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.

GSU ALUMNI GIVE BACK

We are delighted and grateful to be able to announce that retired RCB faculty member, Dr. Don Crane, and his wife, Gerri, have established a $100,000 Charitable Gift Annuity that will ultimately provide need-based scholarship funding for an undergraduate or graduate student enrolled in the Department of Managerial Sciences.

Both Gerri and Don are graduates of Georgia State University. Gerri earned her BA in Psychology/Sociology and a Masters Degree in Counseling. Don graduated with an MBA and PhD in Business Administration. They met on the GSU campus and have been happily married for more than 40 years.

Don taught undergraduate and graduate courses at the Robinson College of Business for 25 years. He was faculty advisor to Mortar Board (Senior Honorary Society) and Alpha Kappa Psi (Business Fraternity). While a professor, Don taught courses in human resource management, labor relations, collective bargaining, arbitration and labor economics. His research on collective bargaining, compensation, training and development has been published extensively and he has written textbooks on human resource management, public management and labor relations.

Don has been an arbitrator of labor-management grievances for the past 40 years. He has been a member of the National Academy of Arbitrators for 30 years. Don is a permanent arbitrator on numerous panels.

HONORS DAY

Each spring, the Robinson College of Business holds an annual Honors Day celebration to present the many college-wide and departmental awards, scholarships, and other honors bestowed upon students during the academic year. The ceremony was held April 8th at the Rialto Center for the Performing Arts. Check out our student interviews in this issue!

Pictured from left to right: Jewel Denson, Gloria Gao, Dr. Lucy McClurg, Dr. Kay Bunch, and Rachel Waters.
What have you enjoyed most about being a student of the Beebe Institute?

Jewel: I have really enjoyed learning from the professional experiences of classmates who are already working in Human Resources, as well as developing relationships with professors who have a passion for what they teach and really care about helping students develop themselves professionally. The Beebe Institute does a great job of exposing students to job and internship opportunities that complement class learning.

Rachel: First and foremost, I appreciate the diversity. At Georgia State I am constantly surrounded by fellow students from all over the world. I can walk into any class and sit among students with a variety of professional and educational backgrounds. Second, I appreciate the ability to incorporate real life experiences and examples into my studies. I can apply real world scenarios to gain insight into HR theories and principles.

What special projects or activities are you involved in now, or have recently been involved in?

Gloria: I am currently interning in the Human Resource Department at Georgia State University. What I am working on now is the research on universities and colleges that won the award [for] best compensation/benefits practices from [the] College and University Professional Association for Human Resources.

Jewel: I recently worked with the Personnel Board of Jefferson County as a subject matter expert for assessment center candidate evaluations. I am presently working as an HR intern for the Metro Atlanta Chamber, assisting with a compensation study and competency modeling. I really enjoy learning about the economic development projects they are currently involved in.

Rachel: I have worked as a Graduate Research Assistant for the Critical Thinking through Writing Program with the business school. I have been involved with this program for two semesters. I am also involved with SHRM, having passed the certification exam last fall.

What are your career goals upon graduation?

Gloria: I still have about a year before graduation. I plan to use this time to accumulate experiences in different areas within HR, and hopefully figure out which area I am most interested in before starting the real career in HR.

Jewel: I eventually want to go back to graduate school and get my doctorate in Industrial/Organizational Psychology. I am really interested in Organizational Development, as well as job analysis. I love how job analysis impacts the entire HR process and hope to find a job where I can be heavily involved in this aspect of strategic planning, such as with total rewards.

Rachel: I am currently looking into earning my PhD in Industrial/Organizational Psychology after graduation. Ultimately, I would like to do private HR consulting. I also hope to teach Human Resource Management and Organizational Behavior classes for an accredited university as a full time professor.
**William P. Key Scholarship**

Named in honor of a distinguished Atlanta human resource professional, Georgia State University graduate, and Executive in Residence at the Beebe Institute, this scholarship is awarded for outstanding performance in a master’s level human resource management degree program. This year’s honor goes to Rachel Watters.

