



March 2017

# SHRM Montgomery



ADVANCING THE PROFESSIONAL SERVING THE PROFESSIONALS

## General Membership Meeting

**Date:** Thursday, March 16, 2017

**Topic:** The Importance of Cultural Diversity in the Workplace.

**Speaker:** **Brandy Smith, Assistant Director**  
**Clinical Training at Auburn University**

**Time:** Luncheon Meeting  
11:30am – 1:00pm

**Location:** **Capital City Club**  
201 Monroe Street #2100  
Montgomery, AL 36104



**2017 SHRM Montgomery**  
**Chapter Meetings:**  
**April 27, June 15**

**...stay tuned, more dates will be announced.**



**Please make sure you sign up for meetings in advance. We cannot guarantee meals for those who are not registered for the meeting.**

NOTE: All registration should be submitted 2 business days prior



**Welcome New SHRM  
Montgomery Members:**

Irene Swisher & Mark Eady

### Meeting Guidelines Checklist:

Please go to <http://shrmmontgomery.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



# Speakers' Biography

## Brandy Smith's Profile



Brandy Smith  
*Ph.D., Training Coordinator,  
Licensed Psychologist*

Brandy (originally from Olive Branch, MS) completed her Ph.D. in Counseling Psychology from University of Memphis in 2008. Most recently, she worked with university students at University of Oregon (during her pre-doctoral internship) and then as a permanent staff member at New Mexico State University for almost 3 years. At NMSU Brandy also served as the Diversity Coordinator. Brandy joined SCS in August 2011. Her clinical interests include developmental and relationship issues; grief and loss; supervision; multiculturalism (including race, ethnicity, sexual orientation, body size, religion, spirituality, age, gender, ability level, socioeconomic status); and social justice and advocacy. She has a strengths-focused approach to counseling that stems from a humanistic/existential perspective with feminist and multicultural components included.

FREE ONE-DAY CONFERENCE | CONTINUING EDUCATION CREDITS AVAILABLE FOR HR PROFESSIONALS & CPAS

# 2017 LABOR & EMPLOYMENT LAW SEMINAR

WHEN: 8:00 a.m. - 4:10 p.m., Tuesday, March 14 | WHERE: Auburn University Montgomery Taylor Center, Rooms 221-223

## Schedule, Discussion Topics & Speakers:

8:00 - 8:45 a.m.

Registration

8:45 - 9:00 a.m.

Elections Have Consequences: A survey of recent & prospective changes in employment law

**(Bruce Downey, Capell & Howard Attorney)**

9:05 - 9:20 a.m.

Timing is Everything: When is the right time to mediate?

**(Jimmy Walter, Capell & Howard Attorney)**

9:25 - 10:05 a.m.

You're Fired: The Alabama Restrictive Covenants Act

**(Chris Weller, Capell & Howard Attorney)**

10:10 - 10:25 a.m.

Break

10:30 - 11:15 a.m.

Taming the Office Tyrant: Dealing with bullying in the workplace **(Trisha Osuch & Clint**

**Richardson, Capell & Howard Attorneys)**

11:20 a.m. - 1:00 p.m.

Lunch Break

1:05 - 1:35 p.m.

Sexuality & Identity at Work

**(Barbara Wells, Capell & Howard Attorney)**

1:40 - 2:25 p.m.

Hiring, Firing & a Few Things in Between

**(Carla Cole Gilmore, Capell & Howard Attorney)**

2:30 - 2:45 p.m.

Break

2:45 - 3:30 p.m.

Depositions: The good, the bad & the ugly **(Terrie Morgan & Allen Sheehan, Capell &**

**Howard Attorneys)**

3:35 - 3:55 p.m.

Guest Speaker or Panel Discussion **(To Be Announced)**

**To register visit: Capell Howard's website at:**

**<http://capellhoward.com/registration-opens-capell-howards-2017-labor-employment-law-seminar>**



The AL SHRM State Conference & Expo is the annual conference of the Alabama State Council, a state affiliate of the Society for Human Resource Management (SHRM). Each year the event attracts over 500 human resource professionals and vendors throughout the state of Alabama and across the nation. Participants represent virtually every industry and companies ranging from small businesses to large industrial centers. Programs presented at the annual conference cover all aspects of the SHRM Body of Knowledge.

Join us for our 2017 conference on May 16-17th at the Birmingham-Jefferson Convention Complex, Alabama's largest meeting complex. The BJCC is adjoined with world-class hotel accommodations, Westin Birmingham and Sheraton Birmingham Hotels. The conference will be held near convenient dining and entertainment in Birmingham's newly renovated Uptown District ([uptownbham.com](http://uptownbham.com)).

