



From The Top

A huge thank you goes out to Karen Queener, Chair, and the Tennessee Chapter members for their excellent service as the Host Committee for the 2006 Southern Region CUPA-HR Conference, "HR: Leading with Passion," in Knoxville last month! From staffing a fun run in the wee hours of a brisk East Tennessee morning to working registration and all sorts of jobs in between, the Tennessee Chapter worked hard, played hard and networked even harder to get the job done. Approximately 28 Tennessee Chapter volunteers, along with some of the national CUPA staff, helped host the event attended by more than 275 human resources professionals from across the southeast.

Moments to remember from the conference include the panel discussion "Learning from Crises: Lessons from Last Year's Hurricanes," which inspired us to take another look at our own crisis plans with opened eyes. Who would have thought that even though the University of Miami was prepared to proceed with payroll as addressed in their crisis plan (and it worked) their bank of record was not? Keynote addresses by Hallerin Hill, "Make them say WOW!;" Joan Cronan, "Building Success with Passion;" and Dr. Carl Hurley, "Success is a Process," inspired us, made us laugh, made us proud, and made us humble.

The Tennessee Chapter, with financial assistance from sponsor **ING**, hosted a reception for conference attendees from Tennessee. There were 41 participants from TN at the Southern Region Conference and several attended the reception. As a result, we have three educational institutions that are considering chapter membership. Thank you **ING** for helping to make the reception a success!

All in all, the Southern Region Conference was a wonderful networking opportunity, learning opportunity, and just plain, old fun! You bet your "blinking boots we had fun!" Now go into the world of higher education and "Lead with Passion."

To see photos from the CUPA-HR Southern Region Conference, go to the Tennessee Chapter website at <http://www.etsu.edu/humanres/cupahr/cupahrsrconf2006.htm>.



Jennifer Hunt
Maryville College

Karen Queener
Pellissippi State

Coming Events

June 26 – 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 .

July 24 -- 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 .

August 28 -- 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 .

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

October 26-27 – Mark your calendars now to attend the **TN CUPA-HR Fall Conference** in Nashville. The two-day event will begin at 1 p.m. October 26 and culminate in a business meeting ending at 1:30 p.m. on October 27. The conference registration fee has not yet been set. More information to come!

News

Membership contest underway

Want to earn a freebie to the TN CUPA-HR Fall Conference in Nashville Oct. 26-27? Start networking to recruit new members! Alan Chesney, Membership Chair, announces a membership drive from May 22 to September 15, 2006. The member who recruits the most new members will receive free registration and one-night stay for the fall conference in Nashville. You can always send potential new members to the chapter website at www.etsu.edu/humanres/cupahr , where they may download a membership form and gain information about the chapter. For information on the national CUPA-HR organization the website at www.cupahr.org is a great resource. Remember, new members can join TN CUPA-HR at 50 percent off their first year of membership. For more information on the membership drive, contact Alan Chesney, Membership Chair and Executive Director of Human Resources at the University of Tennessee, achesney@tennessee.edu.

Conference grants available to first-timers

First-time participants to a local, regional or national CUPA-HR conference may be eligible to receive a grant of up to \$1,000 toward registration and travel to attend educational programs.

For more information about this opportunity, go to:

<http://www.cupahr.org/conferences/conference/grants.html>.

Congratulations to co-presidents

Congratulations to TN CUPA-HR co-presidents Karen Queener and Jennifer Hunt. They have been invited to participate in the CUPA Association Leadership Program in Tempe, Ariz., in July. Karen, Director of Human Resources and Affirmative Action at Pellissippi State Technical Community College in Knoxville, will be attending the program.

It Works For Pellissippi State Technical Community College

Pellissippi State's Human Resources Director, Karen Queener, was looking for a way to effectively communicate important information to Pellissippi's supervisors, and at the same time, reduce printings, mailings, and meetings. With the help of their IT department, HR developed a distribution list of all supervisors.

From this idea, Ms. Queener developed an avenue for supervisors to ask/receive information related to supervisory issues. She developed a Question and Answer forum, which allows any supervisor to e-mail Ms. Queener with any issue in which he/she may need guidance. When Ms. Queener receives such an e-mail, she will post the question to the distribution list and provide an answer without revealing the name of the inquirer. This insures confidentiality for everyone and provides supervisors with answers to pertinent issues such as tardiness, progressive discipline, workers' comp, etc.

Since its inception, Ms. Queener has advised on issues such as I-9 verification, part-time employment, the EAP, performance evaluations and coaching sessions, developing job descriptions, FLSA, and ADA accommodations, including many others.



Karen Queener has been the director of Human Resources at Pellissippi State since 1994. In January of this year, she also assumed the responsibilities (and title) of Affirmative Action. She holds both a bachelor's and master's degree in Business Administration from the University of Tennessee. In addition to serving as co-president of the newly formed TN CUPA-HR, she is a member of the Society for Human Resources Management (SHRM), the national CUPA-HR, the TN Valley HR association, and holds SHRM's Senior Professional in Human Resources (SPHR) certification.

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, Maryville College, Pellissippi State Technical Community College, Southern Adventist University and the University of Tennessee.)

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. 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 and Affirmative Action
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. 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.