



The official newsletter of the Athens State University  
SHRM Chapter #5695



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## A Word from Dr. Camba

*Dr. Tina Camba, Athens State Professor*

*It is a great honor to recognize the amazing accomplishments of the ASU Student SHRM Chapter this Fall and to welcome a group of impressive and talented new members. Being a member of this Chapter offers students an opportunity to meaningfully engage in the HR profession beyond the classroom. Members learn directly from high caliber HR professionals, and gain practical HR knowledge through educational workshops and networking events. The opportunity to participate in HR conferences is a life-changing experiences for Chapter members.*

*Chapter members learn, grow, and transform into HR professionals together. Experiential learning opportunities merge classroom and workplace learning. Obtaining SHRM-CP Certification is highly valued in the HR field and gives candidates a competitive advantage. I encourage undergraduate student members to register for MG 450. This class offers a learning platform to prepare members for the SHRM-CP Exam. There are study groups available through local SHRM chapters for graduate student members who are interested in obtaining a SHRM-CP or SHRM-SCP.*

*This Chapter is led by a dedicated President, Holly Baker, and an extraordinary leadership team. I applaud and appreciate the efforts of each of the Chapter officers. I hope that each of you get more involved in this Chapter by attending Chapter sponsored events and through volunteering to serve as an officer or on a committee. I look forward to connecting with each of you this school year.*

*~Best, Dr. Camba*

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# Meet the Team



**Dr. Tina Camba**

Assistant Professor of Management/  
HR Management at Athens State, Co-Advisor  
for ASU Student Chapter SHRM



**Dr. Gary Valcana**

Associate Professor of Management, at  
Athens State, Co-Advisor for ASU  
Student Chapter SHRM



**Holly Baker**  
President



**Sharifah Aburbaker**  
Vice President



**Sasha Smith**  
Treasurer



**Annie Rankin**  
Secretary



**Coleen Driggers**  
Director of  
Student Relations



**Savannah Cornelius**  
Director of Chapter  
Information Systems



**Kimberly Wilcox**  
Director of Community  
Relations



**Barbara McKinnie**  
Director of  
Communications



**Dalton Thrasher**  
Co-Director SHRM  
Merit Award



**Ashley Powers**  
Co-Director SHRM  
Merit Award

# SHRM 2023 TN Convention

By: Sharifah Abubaker

This year, the SHRM officers were able to attend the 34th Annual Tennessee Labor Management Conference in Gatlinburg Convention Center on August 23-27, 2023. Those who participated received a foundation scholarship covering the registration and hotel costs. We are so thankful to the foundation for giving us this opportunity to gain knowledge as we begin to enter the workforce. The conference had a Banquet on Monday night where we listened to a great speaker talk about Cyber and AI.

The Tennessee Labor Management brings together the state's top executives' leaders, union leaders, and decision-makers to talk about related topics that face the union. As students, the takeaway was huge as we were able to learn more about the union and hear from the experience of the professionals already working in that field. We are so grateful that, as students, we can gain the knowledge to prepare us for after graduation. It was a great conference and team building, and we can not wait to attend it again next year.



# 2023 Fiddler's Convention

October, 2023



## Fiddler's Convention

The Tennessee Valley Old Time Fiddlers Convention is held each October on the campus of Athens State University. This year's 56th annual convention is steeped in tradition and musical excellence and provides a platform for student chapters to engage with the community while contributing to the event's success.

At the heart of the SHRM chapter's involvement was the beloved cotton candy booth, a cherished tradition that has historically raised more than \$1,200 for our chapter. This year, our wonderful team showcased their cohesive teamwork, working tirelessly to spin sweet, colorful treats for attendees. Our treasured advisors provided exceptional leadership and exemplified the spirit of unity and dedication that defines our chapter.

This experience provided a unique platform for our members to foster camaraderie and engage with fellow students. The excitement was palpable as we welcomed new faces and shared our passion for Athens State. This event was not just an opportunity to showcase our fundraising prowess but also a chance to build connections with the larger community.

As we reflect on our chapter's participation in this esteemed event, we are filled with pride and gratitude. The success achieved at the 56th Annual Tennessee Valley Old Time Fiddlers Convention is a testament to the dedication, passion, and collaborative spirit of our members. We look forward to continuing this tradition of excellence and making a positive impact on our community.

