



APRIL 2012



SHRM

Montgomery

ADVANCING THE PROFESSION AND SERVING THE PROFESSIONAL

General Membership Meeting

- Date:** Thursday, April 26th, 2012
Topic: **Benefits**
Speaker: William Cantrell-
Mazursky Costantine LLC
Time: Luncheon Meeting
11:30am – 1:00pm
Location: **Regions Bank**
201 Monroe Street
2nd Floor Training Room



Registration Deadline: April 24th



Meeting Guidelines Checklist:

- Please go to <http://shrmontgomery.shrm.org> and click the "Meeting Reservation Link."
- All members, guests and students must go to the website to make a reservation in order to attend the meeting.
- Cancellations must be made 24 hours in advance of the meeting. SHRM-Montgomery reserves the right to bill if cancellation is not made in a timely manner.
- Luncheon Meeting Fees, payable at the door
 - Basic Members (excluding all-inclusive members) - \$15
 - Guests - \$20



Troy University - Montgomery student chapter of SHRM (TSHRM) would welcome the opportunity for our chapter to assist them with gaining valuable HR knowledge through speaking at a student chapter meeting on targeted HR related topics. TSHRM holds their meetings once a month typically on a Thursday from 4:15 to 5:15. If you have interest in speaking at a chapter meeting, please contact Shena Davidson at 334-240-1354 or shena.davidson@regions.com

Member Spotlight



Brent Hatcher, SPHR, recently became a member of SHRM Montgomery. He began his career as a Manager of Southeast Antiques & Collectibles just after earning a Bachelor of Science in Business Administration and Computer Information Systems from Faulkner University. He gained further professional experience as the Assistant Director of Admissions at Faulkner while concurrently pursuing an MBA in Global Management from University of Phoenix. After earning an MBA, Brent began working with the Alabama Department of Public Health as an HR Administrator and Recruitment Coordinator where he has remained for seven years.

Brent is a graduate of the Public Health Leadership Institute and earned the SPHR certification in 2009. He received several honors and awards and was active in several organizations, Workforce Development, Delta Chi Fraternity, Epsilon Phi Upsilon Service Club, and T.E.A.M. Academy, throughout his educational pursuit. Most recently, he became a member of SHRM Montgomery Chapter where he continues to pursue excellence in his professional career.

Brent Hatcher, a son of a missionary, grew up in Indonesia where he attended high school. His exposure to various cultures helped shape his professional career. His love for people is seen in his personal life as he serves as a youth deacon at University Church of Christ and is active in the prison ministry. He is married to a lovely woman, Rebecca, and they have two sons, Brooks and Reese, who are eight and five, respectively.

Welcome Brent to SHRM Montgomery!



Pictures: 1) Ken Thomas at the gate waiting for the “juice” to be turned off 2) Kilby Prison

About nine years ago, the son of an African-American friend was murdered because another boy wanted his Nikes. Her son was buried and the other boy went to prison. I kept hearing about all of the murders in Montgomery and much of it was black-on-black. I didn't hear any outrage coming from the pundits or the pulpits. Then I got to thinking about what I could do as “white guy” to help address this problem. I didn't think I could be effective going into the black community to help. If I could not help before the fact, I decided to help after the fact.

I volunteered to start going into Bullock County Prison with about 15 other members of my church. Initially, we held church services about three times a year because it was very difficult to get clearance to go into the prison. Then the Department of Corrections asked us to start going in once a quarter, then once a month and now we have to have two services when we go each month because the chapel only holds 250. Last June, we were allowed to have four services followed by a mass feeding of the inmates afterwards. We fed 1500 men that day and 95% of the inmates attended one of the four services. This was the first time in the state of Alabama that a church was allowed to go into a prison, conduct services, and feed the entire inmate population. We did it without any incidents. We told everyone we started with five loaves of bread and five hot dogs.