## WHY YOU SHOULD JOIN US

The AL SHRM State Conference & Expo is the State of Alabama's premier event for human resource professionals from all disciplines featuring:

- Two full days of exhibits (over 7 hours of non-conflicting programming)
- Over 500 HR professionals attend annually
- More than 300 companies represented
- Open reception is the largest HR networking event in the state each year
- Opportunities to engage with leaders in your industry face-to-face, accompanied by a platform to stay connected throughout the year in an online community

## FULL CONFERENCE REGISTRATION

**\$275 Early-bird Rate / \$325 Regular Rate**

- Earn up to 10.25 general SHRM and HRCI credits
- Three pre-conference hour CEU sessions
- ALSHRM marketplace event and networking
- Breakfast, lunch and opening reception

## DAY TWO ONLY REGISTRATION

**\$175 Early-bird Rate / \$225 Regular Rate**

- Earn up to 6.25 general SHRM and HRCI credits
- Three plenary sessions with industry expert keynotes
- Two concurrent sessions
- Breakfast and lunch included

## STUDENT REGISTRATION

**\$99**

Each year students attend the conference at deeply discounted rates due to our generous sponsors.



# Top 5 Reasons to Attend the ALSHRM State Conference

## 1. Hear from the experts

Our speakers are proven business leaders, strategists, practitioners and peers. Many of them are current HR professionals; others are well-respected industry leaders who know what you need to know. You'll get a solid grounding in tried-and-true HR fundamentals and unique insight into the innovative new practices that will change how the world does business.



## 2. Learn skills and stay up-to-date

No matter how long you've been in HR or what position you hold at your company, chances are, there is always something new to learn. Trends, new strategies, and innovations in HR happen all the time; to stay up-to-date you need an educational opportunity that provides you with the full range of HR knowledge.

## 3. Recertification

Your attendance earns you credits toward maintaining your valuable certification – SHMR-CP, SHRM-SCP, PHR, SPHR, GPHR or other general designation.



## 4. Meet with new vendors and suppliers

Our exhibitors are industry experts and solution-providers who truly know what is happening in the world of HR and business – and they have answers to your questions. Invest time in the exposition hall – our vendors are some of the best people for you to get to know if you want to learn more about what's happening in HR now – and what's going to happen in the future.

## 5. Have fun with your HR peers from around the state and nation

You'll have opportunities to relax and get to know your peers. When you meet with your peers, you have an opportunity to collaborate, hear new ideas, and validate or change your perspectives. You may hear what others are doing and be inspired to implement something similar - or you might find a mentor or even become one.



# *It's Time to Renew your 2017 dues!*

Payment instructions and options to pay through PayPal are available at:

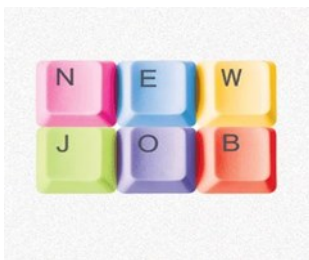
<http://shrmmontgomery.shrm.org/membership-dues-payment-options>

If your company requires you to submit an invoice for payment, click on the SHRM Montgomery link above. Scroll down  $\frac{3}{4}$  of the page and click on the link "click here" next to the words "if you need an invoice." You will be able to fill in your name, select the type of membership you wish to purchase, print and submit to your company.

If your employer requires a W-9 to process a payment, click on the link above, scroll down  $\frac{3}{4}$  of the page and click on the W-9 link.

Thank you!

Social Media SHRM Montgomery



**Did you know that you can post your HR openings on our SHRM website.**

**If you have a career opportunity in HR, please use this resource to help fill your position.**

# SHRM Foundation

giveaway!



At our next meeting you can purchase tickets for our SHRM Foundation giveaway. Please help the future of HR with your purchase and have the opportunity to win an amazing prize.

## Board Members for the 2017 Montgomery SHRM

### Board Members:

President	Mike Polis
Treasurer	Larissa Southey
Membership	Andrea Jordan, PHR, SHRM-CP
Programs	Cierra Belser
Webmaster	Tara McDowell
Newsletter	Dee Cook, PHR, SHRM-CP
Secretary	Tara Gibson, PHR

### Core Leadership Areas

Government Affairs	Pam Chut, SPHR, SHRM-SPC
SHRM Foundation	Dr. David Hoover
Certifications/College Relations	Paula Barlow, PHR
Workforce Readiness	Michaela Hutcheson