provides opportunities to become linked with other faculty members to develop and engage in research projects as well as to get financial support for these projects.”

Accomplishments by Beebe Faculty:

Professor Todd Maurer recently received the Outstanding Human Resource Development Scholar Award from the Academy of Human Resource Development for his notable contributions to the profession. In addition, Dr. Maurer also was presented with the Sidney Fine Award for his research on analytic strategies for studying jobs. He was also elected to be a fellow of both the prestigious Society for Industrial and Organizational Psychology and the American Psychological Association based on his significant accomplishments in these fields of study.

Having been invited to a conference in Berufsakademie-Stuttgart, Germany, in May, Associate Professor **Edward W. Miles** presented his plans for a three-week program on negotiating across cultures. His work was very well-received by the other scholars who attended the conference.

Professor **Kay Bunch** presented a paper entitled “Effects of Supervisor, Subordinate, and Dyad Gender on Perceived Participation and Leadership” at the Southern Management Association Annual Conference in San Antonio, Texas on November 5th, 2004.

FOCUS ON THE GSU SHRM CHAPTER

GSU SHRM Chapter’s meeting madness.

The GSU SHRM Chapter enjoyed a great first meeting of the semester on September 22nd and another successful meeting on October 21st. In the first meeting, the chapter officers outlined the agenda for the semester and greeted old and new members. At the second meeting, **Erin Bertelsen**, HRIS Director for Cox Communications, discussed careers in Human Resources Information Systems. In addition to planning meetings for the spring, the chapter officers are working on a HRM career workshop in February 2005 and the SHRM HRGames. (<http://www.shrm.org/students/hrgames/>) to be held in late March 2005.





From left to right: Monrovia Scott (Treasurer/Secretary), Erin Bertelsen (HRIS Director of Cox Communications), Professor Kay Bunch (Advisor), and Renise Francis (President)

FOCUS ON FRIENDS OF THE BEEBE INSTITUTE:

The Rutherford Scholarship.

Each spring the Beebe Institute awards a scholarship to an HR student who has exhibited excellence in academics and demonstrated a love of learning. Since its establishment in 1986, The Rutherford Scholarship has been awarded to 38 students, yet many recipients have never heard of the exemplary and colorful scholar **William Rutherford**, whose name is honored by the award.

William Rutherford was a professor in the Beebe Institute in the 1970's and 1980's with a background in labor law. Born and raised in Chattanooga, TN., Rutherford was a graduate of the University of Tennessee and University of Michigan College of Law, where he received this JD degree. "Doc Rutherford," as he was known to his colleagues and students, was an outstanding scholar, but is best remembered by his students and colleagues for his energy, enthusiasm, and sense of humor. His classes were always full and he had a reputation among students as an exceptional instructor. He taught courses in labor relations and employment law.

Mike Jedel, former director of the Beebe Institute, was a close friend of Rutherford's and offers these observations:

"While Bill was single, he loved to go on an occasional evening to a bar where singing was encouraged. A wide array of people were attracted by his beautiful voice--whether a Scottish ballad or a more contemporary song, he had a wide repertoire and a large following. Bill had the incredible talent and ability to interact with people of all geographic, ethnic, class and education levels. He could poke fun at himself in a gentle way, and, as you suggest, had a wonderful sense of humor. He was only 46 at the end."

Lucy McClurg, winner of the Rutherford award as an MBA student in 1986 and 1987, and now an associate professor in the Beebe Institute, states that Bill Rutherford was the professor who initially got her interested in the PhD. Program at GSU and in HR as a field of study. "I loved Bill's classes. I still am in touch with several of the students who all had classes with Bill. We would often all

socialize after class and Bill sometimes joined us. When Bill's health began to fade and he was in the hospital a lot, he had frequent student visitors. He once told me that teaching was his life and that as his life neared an end, the students had made it all worthwhile for him."

Always the student-focused professor, Bill Rutherford left money to the Beebe Institute to assist HR students. Although the present generation of students never had the pleasure of knowing Bill, he has enabled students to continue their studies as a result of his generosity. It would be especially appropriate if those students who knew Bill or received a scholarship in the past could contribute to keep his name alive in the GSU family.

Contributions: If you'd like to make a contribution to the W.T. Beebe Institute in order to help support student activities, faculty research, and scholarships, including the Rutherford Scholarship, we would greatly appreciate your help. Send contributions to:

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Robinson College of Business
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35 Broad Street (10th Floor)
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Atlanta, GA 30303

Did you know...An interesting piece of information was recently written about the man behind the Institute. The September issue of Delta Airline's "Sky" magazine featured an article about Delta's success under the leadership of W.T. "Tom" Beebe in the 1970's. As CEO and chairman of Delta, Beebe moved to standardize and modernize the airline's fleet of jets and to emphasize fuel cost savings. The article credited Beebe's leadership in moving Delta to one of the top air carriers during his tenure.

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 comments or suggestions about the Beebe Newsletter, or for more information about our programs, please email the Faculty Advisor at mgtlnm@langate.gsu.edu, visit the Beebe Institute website at www.cba.gsu.edu/beebe, or write to:

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