



From The Top

Excitement is in the air! The Tennessee Chapter is now official and the inaugural meeting took place in October at Maryville College. The chapter is serving as the host committee for the Southern Region Conference in Knoxville, and it has established a quarterly newsletter and a website. Yes, we have been busy and it has been time well served!

To see photos from the inaugural meeting of TN CUPA-HR, visit the website at <http://www.etsu.edu/humanres/cupahr/tncupahrmeetingconference2005.htm>.

The Chapter is rolling right along and we are eager to welcome new members. There are numerous advantages to membership in TN CUPA-HR among them tremendous networking opportunities with HR professionals working in colleges and universities throughout the state. As an added incentive, new members to the Tennessee Chapter will receive half-priced dues for the first year. New members can join for as little as \$50 to \$250 depending on the size of the institution's budget. Individual memberships are available for \$25 per year! For information on membership to the Tennessee Chapter see the website at www.etsu.edu/humanres/cupahr or contact the Tennessee Chapter Membership Chairman, Alan Chesney at achesney@utk.edu or 865-974-2673. Alan would be happy to answer any questions regarding CUPA-HR. For information on membership to the national CUPA-HR organization go to www.etsu.edu/humanres/cupahr.

Karen Queener & Jennifer Hunt, Co-Presidents



Karen Queener
Pellissippi State



Jennifer Hunt
Maryville College

Coming Events

Feb. 27 – The **Executive Committee of TN CUPA-HR** will meet at 3 p.m. in the CUPA-HR headquarters in Tyson Place on Kingston Pike in Knoxville. To learn more about the Tennessee Chapter, visit the website at: www.etsu.edu/humanres/cupahr.

March 6-8 – The **CUPA-HR National Seminar 2006** will take place at the City Center Hotel in Washington, D.C. The seminar is designed to provide attendees with tools and strategies for addressing their institutions' public policy concerns and minimizing compliance headaches and unbudgeted costs. Participants will gain insight into managing health care costs, Medicare Part D, changes in IRS law, retirement planning, litigation trends, FMLA, FLSA and much more. Seminar sessions will be presented by HR experts, attorneys, consultants and players on Capitol Hill. Register by Jan. 30 and receive a \$55 discount. For more information or to register online: www.cupahr.org/conferences/seminar/nationalseminar.html.

March 27 – The **Executive Committee of TN CUPA-HR** will meet at 3 p.m. in the CUPA-HR headquarters in Tyson Place on Kingston Pike in Knoxville. To learn more about the Tennessee Chapter, visit the website at: www.etsu.edu/humanres/cupahr.

April 9-12 – The **Southern Region CUPA-HR 2006 Conference** will take place in Knoxville! The theme for 2006 is "HR: Leading with Passion." The evening-out event for the conference is being held at the Museum of Appalachia. John Rice Irwin, Founder and Director of the museum, refers to the folk of southern Appalachia as, "kind, gentle and compassionate, yet tough and resourceful." While the tools we use in HR are considerably different, we do share some similar characteristics. These words, in part, served as the inspiration for selecting our conference theme. Join us in April to share your kindness and resourcefulness with others, and help HR officers in the region "Lead with Passion."

The regional conference is also a wonderful opportunity for potential new members to come and see what CUPA-HR is all about. The newly formed Tennessee Chapter is serving as the host committee for the regional conference. Set at the Knoxville Marriott conveniently located in downtown Knoxville, the Southern Region will honor its tradition of alternating conferences between the beach and the mountains. The Tennessee Chapter is looking for "volunteers" to help with the host/check-in table during the conference. If you are interested in being a Tennessee volunteer, contact Karen Queener, 865-539-7025 or kqueener@pstcc.edu. For complete conference information and online registration go to: www.cupahrregions.org/southern/2006conference.htm.

April 27 -- Professional Development Conference for Women from 7:45 a.m. – 4 p.m. in the University of Tennessee Conference Center Building on the 4th floor. The UT Employee & Organizational Development presents this all-day conference full of exciting topics and speakers. This year's theme is "A Woman's Specialized Toolbox." The conference is designed to provide tools to enhance females' professional and personal lives. This year's guest speakers feature Moira Kaye from WBIR-Channel 10's *Style*. Judy Gardner from The Silk Purse will also be present to showcase the latest fashion tips.

