



*AITP*

# *The Printout*

July 2006

Chapter Newsletter

The Nashville Chapter  
Of

The Association Of Information  
Technology Professionals

## **IT SALARY TRENDS**

Our July program is about one of our most favorite topics: money! Specially our speaker will discuss salaries, what to expect as a starting figure and what is the potential, by various IT positions and variations across the country. Our speaker will also discuss the Nashville IT market, what's hot and what's not.

Our July speaker is Lizamari Suria who is a Recruiting Manager with Robert Half Technology here in Nashville. Lizamari deals with salary questions on an everyday basis. She also has the resources available from Ralph Half Technology who gather salary information on a national basis. Lizamari can give us first hand information on salary levels and trends.



Prior to Robert Half, Lizamari worked in Atlanta with SNAPS, a FAX Server Integrator and Workflow SW Developer for Fortune 100 and 200 customers. She also worked for five years with Scientific Atlanta, the largest high-tech company headquartered in Atlanta. They were pioneers in the broadband and cable industry. With Scientific Atlanta Lizamari was the Business Development Manager for Latin America.

Lizamari earned her MBA degree from the University of Georgia and her BS in Electrical Engineering from Virginia Tech. She is fluent in Spanish.

This should be a wonderful opportunity to better understand the salary market and what skills and personal abilities are driving the market. Lizamari can give you specific talents that should be listed on your resume, and hints on what should be downplayed. A great thing about the salary discussions and trends is that Lizamari brings a Nashville flavor. We all know that moving to a big city on the East Coast or in the Snow Belt can improve our salaries but Lizamari will talk to us about Nashville.

**IN THIS ISSUE:**

Message from the President	_____	Pg 3
Calendar of Upcoming Events	_____	Pg 7
AITP New Member Spotlight	_____	Pg 11

## AITP Nashville Roster

<b>President &amp; Website Coordinator:</b>	<b>Dr. Charles Apigian</b> Middle Tennessee State University capigian@mtsu.edu 615/898-2375
<b>Secretary:</b>	<b>Ella McGill</b> American General 615/749-1346 fax: 615/749-2840 Ella_McGill@agfg.com
<b>Treasurer:</b>	<b>Bob Claxton</b> bclaxton@bellsouth.net
<b>Chapter Liaison:</b>	<b>Frank Reagor</b> freagor@charter.net
<b>Membership Director:</b>	<b>Joan Julius</b> CGI joan.julius@cgi.com
<b>Director of Programs:</b>	<b>Paul Saunders, CCP</b> Saunders Systems Corp. 615/367-1717 paul@saunderssystems.com
<b>Student Chapter Coordinator:</b>	<b>Dr. Gerald Marquis</b> Tennessee State University 615/ 963-7096 gmarquis@tnstate.edu
<b>Newsletter Director:</b>	<b>Mike Eischen</b> Genesco Inc. 615/367-7068 fax: 615/367-7775 meischen@genesco.com
<b>Director of Meeting Arrangements:</b>	<b>Mary Simpson</b> Genesco Inc. 615/367-8083 fax: 615/367-7775 msimpson@genesco.com
<b>Director of Publicity:</b>	<b>Geoff Mason</b> Geoff.mason@mwchc.org
<b>Past President:</b>	<b>Robert Wright</b> Vanderbilt University 615/322-0004 robert.n.wright@vanderbilt.edu
<b>Internet Information —</b>	<b>Web Sites</b>
Chapter:	http://www.aitpnashville.org
Headquarters:	http://www.aitp.org
Region 7:	http://members.tripod.com/aitpreion7

AITP  
P. O. Box 22038  
Nashville TN 37202

## Dinner Reservation and Cancellation Policy

AITP members will be notified by electronic mail one week prior to the Chapter meeting. Reservations can be made by responding to the electronic notice or by calling **Mary Simpson at 615/367-8083 fax: 615/367-7775**. Dinner reservations can be canceled up to 24-hours prior to the meeting without cost.