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**Michael Jay Jedel Award in Human Resource Management**

This scholarship is given by the HR Roundtable and is named in honor of Michael Jay Jedel, a former associate dean of the Robinson College of Business and director of the W.T. Institute of Personnel and Employment Relations. It is presented annually to an M.S. or M.B.A. student who exhibits high standards of academic achievement, strong commitment to the human resources field, and outstanding leadership potential. Jewel Denson is this year’s awardee.

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**William T. Rutherford Scholarship**

Awarded to the student in any graduate level human resource management program who best exemplifies the high achievement and zest for learning that Professor Rutherford so valued. This year’s winner was Gloria Gao.

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The Beebe Institute would like to congratulate these students again for their achievements, and wish them the best of luck as they continue their education and career pursuits. We would also like to thank our alumni, donors, and supporters. We truly appreciate the support you give to the school and our students. If you would like to assist our students and/or programs, please contact Lucy McClurg at 404-413-7539 or email MGTLNM@langate.gsu.edu.
Whether you’ve been laid off from your current job, looking to change career fields, or just trying to get ahead in your current career, pursuing a post-graduate degree may be right for you.

The W.T. Beebe Institute of Personnel and Employment Relations offers several degree programs with a focus or specialization in HRM, obtained through the closely-affiliated Department of Managerial Sciences at the J. Mack Robinson College of Business. The largest business school in the South and part of a major research institution, Georgia State University’s RCB has 200 faculty, 8,000 students and 70,000 alumni.

Highlights of the Beebe Institute include leading edge, innovative research with practical impact; a multidisciplinary institute that combines the insights and perspectives of several fields, such as management, economics, psychology and law; and close faculty/student/practitioner interaction. Below are some of the programs available.

**M.B.A. Human Resources**

The Master of Business Administration degree with a major or concentration in Human Resource Management is designed for students who desire broad-based instruction in business, with an emphasis in employment relations. As a “generalist” degree, the M.B.A. is suited for individuals in middle-management positions who desire broader expertise in a variety of business subjects but particularly in human resources.

**M.S. Human Resources**

The Master of Science with a major in managerial sciences prepares professionals to assume leadership roles in human resource management. The human resource management concentration prepares students in the functional areas of the field such as selection, compensation, and employment law. A variety of educational experiences both in the classroom and the business community are offered.

**Ph.D. Human Resources**

Students admitted to the Ph.D. program in Managerial Sciences can elect to specialize in Organizational Behavior/Human Resource Management. This specialization includes coverage of traditional topics in OB (e.g., individual difference, motivation, leadership, and group dynamics) and HR (e.g., staffing, selection, recruitment, and performance appraisal), as well as exposure to the specific research domains that are of interest to the participating faculty. These research topics include: organizational justice, psychological contracts, employee development, negotiation, organizational citizenship, and the strategic process by which HR programs are developed and evaluated.

*For more information contact Dr. Lucy McClurg at lmclurg@gsu.edu.*

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**Special thanks to Beebe Alum, Dixon Stapleton for her help with new student recruitment. Dixon helped with the MBA Open House this past February in Buckhead. Thanks so much for helping your old alma mater. You make us proud!**

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**We want to hear from you!**

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

To add or remove yourself from our mailing list, please reply to beebenewsletter@langate.gsu.edu.
The SHRM chapter was delighted to have Sharon Cohen, Global MBA Career Counselor and Adjunct Instructor for the Robinson College of Business, as a guest speaker. Many students are already familiar with Sharon, as she has provided specialized career counseling and career services for more than 500 graduate, MBA, and MS students each passing semester. As an Adjunct Instructor, Sharon also teaches 13 workshops on Global Job Search and Career/Business Psychology. Sharon holds an MA in Counseling Psychology, and is a Licensed Clinical Counselor and Career Transition Specialist. Prior to working with the RCB Career Center, she held various clinical counseling roles in Psychiatric Mental Health and Vocational Rehabilitation (among others). Since joining the RCB team, Sharon’s work has been interdisciplinary, spanning Global HR, Recruitment, and Project Management.

March’s meeting focused on individual Career Services, such as career coaching on how to attain professional goals and manage one’s career. Some of Sharon’s discussion topics included personal career assessment, exploration and goal-setting, job searching and marketing oneself. In particular, Sharon spoke on developing a position statement, planning a job search, composing a resume, and resources like the Robinson Career Network, “Executive Coaching” week, Interview Stream, internships, and the Graduate Business Association (a student organization available on campus).