Then in November of 2010, a good friend of mine who got me involved at Bullock County and who works for the Department of Pardons and Paroles, asked me to attend a meeting. I learned that they were taking a program from the state of Texas called the Re-entry program that had an 8% recidivism rate (Alabama has a 33% recidivism rate) and incorporate that program into the prisons in Alabama. One part of the training program is called “Job Search.” Since I have some skills in that area, I put together a training program for the inmates to help them complete applications, learn how to write cover letters and resumes and, finally, improve their interviewing skills.

We presented the program to the Prison Commissioner and it was approved. In January of 2011, and every month since then, I have been going into Kilby Prison to conduct the training for about 70 men each time who are getting ready to be paroled. Then in February, I was invited into Tutwiler Prison to train about 60 women each month who are getting ready to be paroled. Tutwiler is the only women's prison in the state of Alabama. Since then, I have been invited into Red Eagle Honor Farm, Bullock, Staton and Draper - six prisons and about 250 trained inmates each month.

It gets even better. Last August, my friend at the Department of Pardons and Paroles asked me to come to a meeting on August 26th at the Department of Pardons and Paroles. He was hosting a meeting with all of the Re-entry Coordinators from all of the prisons in the state. He wanted me to show them the training that we were doing at Kilby and Tutwiler. After I accepted his invitation, I called Carmen Douglas, a good friend of mine who was also the State Director for the Society of Human Resource Management (SHRM) last year. I explained to her what we were doing and asked her if SHRM might be interested in helping. SHRM has numerous chapters around the state comprised of HR professionals. She put my request before the board and they invited me to speak to them. The Re-entry was accepted as a project by the State Council and I volunteered to coordinate it at the local and state level. My goal is to get one or more volunteers from each of the HR chapters to start conducting training at the other prisons so we can take this training state wide.

I tell each training class at Kilby and Tutwiler prisons that the best way to ensure that they don't come back to prison is to find a job. The Job Search program is the best way to improve their chances of finding a job because many employers can't or won't hire felons. Combine the fact that only about 10% to 15% of all of the inmates have a high school diploma, GED and computer skills and their chances of finding a job are reduced even further.

Going into the prisons isn't for everyone. After nine years, it just seems to have worked for me. If you have an interest, please contact me at ken_thomas@steris.com.



The SHRM Foundation is a 501(c) (3) nonprofit affiliate of the Society for Human Resource Management (SHRM). The Foundation is a legally separate organization, and is not funded by SHRM membership dues. The Foundation funds research, publications and education to advance the HR profession and enhance the effectiveness of HR professionals. The SHRM Foundation's work includes:

Innovative academic research grants. The SHRM Foundation is a [leading funder](#) of HR research. Over the past three years, the SHRM Foundation has awarded more than \$1.8 million in grants to fund rigorous, original academic research with practical implications for HR management practice.

Scholarships. The SHRM Foundation awards \$170,000 annually in [education and certification scholarships](#) to professional and student SHRM members, and doctoral students.

Educational resources. The SHRM Foundation's [Effective Practice Guidelines](#) series makes research findings easily accessible to HR practitioners. The Foundation has also created a series of educational [DVDs](#) for SHRM chapter programming, staff trainings, and executive education sessions.

To fund its programs, the SHRM Foundation conducts an annual fundraising campaign. The Foundation recognizes the generous support of the SHRM chapters and state councils, individuals, corporations and others who make its work possible.

Your financial support is vital to ensure that the SHRM Foundation can continue this important work. [Donate today!](#)



SHRM Foundation Raffle

We had a lot of fun at the raffle last month! SHRM Montgomery will be hosting a raffle again at this month's meeting on April 26th at 11:30 am.

Tickets are only \$1 each.

Please bring your pocket change with you when you come so you can participate and hopefully take home some lovely prizes.

All proceeds will go to the SHRM Foundation.