Coming Events

Continued From Page 2

There will be three tracks identified as "Taking Care of Me," "Getting Over the Bumps in Life," and "Getting Down to Business." Session topics include *Overcoming Anger, Building Effective Teams, Stress and Coping, Being on the Road to Financial Recovery*, and members from the *D1 Sports Training Facility*. Rhonda Jones will also lead a concurrent session, *You Scratch My Back, I'll Scratch Yours – Learning to get what we want most by giving it away*. Her book, *Teaching Common Sense*, will be available at a 50% discount.

The UT Bookstore will also be present for a book display. There will be a special 15% discount on all books. The \$95 conference fee covers workshop materials, breakfast, lunch, breaks, and parking. To register, please call Employee & Organizational Development at (865) 974-6657, or visit the website at <http://uthr.admin.utk.edu/tandd>.

September 28-October 1 – Mark your calendars to attend the **CUPA-HR National Conference** in San Diego, CA. For details on the conference visit: <http://www.cupahr.org/conferences/conference/callsforproposals/callsfor.html>.

News

Host Committee needs conference bag stuffers

What is a conference without bags stuffed with goodies? The Conference Host Committee is looking for items to stuff in bags that will be given to participants at the Southern Region Conference in Knoxville April 9-12, 2006. The “stuffers” can be just about anything you have as long as there are about 250 of the item. Bookmarks, note pads, pens, pencils, erasers, stress-relief balls, key chains, you name it and the committee will accept it! The stuffers can also be freebies from local merchants, the visitor’s bureau or your institution. Contact Karen Queener, Pellissippi State Technical Community College, at kqueener@pstcc.edu or 865-539-7025 for more info or to donate stuff.

It Works For Maryville College

With a growing staff and tight schedules, Maryville College HR Director Jennifer Hunt was looking for a way that would keep staff and faculty in tune with what was happening in the larger picture of the liberal arts College which is located in Maryville. Breakfast with the Cabinet was born. Four times per year staff, faculty and the President's Cabinet (the vice presidents of the institution) meet in the College's dining room for an early breakfast of muffins, fruit, coffee and juice to discuss questions from fundraising to plans to build a Civic Arts Center on campus to parking and ideas for a new academic schedule.

"This was a small way to address a concern that staff and faculty were feeling detached from the big picture. It has worked well for us," Hunt said. Breakfast with the Cabinet is in its second year. With 73 faculty members and about 200 staff, about one-third of the campus population attends the 45 minute event each quarter. To make sure that as many people as possible would be able to attend, the breakfast is rotated among the days of the week rather than sticking to a permanent schedule.



Jennifer Hunt has been Director of Human Resources at Maryville College since 1997. She is a graduate of Creighton University in Nebraska and is member of SHRM, serves as co-president of the CUPA-HR Tennessee Chapter and is active in the Blount County Chamber HR Round Table.

CUPA-HR Links

CUPA-HR National Website	www.cupahr.org
CUPA-HR Southern Region	http://www.cupahrregions.org/southern/
TN CUPA-HR	www.etsu.edu/humanres/cupahr
TN member Colleges and Universities	www.etsu.edu/humanres/cupahr/membership.html

(TN CUPA-HR Institutional members currently include: East Tennessee State University, Lee University, Pellissippi State Technical Community College and Southern Adventist University.)

To Submit News

Send news items to Keni Lanagan, HR Assistant, Maryville College at keni.lanagan@maryvillecollege.edu . The deadline for news is the 15th of the month before publication. The newsletter is published quarterly: January, April, July and October. Digital photos are encouraged to go with news items. If you have a submission for “It Works for ...” please submit that with a photo.

TN CUPA-HR Chapter Officers

Karen D. Queener, SPHR, Co-President
Director of Human Resources
Pellissippi State Technical Community College

Jennifer Hunt, Co-President
Director of Human Resources
Maryville College

Dan Trentham, Treasurer
Manager, Retirement Services
The University of Tennessee

Diana McClay, PHR, Secretary
Associate Director of Human Resources
East Tennessee State University

The TN CUPA-HR Newsletter is published quarterly every January, April, July and October. The newsletter is written by Keni Lanagan, HR Assistant, Maryville College. The newsletter is designed by Crystal Gilland, Personnel Records Supervisor, Office of Human Resources, East Tennessee State University.