The April meeting featured Rachel Watters, who spoke on preparing for the PHR and SP HR exams.

The SHRM chapter would like to thank Rachel for a great presentation.

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

**Upcoming SHRM-Atlanta Events**

- **May 6**  Webinar: Affirmative Action Changes
- **May 11** Career Connections: Social Media and the Job Search
- **May 20** Link with a Leader Auction
- **May 25** Webinar: Ten Rules for Preventing Lawsuits
- **June 21** HR Helping HR

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

The students in Dr. Lucy McClurg’s HR Field Study course were excited to get some real world practice. The course serves as a bridge between theory, scholarship, and practice and gives students the opportunity to network with HRM professionals in the Atlanta area, learn more about HRM in applied settings, and hear first-hand about HRM practices and concerns from industry representatives.

The course is also a hands-on learning opportunity. HR professionals in the Atlanta area work with teams of students to solve HR problems, study HR practices in their companies, and make recommendations. To accomplish this, several teams of students complete a management consulting project where students serve in a consulting-type role to gather, compile, and analyze information, and make recommendations to their assigned corporation. Because of their particular needs and challenges, this year, Dr. McClurg decided to focus on non-profit corporations.

Halfway through the semester, the class hosted a meeting at the Commerce Club, allowing all of the teams to discuss their projects and receive feedback from their classmates as well as the other HR professionals. At the end of the semester, the students reported back to management on their assigned research findings and recommendations for action. Students worked on a variety of different projects, each one addressing a specific need for the non-profit. This year’s projects included: a law update, a personnel manual, a procedures manual, retirement planning curriculum, and two comp audits.

Special Thanks to the Sponsors and Advisors!

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| Carl Proctor, Sponsor, Open Hand | Sonali Das, Advisor, Open Hand |

Participating Corporations

- AID Atlanta
- Progressive Redevelopment, Inc.
- Gary Wheeler Consulting
- Emory University and Hospitals
- Open Hand
Jewel Denson, a Beebe student currently completing her Masters in Human Resource Management and Organizational Change, began working with the Metro Atlanta Chamber of Commerce in March as a part-time HR intern. Working directly under the VP of Human Resources, her responsibilities will include conducting a salary study and evolving the Chamber's competency framework. She will also assist the Chamber with updating its policy manual and job descriptions. Jewel has received a great deal of welcome and assistance from Chamber staff and is looking forward to her new duties as the only HR intern.

Congratulations to Ph.D. student Ana Elisa Iglesias who will complete her doctorate in Managerial Sciences soon and has accepted a position at Tulane University in New Orleans where she will be assistant professor teaching strategy. Way to go, Ana Elisa!

Doctoral student David Williams has accepted a position as Assistant Professor at the University of Tennessee! Way to go, David!

Creating New Opportunities...

With the help of new employee and Beebe alum, Sonali Das, GSU’s Human Resources department has launched its new internship program. The internship program is designed to complement a student’s classroom studies with practical, hands on, project based work and is a rotational program. Interns are offered a flexible work schedule of 10-19 hours per week. Interns work under the close supervision and guidance of a seasoned HR professional. The program may offer opportunities for class credit, pending professor approval. The program provides excellent opportunities for students to get valuable, hands-on experience and opportunities to experience the many operational areas of HR.

Congrats to the following Beebe students that have already landed an internship!!!

Gloria Gao
Michael Molloy (pictured right)

Want to be in our next newsletter?

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

beebenewsletter@langate.gsu.edu

Beebe students! We would like to hear from you too! Have you recently taken an internship in HR, received a scholarship or impressive award, or simply just have some good news? LET US KNOW. Please e-mail the Beebe Institute at the address listed above and add a picture of yourself!
What do Beebe alum do when the job market gets tough? They create their own.

We take a look at two Beebe alum that have recently started their own businesses.

Jennifer Vogel and her business partner, Anne Quiello, recently opened Envision Evolution Group, a career management services company. Jennifer says Envision is in the business of helping clients achieve career and life satisfaction and that the company uses a holistic approach with their clients, drawing from the fields of psychology, counseling, and coaching to achieve the best results. The Envision staff includes professional resume writers, career coaches, executive coaches, and an I/O Psychologist.

