



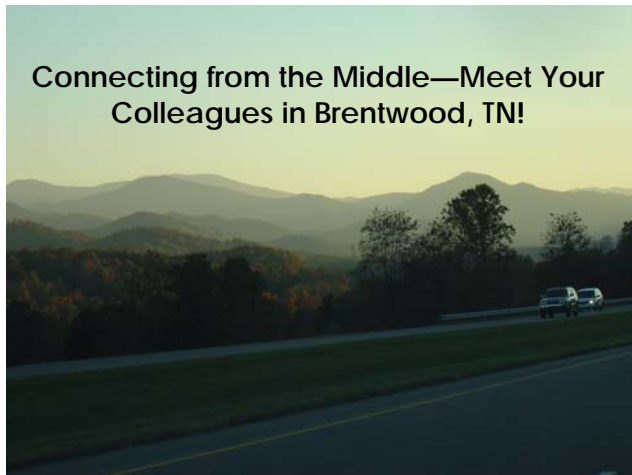
## From The Top

*Connecting from the Middle*—that's what many Tennessee human resource professionals will be doing on October 23-24, 2006 in Brentwood, TN. Join HR practitioners, business faculty and corporate members from across Tennessee as we network and share knowledge, experiences and expertise at the TN CUPA-HR Fall Conference. Conference attendees will be human resources administrators, professionals, generalists and specialists from large and small, public and private universities, technical and community colleges. Many attendees will be senior executives and many will be new professionals to human resources and/or higher education.

**Registration:** Early bird registration (before September 15) is only \$50. Registration forms can be found at <http://www.etsu.edu/humanres/cupahr/events.html> . Want to earn a freebie to the TN CUPA-HR Fall Conference? Start networking to recruit new members! Now until September 15, 2006, the member who recruits the most new members will receive free registration and one-night stay for the fall conference in Brentwood. Contact Alan Chesney, Membership Chair and Executive Director of Human Resources/UT, at [achesney@tennessee.edu](mailto:achesney@tennessee.edu) .

**Holiday Inn in Brentwood, TN:** The hotel is located off Interstate 65. It boasts an on-site restaurant and lounge, and is located just 8 miles from the heart of downtown Nashville. Make your reservations today at <http://www.ichotelsgroup.com/h/d/hi/1/en/cwshome/DPRD-6RPSFL/BNABR> or call 1-888-890-0242 or 1-615-373-2600 and mention that you are a TN CUPA-HR attendee.

Connecting from the Middle—Meet Your  
Colleagues in Brentwood, TN!



# Fall Conference Schedule/Agenda:

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## Monday, October 23rd

11 am – 1pm – Registration

1 pm – 1:30 pm – General Welcome

1:30 pm – 2:45 pm **Keynote Speaker:** Kelly Underkofler, Leadership and Motivation

2:45 pm – 3:15 pm - Break

3:15 pm – 4:30 pm - Concurrent Sessions #1

**\*Diversity**, Izetta Slade and Lennisa Mostella, UT

At times our diversity combines to create conflict and confusion. This program will help raise awareness of the many ways we are alike, understand the many ways we are all different, and build on the strength we can find in our diversity.

**\*Is there a Dr. in the House?** Russell Epperson, Freed-Hardemann University

What can you do to help curb the rising health care costs for your institution? Freed-Hardemann University has hired an on campus doctor to help reduce employee's insurance claims. Come find out how this program is saving FHU money and adding value to our university.

**\*Best Practices is Reward and Recognition Planning**, MADISON Performance Group

Firms are investing significant dollars in schemes and systems designed to capture the emotional and intellectual commitment of their employees. As a result reward and recognition programs have come under increased scrutiny of late. Planners are being asked to do more with less. Financial executives are demanding provable ROI, and internal stakeholders are demanding better speed, flexibility and cost control. So what best ways to optimized your investment? We explain how the latest technology and social research is combining to helping progressive companies optimize their financial outcomes, drive employee engagement, reduce attrition, enhance customer equity, and ignite the internal brand.