**Since the Chapter pays for reserved meals, No Shows will be billed at the reservation price of \$20.00 for Members, and \$25.00 for Guests.**

Members are responsible for their guests' reservations. *If you are a member and have not been receiving this notification, please contact Mary Simpson at:*

**615/367-8083 fax: 615/367-7775**  
[msimpson@genesco.com](mailto:msimpson@genesco.com).

### July Chapter Meeting:

Holiday Inn Select - Vanderbilt  
2613 West End Avenue  
Nashville, TN 37203  
(615) 327-4707

## MANAGERS TRAINING in PROJECT MANAGEMENT

*Need a refresher on how to run projects?*

### ONE ON ONE SESSIONS

*Will tailor to suit your needs and schedule*

### WORK WITH A PROFESSIONAL AND IMPROVE YOUR SKILLS

*Call for information*

### SAUNDERS SYSTEMS

**615-367-1717**

*P.S. Tell your boss about this.*

## MESSAGE FROM THE PRESIDENT

---

My family and I have spent the past few weeks visiting family in Ohio and Michigan. Other than the numerous storms and floods in the area, it has been a good time, but I am definitely ready to come home. As someone who has lived in Tennessee for only 4 years, it is amazing to me to think that home is a place other than Michigan. But every time I leave Tennessee to back to Michigan and Ohio, I realize how nice the state of Tennessee is to live. One thing I noticed is the hardships in many areas in Ohio and Michigan. They have been hit hard by industry leaving and going overseas and down South to our neck of the woods, with unemployment twice the national average. As fast as we are growing in Middle Tennessee, the opposite is happening up north.

One company that has a known presence in Middle Tennessee is Genesco. Genesco operates a variety of highly fashionable retail stores around the country specializing in shoes, hats and accessories. The retail stores include Journeyz, Journeyz Kids, Underground Station, Jarman, Johnston & Murphy, Hat World, Lids and Shi. On Thursday, June 8<sup>th</sup>, we met at the Genesco Distribution Center in Lebanon, TN for a tour. Wesley Lankford and his IT team led us through their facility. The distribution center is highly automated and ships to the majority of the retail shoe stores across the country. In any given day they can ship up to 85,000 pairs of shoes. On Thursday, 6/8/2006, they shipped 61,000 pairs of shoes. It is an amazing operation with conveyors throughout the facility that take a carton of shoes to and from their picking area, to the packing and taping areas, and to the shipping dock.

We look forward to seeing at the Holiday Inn Select – West End to hear about IT salary trends.

Charles Apigian  
President  
Nashville Chapter of AITP  
[capigian@mtsu.edu](mailto:capigian@mtsu.edu)

## **AITP Board Meeting**

### **AITP BOARD MEETING SUMMARY**

**June 1, 2006**

**Prepared by Ella McGill**

This meeting was held at the home of Paul Saunders.

Attendees: Paul Saunders, Charlie Apigian, Bob Claxton, Mike Eischen, Robert Wright, Gerald Marquis, Geoff Mason, and Ella McGill.

1. The Treasurer's report was presented by Bob Claxton. We reviewed income and expenses for 2006.
2. Our June meeting will be a field trip to Genesco's automated distribution center. The facility is located in the Lebanon area. We discussed some direction challenges as well as the food for the evening. Mike Eischen will arrive early to add some additional signage for the benefit of those attending. Paul is working with a caterer in the Lebanon area to get for to the site for the evening. The July meeting topic is IT Salary Trends.
3. Scholarship document revisions need to be completed by November so they can be mailed in a timely manner. Gerald is working on this.
4. Paul will be contacting Donna Womack about a commitment from ITT-Tech for hosting the February one-day student conference.
5. The new HTML format for meeting announcements is being used for the first time this month. Feedback is very positive at this point.
6. Membership has dropped to 61 members. Everyone needs to come up with ideas for getting and retaining members.
7. Sponsorship of our newsletter has dropped sharply, so Mike is considering changing the format to go from 12 to 8 pages. As a suggestion of additional material for the newsletter, Paul suggested having a classified area for the use of members seeking employment and member companies seeking employees. Mike will start trying to rearrange the newsletter including a complete redesign of the first page. Charlie suggested trying to incorporate a masthead that includes our mission statement.
8. Several new companies are moving to town, and we need to figure out a planned approach to contacting them and trying to recruit new members and/or speakers from them.
9. Charlie has started a new blog for our chapter. Many other organizations have links with similar organizations on such things, and we discussed trying such an approach.
10. We still have a vacancy for Vice President. This position needs to be filled as soon as possible.