As a research-based organization, Envision maintains relationships with local colleges and universities both assisting with their career centers and providing feedback from the business community. They seek to offer valuable insights that will influence the direction of education based on the strategic staffing needs of the business community.

If you would like more information about the services provided by Envision Evolution Group, would like to receive their free newsletter or need help promoting a job opening, please send an email with your preferred method of contact to: jobs@envisionevolution.org.

Alex Membrillo founded Cardinal Web Solutions, LLC. Cardinal Web Solutions is an innovative Internet marketing firm based out of Atlanta that helps entrepreneurs grow their business. Alex says their marketing programs allow any size business to maintain a creative and dynamic presence online, and allow for highly quantifiable results, giving the advertiser full control over each budgeted dollar. Cardinal Web Solutions specialties include social media marketing, pay-per-click marketing, search engine optimization, internet marketing, and web development.

For more information about Cardinal Web Solutions visit www.cardinalwebsolutions.com.

Congrats to Jed Aten on the birth of his son on October 20th, Ammon Alan Johannes Aten.
Ashley Dunn pictured with her husband Stephen, who is also a GSU alum.

Ashley Dunn was recently promoted to an HR Coordinator position at Euro Impact. Ashley is a Beebe alum that graduated in the summer of 2008 with a management degree focused in HR. After graduation she worked as a recruiter for a small Medical staffing firm in Atlanta. Then in January of 2009 she started work as a regional manager for Euro RSCG 4D Impact, a marketing company who specializes in triggering targeted audiences to sense, feel, touch and relate to products and brands. Almost one year later, Ashley was offered the position of HR Compliance Coordinator. She is now responsible for recruitment, training, maintaining state and federal law compliance as well as many other important tasks for the Atlanta office. Within the first month off assuming her new role, Ashley was visiting her alma mater. She held an information session on GSU’s campus to recruit interns for Euro Impact’s marketing departments. Ashley has already recruited two interns from GSU.

Congratulations to Robyn Cameron (pictured right) on landing full-time employment in Human Resources. She recently started a new job with McKesson in Alpharetta.

Marissa Lucret (pictured left) has been with CNN since June, 2006. Her main role is to serve as the HR point of contact for the CNN International and CNN en Español networks, with an overall headcount of over 600 domestic and international employees, across 26 countries.

Jeffrey Darnell (picture right) is now the Regional HR Manager for AutoNation. This office supports 50 dealerships and about 4000 employees!

Congratulations to:

- Sonali Das is an Employee Relations Specialist with the GSU HR team at One Park Place.
- Erika Couch is now Assistant Manager, Human Resources at Wipro Technologies.
- Fatima Goines, MS, PHR, IPMA-CP is leading the design of a succession planning program for SHRM Atlanta and a compliance training program at the Tollway Authority.
- Lori Sargent is now Regional HR Manager at Tatum.
- David Pierce, former editor of the Beebe newsletter and MBA graduate of Robinson College of Business, is Premier Account Executive for Deltacom.
- Franklin Middlebrooks, our Recruiting Coordinator and Budget Mgr, has resigned to enter the US Navy Officer Candidate School. Franklin is a Robinson Alum and did an excellent job for us. We wish him the best!
- Chaneta Forts passed the PHR Exam!
- Linda Launey is now a Project Manager and Team Lead at IBM.
- Erin Thomas was hired as the Compensation Survey Analyst with Culpepper. Erin says “It is EXACTLY the job I wanted... I can not tell you how awesome it feels to finally be doing what I wanted to do... and beginning my career!”
The Beebe Newsletter would like to take this time to say a special farewell to one of our very valued instructors, Dr. Barbara Reilly. Dr. Reilly has been an Assistant Professor for the Robinson College of Business for more than 15 years, during which time she has helped to develop the Change Management degree tracks while also teaching courses in Executive Leadership, Consulting Skills, Team Design & Development, Organization Behavior, and Essentials of Leadership. Dr. Reilly has really brought a great deal of value to the Department of Managerial Sciences, reflected in her high teaching evaluations for overall teaching performance and positive ongoing relationships with students and alumni.