4: 30 pm – 5:30 pm – Networking reception

Evening - Dinner on your own

## Tuesday, October 24th

7:15 am – 8 am - Breakfast Buffet

8 am – 9:15 am – **Keynote Speaker:** Dr. Felix Sarubbi, Professor/Chief, Division of Infectious Disease, East Tennessee State University, Pandemic Preparedness

9:15 am – 9:30 am – Break

9:30 am – 10:45 am – Concurrent Sessions #2

**\*Long Term care Insurance: Secrets to Successful Workplace Programs**, Brad Winnekins, Legacy Services

We cover group contracts, individual policies, inflation protection options, financial suitability testing, reducing lapse rates, reducing employer overhead, implementation strategies, and how to improve employee education. All conference attendees will receive the manual, Long Term Care Insurance – Secrets to Successful Workplace Programs.

# Fall Conference Schedule/Agenda Continued

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**\*Higher Ed HR-What's Happening Around the Country?** Andy Brantley, CEO, CUPA-HR  
Some incredible things are happening in higher education HR across the country! CUPA-HR CEO Andy Brantley will share examples of best practices from around the country and facilitate a discussion of key successes and challenges in Tennessee higher education HR.

**\*Conflict Resolution: When Crucial Conversations Matter in HR**, Chandra Alston and Venitra Dean, UT Health Science Center and University of Memphis

This session seeks to explore the dynamics of the tough conversation we as HR professionals have with employees and managers. We will learn to identify characteristics of a crucial conversation, examine our style under stress and learn some strategies for resolving conflict with employees and management.

10:45 am – 11am – Break

11am - 12:15 pm – Concurrent Sessions #3

**\*Mercer's Compensation Planning Survey**, Scott Cook, Mercer Human Resources Consulting  
Presentation will cover information from Mercer's Compensation Planning Survey in which we will review projected pay increases for 2007, general market trends, and emerging practices.

**\*Absence (Behavioral Health Management) Makes the Heart Grow Fonder**, Hank Christianson and Steve Cyboran, The Segal Company  
This session will examine the costs, causes and cures of excessive time away from work and how maximizing EAP, Behavioral Health, WorkLife and Wellness programming can improve employee health while decreasing absence. We will focus on three key points:

- \*Utilizing the step by step approach to reduce payroll costs by between 1-5 percent
- \*Managing all planned and unplanned time off in a coordinated fashion to get the most value for the cost
- \*Presenting a case study to show the integration of services including an EAP and behavioral health.

**\*Potholes on the Road to Internet Applicant Compliance**, Lisa Harpe, PeopleClick, Inc.  
You want to comply with the new definition of an Internet applicant; you're revising policies that govern how recruiter source positions and implementing technology changes to help meet new recordkeeping requirement. Watch out! The road to compliance is full of potholes. There's the key-word search, conceptual search and the basic qualifications potholes, as well as those hard-to-see potholes arising from employment tests, external job boards, executive search firms and staffing agencies. Come take this driver's education course and learn to safely navigate the road to compliance.

12:15 pm – 1:30 pm Luncheon Buffet, Prize Drawing & Business Meeting

# It Works for Freed-Hardemann University

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One of Russell Epperson's goals for his first year as Director of Human Resources at Freed-Hardemann University (FHU) was to increase community involvement among the FHU employees. Russell contacted several county representatives and the rest is history. The following article excerpts appeared in a local newspaper.

*The Keep America Beautiful/Chester County Great American Clean-Up Day was an amazing success. We had 30 volunteers who worked in the blowing wind to pick up over 4,700 lbs of garbage. We began our efforts at the County Recycling Center on Talley Store Road and made our way to the intersection of Talley Store Road and Old Jacks Creek Road at which point we made a right turn and cleaned Old Jacks Creek Road down to the river bridges. The total cleaned road measured just less than 2 miles long. Think about that, 4,700 lbs of garbage in just under 2 miles. That is both amazing and embarrassing. Most of the litter was from beer bottles and other plastic containers. A few odd things were found as well. We collected 27 used tires, a doorknob, a base for a portable basketball goal filled with sand, lottery tickets, underwear, and numerous other items that might turn the stomachs of the weak of heart. A special thanks to the Chester County Sanitation Department, for counting and properly disposing of the collected trash and for helping us pick it up as well!*