**By: Holly Baker**



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# Panel Discussion

By: Holly Baker



This semester, the Athens State SHRM Student Chapter had the privilege of hosting a speaker panel at the Athens State LaunchBox in downtown Athens. This enriching event, held on September 28, 2023, featured distinguished speakers who shared their expertise and insights on a variety of crucial topics within the realm of human resources.



Dr. Valcana, SPHR, SHRM-SCP, shared his invaluable HR experience and his transition into the world of education. With practical wisdom gained from years in the field, Dr. Valcana provided invaluable insights on the evolving landscape of human resources, bridging the gap between theory and application.



Athens State University adjunct professor Jillian Miles Massey, SHRM-CP, enlightened the audience with her expertise in HR and Talent Development Consulting. Her discussion encompassed crucial aspects such as training and performance management, shedding light on innovative approaches to enhance employee skills and optimize organizational performance.



Riunita Martin, PHR, captivated the audience with her deep understanding of strategic workforce planning and organizational development, particularly in the realm of government contracting. Her insights provided attendees with a roadmap for navigating the complexities of workforce planning, ensuring alignment with organizational goals and objectives.



The panel discussions delved into a myriad of key themes essential for HR professionals and aspiring talents alike. From crafting impactful resumes and cover letters to differentiating oneself from other candidates, the speakers provided practical tips for effective job applications. Time management, a critical skill in today's fast-paced world, was another focal point, alongside discussions on virtual work, artificial intelligence, and goal setting.



The speakers also highlighted the importance of understanding emotional intelligence, avoiding common career pitfalls, and preventing burnout. Moreover, they shared valuable strategies for achieving a harmonious work-life balance, a challenge many professionals face in today's demanding work environments. The knowledge shared and the discussions held among panelists and students will undoubtedly inspire and equip emerging HR professionals with the tools necessary to thrive in the dynamic field of human resources.

We look forward to future events that continue to foster learning, growth, and collaboration within our SHRM community. Thank you to all attendees, speakers, and sponsors for contributing to the success of this event. Stay tuned for more enriching opportunities on the horizon!

# 2023 SHRM SPEAKERS

By Kimberly Wilcox



The Athens State SHRM Chapter held its first meeting for the fall semester on August 22, 2023. The members were delighted to have Dr. John Wells, an assistant professor at Athens State, as their guest speaker. Dr. Wells has extensive experience in global ESH behavioral systems in manufacturing, petroleum, and chemical industries, as well as in OSHA's VPP, BST, Dow Safe working styles, and DuPont's STOP. He gave a detailed presentation on Risk Management and Human Resources, sharing his wealth of knowledge with everyone present. We would like to thank Dr. Wells for his informative presentation.



The Athens State SHRM Chapter had the privilege of hosting Dr. Elmer Ragus on September 19, 2023. Dr. Ragus, who is an Assistant Professor of Marketing at Athens State, presented on the topic of "Marketing Your Own Brand" and shared valuable tips and tricks on how to market oneself professionally. With twenty-two years of experience in the Marketing field, Dr. Ragus holds ED.S., MBA, and BS degrees from the University of Central Missouri and actively conducts research on Active Learning, Higher Education, and Adult Learning Theories. We are grateful to Dr. Ragus for taking the time to share his knowledge with us and greatly appreciate his contribution to our learning experience.



On October 17, 2023, the Athens State SHRM Chapter had the privilege of hosting Dr. Kim LaFever as a speaker. She presented a comprehensive guide on how to use O\*Net Online: <https://www.onetonline.org> to create job descriptions, policies, and wage reviews. O\*Net Online is a valuable resource produced by the U.S. Department of Labor that provides a wealth of information. Dr. LaFever is a highly accomplished full professor of Business at Athens State University with over thirty-two years of experience in higher education. She has held various positions, including Vice President of Global Corporate & Community Relations, Senior Executive to the President for Strategy & Innovation, Vice President for Academic Affairs, and Dean for the College of Business. Her leadership skills are exceptional, and we are grateful for her mentorship. Thank you, Dr. LaFever.



The Athens State SHRM Chapter is excited to announce that on November 14, 2023, Lorrie Coffey from Horizon Point Consulting will be presenting on Leading with Emotional Intelligence. Ms. Coffey is an adjunct professor at Southern New Hampshire University, holding a bachelor's degree in psychology and a Master of Jurisprudence in Labor and Employment Law from Tulane University Law School. She is also a member of the American Bar Association.