Dr. Reilly is leaving Georgia State University with a host of fond memories. When asked about the highlights of her career, she mentions “working with colleagues who truly care about the quality of their teaching,” “teaching Change Management in Abu Dhabi in a mixed gender class,” and “every time a student applies something they learned in school to their work or home life.” Dr. Reilly also reflects on her own learning experiences while at Georgia State. “My early mentors were Charles Burden, Richard Deane, and Harvey Brightman,” she recalls. “Recently I audited Ed Miles class just to watch him teach!”

We thank Dr. Reilly for all of her valuable contributions to the Robinson College of Business and the Department of Managerial Sciences, and wish her all the best as she steps down from academia to pursue new opportunities as Vice President, Director of Employee Services at Federal Home Loan Bank, Atlanta. She would very much like to keep in contact with students and colleagues through LinkedIn or by email at DrReilly@aol.com.

Dr. Bruce Kaufman has published “SHRM Theory in the Post-Huselid Era: Why It is Fundamentally Mis-Specified” in the April 2010 Issue of Industrial Relations, one of the premier journals in the human resources and industrial relations field. Dr. Kaufman challenges the most important proposition developed in the last fifteen years of research in the strategic HRM field – the hypothesis that investment in more advanced HRM practices leads to higher firm performance (e.g., more HRM → higher profitability). Dr. Kaufman shows with recent data that many firms do not follow this prediction and then explains why using principles from economics and industrial relations. In a nutshell, the reason is the economic forces that lead companies to downsize and cost-cut are substantially more important in influencing present-day HRM investment decisions than are the motivational and training considerations emphasized in the most popular version of strategic HRM theory. Professor Lucy McClurg, a Beebe faculty member, says, “This article is sure to elicit a great deal of attention and will surely prompt much discussion among both practitioners and academics.”

We would also like to congratulate Dr. Kaufman on his latest book, Hired Hands or Human Resources?, a companion volume to Managing the Human Factor. Kaufman shows how American firms transitioned from the traditional “hired hand” model of human resource management (HRM) to the modern “human resources” version popular today. Kaufman illuminates through fifteen detailed case studies the structure and operation of HRM programs and practices across a diverse range of American business firms spanning the fifty years from 1880 to 1930. Hired Hands or Human Resources? features new insights into key subjects such as the strategic versus tactical nature of early HRM, alternative models of workforce governance used in these years, and the reasons some companies created autonomous HRM departments.
The Beebe Institute of Personnel and Employment Relations recently hosted internationally-recognized researcher, Dr. Micki Kacmar (Durr-Fillauer Chair of Business Ethics and Professor of Management, University of Alabama). In her talk, she conveyed her views on publishing from the perspective of a journal editor. The talk was titled: "Developing a Research Agenda."

Dr. Kacmar is an Associate Editor for the Academy of Management Journal and served as the Associate Editor for Human Resource Management Journal from 1996-1999 and as the Editor of the Journal of Management from 2000-2002. She currently serves on the Editorial Board for the Journal of Applied Psychology, Journal of Managerial Issues, Human Resource Management Journal, and Organizational Analysis. She is active in the Academy of Management having been elected to the Executive Committee for the HR Division, served a three year term as the HR Division Newsletter Co-Editor, and recently finished the 5-year officer rotation. Dr. Kacmar also was elected to the Board of Governors for the Southern Management Association and served a six year term on the Board of Directors of the Society for Human Resource Management Foundation. She is a Fellow in the Society of Industrial and Organizational Psychology and the Southern Management Association.

Professor Kacmar's research interests include ethics, impression management, and organizational politics. She has published over 80 articles in journals such as Academy of Management Journal, Journal of Applied Psychology, Organizational Behavior and Human Decision Processes, and Journal of Business Ethics.
The Growing Importance of Benefits

Benefits are of growing importance not only in employer costs but also to employees’ needs and wants. Most HR professionals have a great understanding of benefits. This is a necessity for the field. There is plenty of new research about benefits that many HR professionals may not be aware of but need to know.