# AITP

The Association of Information  
Technology Professionals

Monthly Meeting  
of the  
Nashville Chapter

**Date: Thursday July 13, 2006**

**Place: Holiday Inn Select - Vanderbilt**

**Cost: Members = \$25.00**

**Guests = \$30.00**

**Students = \$20.00**

Early Registration Discount = \$5.00

## Meeting Schedule

5:00 - 6:00	Social/Networking
6:00 - 6:45	Dinner
6:45	Business Meeting/Speaker

Contact Mary Simpson for reservations at  
615-367-8083 or [msimpson@genesco.com](mailto:msimpson@genesco.com)

## IT SALARY TRENDS

Our July program is about one of our most favorite topics: money! Specially our speaker will discuss salaries, what to expect as a starting figure and what is the potential, by various IT positions and variations across the country. Our speaker will also discuss the Nashville IT market, what's hot and what's not.

Our July speaker is Lizamari Suria who is a Recruiting Manager with Robert Half Technology here in Nashville. Lizamari deals with salary questions on an everyday basis. She also has the resources available from Ralph Half Technology who gather salary information on a national basis. Lizamari can give us first hand information on salary levels and trends.



Prior to Robert Half, Lizamari worked in Atlanta with SNAPS, a FAX Server Integrator and Workflow SW Developer for Fortune 100 and 200 customers. She also worked for five years with Scientific Atlanta, the largest high-tech company headquartered in Atlanta. They were pioneers in the broadband and cable industry. With Scientific Atlanta Lizamari was the Business Development Manager for Latin America.

Lizamari earned her MBA degree from the University of Georgia and her BS in Electrical Engineering from Virginia Tech. She is fluent in Spanish.

This should be a wonderful opportunity to better understand the salary market and what skills and personal abilities are driving the market. Lizamari can give you specific talents that should be listed on your resume, and hints on what should be downplayed. A great thing about the salary discussions and trends is that Lizamari brings a Nashville flavor. We all know that moving to a big city on the East Coast or in the Snow Belt can improve our salaries but Lizamari will talk to us about Nashville.

**Please post a copy on your company bulletin board**



## TRAINING FOR THE BUSINESS COMMUNITY

IN HOUSE AND CUSTOMIZED COURSES  
FLEXIBLE SCHEDULES  
INCLUDING PART TIME AND WEEKENDS

### \* SYSTEMS ANALYSIS

- \* PROJECT MANAGEMENT
- \* EFFECTIVE COMMUNICATION  
INTERVIEWING, SPEAKING, WRITING
- \* EXECUTIVE OVERVIEWS



ALL COURSES CONDUCTED BY IT PROFESSIONALS  
REAL WORLD TRAINING  
LEARN TECHNIQUES THAT ARE CRITICAL TO YOUR SUCCESS

### SAUNDERS SYSTEMS

Visit [www.SaundersSystems.com](http://www.SaundersSystems.com) or call us at: **615-367-1717**

- *Is the temperature rising in your computer room?*
- *Have your computers out grown your building's current cooling capacity?*
- *What affect does heat have on your equipment?*
- *If your cooling system failed, how much time would you have?*
- *Are you freezing your people to keep your computers cool?*
- *Are you tired of having your staff fight over the thermostat setting?*



We help IT managers with hot computer  
rooms protect data and equipment.