Please allow me to thank you for taking time to visit my office during your recent trip to Washington. It was a pleasure to meet with you to discuss issues facing the human resources industry. I appreciate you calling my attention the Employee Educational Assistance Act of 2012 (H.R. 4137). I have asked my staff to contact the bill's sponsor to gather additional information. I look forward to following this matter as it moves forward. Please rest assured that I will keep your thoughts in mind should this bill or related proposals regarding education tax incentives come before the House of Representatives for a vote.

I find the time that I am able to meet with constituents both rewarding and vitally important. Understanding the issues that matter most to you allows me to better represent you in Congress. Once again, it was a pleasure meeting with each of you. If there is anything that we can do to further assist you, please do not hesitate in contacting me.

Sincerely,

Martha Roby
Member of Congress

Write Your Elected Officials!

YOU have a voice! An HR Voice, that is and it makes a difference. As HR professionals, we have a great opportunity to make our voice heard on “The Hill” by staying in contact with our elected officials. AND, you also get credit toward recertification of your PHR, SPHR and GPHR to boot! Here’s how!

Visit the SHRM Governmental Affairs page at <http://www.shrm.org/Advocacy/GetInvolved/Pages/default.aspx> and select “Write Your Elected Officials”. You will input your **home** information in order to identify who represents your area. SHRM even makes it easy by providing letters that you can customize, depending on the issue. In order to receive credit, the letters must be HR-related, sent to your official and written on a different subject. Each letter is **.25** with a maximum of **1** hour credit per year and **3** credits per certification year.

Official	Email	Offices	Phone
Rep. Martha Roby, R-2nd	Martha.robby@mail.house.gov	Montgomery 401 Adams Avenue, Suite 160, 36104 Washington, DC 414 Cannon HOB 20515	Montgomery (334) 277-9113 Fax: (334) 277-8534 Washington, DC (202) 225-2901 Fax: (202) 225-8913
Rep. Mike Rogers, R-3rd	Mike.rogers@mail.house.gov	Montgomery 7550 Halcyon Summit Drive Washington, DC 324 Cannon HOB 20515	Montgomery (334) 277-4210 Fax: (334) 277-4257 Washington, DC (202) 225-3261 Fax: (202) 226-8485
Rep. Terry Sewell, R-7	Terry.sewell@mail.house.gov	Selma 908 Alabama Avenue, Federal Building, Suite 112, 36701 Washington, DC 1133 Longworth HOB 20515	Selma (334) 877-4414 Fax: (334) 877-4489 Washington, DC (202) 225-2665 Fax: (202) 226-9567
Sen. Jeff Sessions, R	senator@sessions.senate.gov	Montgomery 7550 Halcyon Summit Drive, Suite 150 Washington, DC 326 Russell SOB 20510	Montgomery (334) 277-7017 Fax: (334) 244-7091 Washington, DC (202) 224-4124 Fax: (202) 224-3149
Sen. Richard Shelby, R	senator@shelby.senate.gov	Tuscaloosa 2005 University Blvd, #2100 Washington, DC 304 Russell SOB 20510	Tuscaloosa (205) 759-5047 Fax: (205) 759-5067 Washington, DC (202) 224-5744 Fax: (202) 224-3416

Jamie Brown, SPHR
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 District 2 Captain for the



Does your organization request applicants to friend you on Facebook? You are invited to complete a brief research questionnaire over the internet which should take 10 minutes. One of our members, David Hoover, Ph.D., who is also Faculty Advisor to Troy Montgomery SHRM, is collaborating with Rodger Morrison, Ph.D. in MIS and Beverly Strachan, C.P.A., seeking to discover the extent to which organizations in the greater Montgomery area utilize social networks, which departments intentionally do so, and to what extent formal policies are in place regarding use of such sites. All responses will be held in strict confidence and only summary data will be made public. That means, no single company will be able to be identified. We are happy to share our findings with all who participate.

Here is the site to access our anonymous survey:

<http://www.trustc3.com/surveys/index.php?sid=48564&lang=en>

Thank you.

The Facebook logo, consisting of the word "facebook" in white lowercase letters on a blue rectangular background.

2012 SHRM-Montgomery

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