*Neither the driving wind, stench of dead animals, nor the sight of the occasional snake could deter these brave people from fulfilling their volunteer duties. All volunteer FHU students and employees are to be commended for all their hard work!*



Russell Epperson (far left), Director of Human Resources, Freed-Hardemann University

## **CUPA-HR Links**

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CUPA-HR National Website [www.cupahr.org](http://www.cupahr.org)  
CUPA-HR Southern Region <http://www.cupahrregions.org/southern/>  
TN CUPA-HR [www.etsu.edu/humanres/cupahr](http://www.etsu.edu/humanres/cupahr)  
TN member Colleges and Universities [www.etsu.edu/humanres/cupahr/membership.html](http://www.etsu.edu/humanres/cupahr/membership.html)  
(TN CUPA-HR Institutional members currently include: East Tennessee State University, Freed-Hardemann University, Lee University, Lipscomb University, Maryville College, Pellissippi State Technical Community College, Southern Adventist University and the University of Tennessee.)

## **To Submit News**

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Send news items to Keni Lanagan, HR Assistant, Maryville College at [keni.lanagan@maryvillecollege.edu](mailto:keni.lanagan@maryvillecollege.edu) . 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**

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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

## Coming Events

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**September 28-October 1** – Mark your calendars to attend the CUPA-HR National Conference in San Diego, CA. For details on the conference visit: [www.cupahr.org/conference2006/index.html](http://www.cupahr.org/conference2006/index.html).

**September 25** – 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](http://www.etsu.edu/humanres/cupahr).

**October 23-24** - Mark your calendars to attend the TN CUPA-HR Fall Conference in Brentwood. Please see the enclosed meeting agenda and the links to register.

**November 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](http://www.etsu.edu/humanres/cupahr).

## Chapter Membership

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The Chapter is 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](http://www.etsu.edu/humanres/cupahr) or contact the Tennessee Chapter Membership Chairman, Alan Chesney at [achesney@tennessee.edu](mailto:achesney@tennessee.edu) or 865-974-2673. Alan would be happy to answer any questions regarding CUPA-HR. For more information on membership to the national CUPA-HR organization go to [www.etsu.edu/humanres/cupahr](http://www.etsu.edu/humanres/cupahr). A membership form is attached for your convenience.

# College and University Professional Association for Human Resources Tennessee Chapter



## APPLICATION FOR MEMBERSHIP Tennessee College and University Professional Association for Human Resources TN CUPA-HR

Membership Period July 1, 2006 – June 30, 2007

Dues for the membership year are payable on July 1, but not later than December 31. Dues for joining during the second half of the membership year shall be one-half of the regular annual amount.

**Person(s) desiring membership should complete this application and submit payment of dues to the Treasurer (address below). Make checks payable to TN CUPA-HR. This form serves as an invoice.**

**Please complete this section for each member (use additional sheets as necessary). Each institution may designate an unlimited number of institutional representatives to participate in Chapter activities but must designate on the form below one person as a key representative to vote on official Chapter business matters.**

Name \_\_\_\_\_ Position \_\_\_\_\_  
Institution \_\_\_\_\_  
Address \_\_\_\_\_  
Telephone \_\_\_\_\_ Fax \_\_\_\_\_  
E-Mail Address \_\_\_\_\_

### Dues rates for membership (please check one):

Institutional Budget in Millions	Yearly Dues
_____ Small 0-24.99 million	\$100
_____ Medium 25-199.99 million	\$250
_____ Large 200+ Yearly Dues	\$500
(Institutions receive an Introductory Offer of ½ Price First Year Membership)	
_____ Individual Membership	\$25
_____ Corporate Membership	\$100 (additional members: \$25 each)

TN CUPA-HR Treasurer, c/o Dan Trentham, Manager, Retirement Services, The University of Tennessee, Benefits and Retirement Services, 115 Conference Center Building, Knoxville, TN 37996 Voice: 865.974.4341; Fax: 865.974.3559; E-mail: [dantrentham@tennessee.edu](mailto:dantrentham@tennessee.edu)