**Give us a call. We can help you keep your cool.**

*Computer rooms • Emergency • Temporary • Spot cooling  
Sales and rentals of portable cooling equipment*

**PORTABLE COOLING & HEATING SYSTEMS**

**PORT - A - COOL DISTRIBUTION**

*P.O. Box 1152, Franklin, TN 37065 • 615.794.8070*

**[www.portablecooling.com](http://www.portablecooling.com)**

# Calendar of Upcoming Events 2006

<b>Date</b>	<b>Event</b>	<b>Location</b>	<b>Information</b>
July 13, 2006	Monthly Meeting	Holiday Inn Select - Vanderbilt	IT Salary Trends Lizamari Suria Robert Half Technology

## **SPEAKERS**

**We are always interested in good speakers to make presentations at our AITP Chapter Meetings. If you know someone who is interested in making a presentation on a topic, on their company, or company's products, please contact Paul Saunders at (615) 367-1717 or [Paul@SaundersSystems.com](mailto:Paul@SaundersSystems.com).**



## **IRON MOUNTAIN™** OFF-SITE DATA PROTECTION

- ✓ **Nashville's First accredited, Full-Service Off-Site Media Storage Facility**
- ✓ **Electronic Vaulting Services**
- ✓ **Specialists in Media Management and Disaster Recovery Services**
- ✓ **Environmentally Controlled Media Vaults with 24/7 Access**
- ✓ **Supplier of Magnetic Media, Computer Room, and LAN Furniture**

**For Special AITP Pricing, call Jeff Nelson or Michelle Settle  
(615) 641-6661**



[Jeff.Nelson@ironmountain.com](mailto:Jeff.Nelson@ironmountain.com)

[Michelle.Settle@ironmountain.com](mailto:Michelle.Settle@ironmountain.com)

**NEW MEMBER INFORMATION:**

No new members this month. If you are interested in joining AITP, or would like more information about our organization, please visit our web site:

Chapter: <http://www.aitpnashville.org>  
Headquarters: <http://www.aitp.org>

Please send any changes to:

Joan Julius, Membership Director  
[Joan.Julius@cgi.com](mailto:Joan.Julius@cgi.com)  
CGI Information Systems & Management Consulting, Inc.

**Promote your Company's Products or Services**

**The Printout  
(this Newsletter)**

Half Page (5" x 8") \$300 for 12 issues

Quarter Page (4" x 5") \$150 for 12 issues

Business Card (2" x 4") \$50 for 12 issues

Contact Mike Eischen for more information! 367-7068

# The DATAVAULT

*a division of*

## **RICHARDS & RICHARDS**

OFFICE RECORDS MANAGEMENT

**242-9600**

**OFF-SITE DATAVAULT STORAGE  
CLIMATE-CONTROLLED PROTECTION  
BLANK TAPE CARTRIDGE SALES**

Discount prices for AITP Members:

Maxell DLT4 40/80 GIG Blank Tape Cartridges \$37.00  
Maxell LTO1 100/200 GIG Blank Tape Cartridges \$37.00  
Maxell LTO2 200/400 GIG Blank Tape Cartridges \$59.00  
Maxell Super DLT 110/320 GIG Blank Tape Cartridges \$54.00

Thanks to our advertisers

Richards & Richards

Iron Mountain

Computer Professionals Incorporated

Saunders Systems

Portable Cooling & Heating Systems



**AITP Golf**  
**Umbrellas for Sale**  
**Large, Blue & White Stripe**  
**with AITP Logo**

**Special Price — \$15.00**

Call Paul Saunders at  
615/367-1717  
for delivery at the Chapter  
meeting

**A great gift for any  
occasion!**

## JOB INTERVIEWING MISTAKES

In today's world there is a greater chance than ever that you will change employers. You should be prepared for job interviewing. This mini-article is an addendum to my article, "Job Interviewing: How To Make It Work For You".

### Mistakes in Interviewing

There are several common mistakes people make during interviews for new positions. Negatives to avoid in the interview include:

- A. Poor personal appearance. Dress appropriately but don't overdress.
- B. Overbearing, over-aggressive, or conceited attitude. The negative here is the "over". Employers do like aggressive and confident people.
- C. Over-emphasis on starting salary. Promotions and additional money come to those who do a good job. Be more concerned about the future than the starting salary.
- D. Over-emphasis on benefits. Employers are not impressed by candidates who are more interested in vacation, holidays, and medical plans than the challenge of the proposed job. Ask about the company benefits after they have offered you the job.
- E. Condemnation of past employers. Don't knock prior employers or supervisors. If you can't say anything good about them, don't say anything.
- F. Lack of interest in firm's industry. The prospective employer probably feels their industry is the best. Don't turn them off by showing no interest in what might be your future industry.
- G. Lack of interest in the community. Employers look for well-rounded managers. Don't come across as a narrow person who is not interested in, nor aware of, anything but the job.
- H. Failure to ask questions about the job. Interviewers will judge an applicant by the number and quality of questions he/she asks about the proposed job, the company, and its people. Do your homework about the company before you go for the interview, so you can ask better questions.
- I. Willingness to discuss unfavorables. If you have changed jobs frequently, had periods of unemployment, been fired, or experienced other bad things, be prepared to discuss them. You shouldn't expound at great length on past problems, but be prepared to briefly explain them.
- J. Career planning/personal finances. The lack of a career plan or the inability to handle your personal finances will be considered negative factors during the interview. If you have these problems, you should not bring up, nor allude to, these topics during the interview.

### Conclusion

You may not be currently seeking a new position and only have a passing interest in job interviewing. The odds are, however, that in the foreseeable future you will be job interviewing. You should start preparing for that event now. You should make a copy of the interviewing series and have them ready for review. Thoughts on your career plan would also be in order, as well as pulling together your employment portfolio. Good luck.

### Author

**The author of these articles is Paul Saunders who is the CEO of a management training and consulting company in Nashville. He has had extensive experience in the recruiting area. He is an active AITP member.**

**Copies of the article, "Job Interviewing: How To Make It Work For You" are available upon request. Contact us at 615-367-1717 or [Paul@SaundersSystems.com](mailto:Paul@SaundersSystems.com).**

## AITP New Member Spotlight

### AITP New Member Spotlight - Mark Daugherty

This month's New Member Spotlight features Mark Daugherty. Mark's most recent employer was Tech Team Global, Inc. where he was a Senior Systems Technician. In his job as Desktop Support, Mark went from replacing keyboards to working with computers that had the Blue Screen of Death and all the hardware/software support in between.

Tech Team Global, Inc. is the market leader for global, multilingual help desk services and value-added, specialized IT solutions deployed through a proven single point of contact delivery model. They have clients throughout the United States and Europe. Mark worked for them for four years.

Mark lost his position at Tech Team Global due to downsizing, and is currently looking for employment. With 4 years experience at Tech Team Global, he thinks he has finally found his niche with IT. Information Technology is something that he really enjoys doing. Mark's skills include OS/2, Windows 98, Windows 2000 Professional, and Windows XP Professional. He has worked with MS Office as well.

Mark has a very interesting background. He attended Nashville State Technical Institute where he earned A.A.S. in Communications Technology. He also earned A.A. in Law Enforcement from DeKalb Community College in Atlanta, GA. Mark worked at many jobs during his life, even as a Police Officer.

Mark had been meeting with others looking for work in a variety of fields but decided to join AITP to network with IT people. He feels that AITP helps you learn about different parts of IT every month with varied speakers with new interests, and that makes a big difference.

Mark enjoys spending time with his wife and six year old daughter. He likes to exercise, and plays golf at times. Mark likes to read all types of books, fiction and non-fiction. He also reads to stay informed about IT.

Welcome to AITP Mark Daugherty!

Each Month we would like to feature a new or recent member in our Newsletter. This gives other AITP members a chance to get to know our new members. If you are a new or recent member and would like to contribute to the AITP Newsletter, please contact me for a New Member Profile.

Mike Eischen, AITP Newsletter Director  
(615) 367-7068  
meischen@genesco.com



*The Printout*  
July 2006

AITP  
P.O. Box 22038  
Nashville, TN 37202  
Address Correction Requested



**Information Technology  
Consulting**

**IT Project Staffing**

**Application Development**

**Project Management  
& Coordination**

**Business & System Analysis**

**Infrastructure/Network  
Architecture & Administration**

**Helpdesk/Desktop Support**

**QA Testing**

**Security**

*Information Technology  
Staffing Solutions*

**205 Powell Place  
Brentwood, TN 37027  
615.369.0888**

***www.computerprof.com***