# WE DID IT!



The **Outstanding Student Chapter Award** was presented to our SHRM Chapter from our leaders at the Society of Human Resource Management. The Student Chapter Merit Award program recognizes chapters for outstanding activities and projects by chapters in the following areas:

- Student Chapter Requirements
- Chapter Operations
- Chapter Programming and Professional Development of Members
- Support of the Human Resource Profession
- SHRM Engagement

The officers would like to thank all SHRM members for actively engaging in our efforts to make our community and school stand out!

A special thank you to Dr. Tina Camba, Holly Baker, Sharifa Abubaker, and Kimberly Wilcox

# Fall Graduates



**The Athens State University  
SHRM Chapter would like to  
Congratulate the graduating class of 2023!**

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## **Masters of Science Degree**

**Maritza Arizmendi** - Master of Business, Strategic HRM

**Sasha Smith** - Master of Business, Strategic HRM

**Sarah "Jessie" Chandler** - Master of Business, Strategic HRM

**Sarah Owens** - Master of Business, Strategic HRM

## **Bachelors of Science Degree**

**Stephanie Branum** - Bachelor of Business Management

**Malari Lewis** - Bachelor of Business Management - HRM

**Barbara McKinnie**, Bachelor of Business Management- HRM



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# Upcoming Events

By Dalton Thrasher

## Limestone SHRM Chapter:

In 2023, the proud inception of the Limestone SHRM Chapter took place, serving as a cornerstone for building a sense of community among professionals in Limestone County. Our monthly gatherings are held at the welcoming Center for Lifelong Learning, creating a dedicated space for professionals to come together. The chapter stands as a vital hub for knowledge-sharing, networking, and collaboration among its passionate members, all dedicated to enhancing the professional landscape of Limestone County. With a firm focus on shared growth and learning, the Limestone SHRM Chapter is committed to fostering a supportive environment for local professionals to connect, exchange ideas, and contribute to the region's progress.

Limestone County SHRM plan to launch the first meeting in January 2024. For more information to contact Holly Baker at [hbaker2@my.athens.edu](mailto:hbaker2@my.athens.edu).



## ALSHRM Conference in Orange Beach, AL (May 13 - 15, 2024)

Mark your calendar for the ALSHRM Conference happening from May 13th to 15th in the picturesque setting of Orange Beach, AL. This three-day event serves as a convergence point for professionals across Alabama, offering a distinctive opportunity to expand your knowledge, build valuable connections, and advance in your professional journey. ALSHRM's primary mission is to provide leadership, facilitate communication, and extend support to the numerous human resource professionals in Alabama, including those affiliated with SHRM chapters or independent members. Notably, the Society for Human Resource Management (SHRM), with a substantial membership exceeding 250,000 individuals, stands as the global advocate for the human resources profession.

*Save  
the  
Date*



## SHRM National Conference in Chicago, IL (June 23 - 26, 2024)

Get ready for the SHRM National Conference, set to unfold in the vibrant city of Chicago, IL from June 23 to 26, 2024. Chicago, also known as the Windy City, extends a warm invitation to all forward-thinking HR professionals. SHRM24, celebrated as the world's largest HR conference, promises a four-day extravaganza filled with exceptional learning opportunities, extensive networking, inspiring moments, and professional growth. Attendees can customize their experience, choosing from competency-based HR seminars, immersive workshops, and an array of curated content on crucial HR topics, including mental health, AI in the workplace, diversity, equity, and inclusion, and much more. The conference is your chance to learn from renowned business leaders and the brightest minds in HR, igniting your inspiration to propel your organization into the ever-evolving world of work. Don't miss the chance to elevate your HR expertise and connect with like-minded professionals in the heart of Chicago.

# PURSUE YOUR PURPOSE

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SHRM Membership +  
Your Local Chapter Is the  
**PERFECT COMBINATION.**

- Networking & leadership opportunities
- Career development
- Over \$13,000 worth of tools and resources

**BEGIN YOUR JOURNEY**



**Join Now**



## TN Valley SHRM Conference

**"Beyond HR - Bridging People  
and Performance"**

December 7, 2023  
8:15 a.m. - 1:00 p.m.

Cost: \$100

### Athens State Ballroom

300 M Beaty St  
Athens, AL 35611

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