1. Benefits do NOT have an effect on two important employer outcomes: Job Satisfaction and Employee Motivation.

Contrary to what most employers believe, benefits do not have positive effects on many employer outcomes. In fact, benefits have NO effect on job satisfaction or employee motivation. Research has shown that there is no relationship between benefits and either of those outcomes. One study showed that even by increasing employee satisfaction with benefits, this did not lead to job satisfaction. It has been proven that employees will not be motivated unless there is a causal relationship between their performance and a reward. Employers who are currently using benefits as a strategy to motivate or satisfy employees would be advised to adopt an alternative strategy (Igalens and Roussel, 1999; Hennessey, 1992; Hennessey, 1989).

2. Pension plans are the only benefit to have a positive effect on turnover.

Though benefits may not have a positive effect on satisfaction and motivation, benefits can have a positive effect on another employer outcome: turnover. Unfortunately, research has proven that the only benefit to have a positive effect on turnover is pension plans. To further complicate the effects of pension plans on turnover, it only has a positive effect on turnover for employees of certain demographics: older employees, those nearing retirement. The effect of pension plans on younger employees is negligible (Hennessey, 1989; Schiemann 1987). Unfortunately, no benefit has been proven to have a positive effect on turnover for employees of varying demographics.

3. Tailoring benefit communications to potential candidates is one of the only ways for benefits to be used successfully in the recruitment or selection process.

Unfortunately, benefits are NOT a useful strategy for recruitment or selection according to current research. However, employers can improve the probability that benefits could be used as a recruitment or selection tool by incorporating the candidate’s demographics into the discussion about benefits (Schiemann, 1987). This may seem commonsense but is rarely done. The interviewer or recruiter should evaluate what the candidate would need or want from benefits and steer the conversation towards those particular benefits. For example, if the candidate is college-aged, they might be interested in educational reimbursement benefits.
4. Increasing communication about benefits can help increase certain employer outcomes if communicated in an understandable way.

Again, this may seem commonsense; however, it is rarely done. Many employers believe benefits will help them achieve certain outcomes, such as recruitment and retention. Unfortunately, this is rarely true, and when there is a relationship between the two, it is under certain circumstances. In order for employers to increase the chance for them to achieve any outcome, the employer needs to communicate properly to the employees (Sinclair, 2005; Schiemann, 1987). Studies have shown that a majority of employees are NOT fully aware or even understand their benefit packages. If an employer is hoping to achieve any outcome through the use of benefits, an employee must at least know what their benefits are. In addition, studies have also shown that most communications about benefits are not understandable to the average employee. (Haar, 1990). This could cause the employee to become intimidated by their benefits package and possibly lead to dissatisfaction about their benefits.

5. Generation Y finds certain benefits as “non-negotiables” in compensation packages.

The newest generation entering the workforce, Generation Y, is an extremely demanding group with high expectations from their job. When it comes to benefits, this generation brings along with it these high expectations regarding their benefits. According to recent studies, this generation expects pension plans and health insurance in their benefit packages. These are considered “non-negotiables” (Rawlins, 2008). In fact, a member of Generation Y may refuse to accept a job if these are not included since this generation believes those benefits are a given. Related to number three, current research suggests communicating to this new generation about the “traditional” benefits (i.e. pension plans and health insurance) will increase the likelihood of them accepting a job (Jennings, 2003).

About the Author: Amanda Kautzer is currently a student in the Beebe Institute at Georgia State University’s Robinson College of Business.
It is with heavy hearts that we pause in remembrance of a dear Beebe student who has passed away this semester. Roy Joseph Kerlegan III, 20, of Jonesboro, Ga., died on March 1, 2010, as the result of injuries suffered from a very unfortunate vehicle accident. Roy was riding his motorcycle in Stockbridge when the driver of a car made a left turn in front of him.

Roy, a 2007 graduate from Greenbrier High School in Evans, was attending Georgia State University to pursue a degree in business and was a member of the Pi Chapter of Alpha Kappa Psi co-ed professional business fraternity. Roy was also a member of Campus P.A.L.S. (“Passing Along Lessons Socially”), an organization dedicated to mentoring incoming freshmen students by emphasizing social networking, scholarship, leadership, family, and community service.

"Roy was one of my favorite students and I always looked forward to seeing his face in class,” remembers Dr. Lucy McClurg, one of Roy’s professors at GSU. “He was also a serious student and I have no doubt he would have gone far. He left us too soon and I will always remember him.”

Roy left a positive presence wherever he was and he will be greatly missed by all of his GSU family.