



HR Tampa Welcomes New President

Todd York was sworn in as HR Tampa's president for 2005 at the December 17th Holiday Dinner sponsored by The Tampa Tribune. Todd York then said farewell to the 2004 Board and introduced the 2005 Board Members.

And the Winner is . . .

Congratulations to Bruce Roth, winner of two 30-yard line tickets to the last Buccaneers home game of the season! The raffle was conducted at the HR Tampa Holiday Event held at the A La Carte Pavilion on Wednesday, December 15th.



Our thanks to J. P. Peterson, Sportscaster at Channel 8-WFLA who was our special guest, and conducted the drawing for the

tickets and items provided to us by Brad Cohen, Manager of Buccaneer Heaven.

Thanks to all who supported this event to benefit our Florida Hurricane Victims! The donation will be made to the Tampa Chapter of the American Red Cross at our Breakfast Meeting on Wednesday, January 19th at the Centre Club.



WORKPLACE TRENDS:

WHY PREPARING FOR THE FUTURE IS KEY TO HR:

Human Resource Trends: Are You Ready For The Future? Aging workers... soaring benefits costs... increased security concerns... sluggish economic growth... greater government scrutiny... shrinking labor pools... HR is at the center of powerful forces that are changing the way organizations do business. These new ways of doing business are requiring new ways of utilizing people... and putting unprecedented demands on HR. Learn which emerging trends will have the biggest impact and what steps you should begin taking now to help your organization compete today... and tomorrow.

Bio

Presenter

Dorothy Hill, SPHR

Dorothy Hill, SPHR is currently the Director of the Southeast Region for SHRM and is based in Orlando. She leads a regional team, consisting of Shelly Prochaska, Regional Manager, based in Northern Kentucky and Catherine Miller, Regional Coordinator based in Alexandria, Virginia.



Prior to this new position, Dorothy served as the Director of Professional Emphasis Groups (PEGs) for SHRM. She managed five "mini associations" within SHRM for HR professionals specializing in

Continued on Page 3

CORT
FURNITURE RENTAL

Special thanks to Cort Furniture for sponsoring our January meeting.

President's Corner



Todd A. York, SPHR
President, HR Tampa

Dear HR Tampa members and friends,

I would like to first say that it is a pleasure and an honor to serve as your President for the 2005 year. The tremendous amount of time, energy and great ideas that come from these very dedicated volunteer board members puts our chapter on the leading edge and I am proud to lead it into the future.

Due to the successful leadership of your past presidents, our chapter is now considered by SHRM to be a "large chapter" with between 350-400 members, and one of the few 100% SHRM Chapters. Also, HR Tampa is very sound financially, which will allow us to continue to deliver high quality speakers and programs, and allow us to provide more value for your membership dues.

In order to continue our success and to begin planning the 2005 year, Carol McDaniel, President-Elect, and myself attended the National Volunteer Leadership Conference of SHRM in Arlington, VA in November. From those meetings we were able to secure our keynote speaker for our Expo later this year and to get a better understanding on the direction SHRM will be taking within our profession. Additionally we were able to build on the relationship of our SHRM Director for SE USA – Dorothy Hill (who will be presenting to the chapter January 19th). And Carol was able to sneak a picture of the White House, a major dream of hers, before catching her plane home.

Then January 7-8th, our entire HR Tampa Board participated in the HR Florida Volunteer Leadership Conference in St. Petersburg, FL. At this conference your board interacted with the other 27 local Florida Chapters in each of their core areas of responsibility to exchange ideas and best practices. From these two leadership conferences, I must say that HR Tampa is well ahead of the game and we will continue striving to put our chapter ahead of the pack.

The main focus for the Chapter this year will be to **"Serve the Professional. Advance the Profession"** in every thing we do. I have challenged the board to raise the ladder as they have done in the past, and tackle a few more goals.

One of our biggest initiatives this year will be a focus on Marketing & Public Relations in an effort to increase the brand awareness of HR Tampa and the HR profession itself as we become stronger strategic partners.

We are planning to accomplish this focus through community initiatives such as:

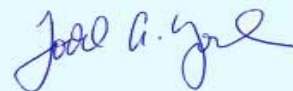
- The "Best of Tampa Bay" ...places to work, executive/ boss, and HR professional;
- A local business diversity survey;

- Sponsorship of a local student SHRM chapter;
- More media affairs time – TV, Radio, Newspapers, and other publications on HR topics;
- Joint special interest associations privileges;
- The possible creation of an EMA Special Interest Group;
- Advertising and marketing materials;
- Resume review; and
- Creating a SME panel to loan to businesses.

Additionally, board members will continue to bring value to our chapter by offering:

- Continuing education credits as possible at monthly meetings;
- Creating a blog/ members forum to post questions for the HR community to share;
- Maintaining the HR job board for open positions;
- Conducting the certification courses for PHR/ SPHR;
- Having new member welcome kits and orientation luncheons;
- Offering new legislation alerts and monthly diversity factoids;
- To protect the board and chapter members from liability;
- To streamline processes and preserve the future by using technology for chapter records and financial history; and
- Networking happy-hour-only meetings to meet friends and share stories and blow off steam.

Please take the time occasionally, to say "Thank you for what you do for our chapter" to these dedicated board and committee members. These individuals take time away from their companies, families, friends, hobbies, and pets to volunteer their time and resources to you and HR Tampa for free. Their leadership is something that you should be proud to be associated with. If you are ever interested in serving the profession further by being on our board or a committee, please just ask. We are always searching for individuals wishing to carry the torch. If you have a suggestion or request, please feel free to write, email, or call us. Our doors, mail boxes, and phones are always open. Remember we are here to **Serve the Professional and Advance the Profession.**



P.S. - Don't forget to take a few minutes to renew your 2005 HR Tampa Dues before January 31 to take advantage of the early bird special and not miss out on the activities planned.

Make Your New Year's Resolution to Certify in 2005!

By Lori S. Barndollar, SPHR
Education/Certification Director

Is PHR/ SPHR certification in your future? Seventy of your local HR colleagues have certified through the study group alone, in the past three years. More and more companies are requesting certification in their hiring specifications. Now is the time to show your commitment to maintaining high standards in our ever-changing human resource profession.

The study group provides an informal, participatory setting to review and discuss study material, and practice test taking. It is open to HRTampa and student members at no charge. Non-members will be charged \$300.00. This fee is non-refundable and must be paid in advance.

The spring testing window is May 1 – June 30, 2205. The study group will begin Feb. 2nd.

Date: February 2, 2005 - April 20, 2005

Time: 6 P.M. – 8:00 P.M.

Location: National Louis University
4950 W Kennedy Blvd., Suite 300

Study Group Schedule

- Week 1 Introduction & Pretest
- Week 2 Strategic Management I
- Week 3 Strategic Management II
- Week 4 Workforce Planning & Employment I
- Week 5 Workforce Planning & Employment II
- Week 6 Human Resource Development
- Week 7 Compensation & Benefits I
- Week 8 Compensation & Benefits II
- Week 9 Employment & Labor Relations I
- Week 10 Employment & Labor Relations II
- Week 11 Occupational Health & Safety
- Week 12 Final Exam

For registration form or more info, contact:

Lori S. Barndollar, SPHR
813-626-4895

email: Lsbarndollar@tomlinstaffing.com



SPECIAL THANKS

A good study group just does not happen by accident. It takes the willingness, effort and commitment of others to bring the program together. I would like to offer special thanks to:

Study group committee

Tracy Canales of BICS
Karen Drummond of CP Ships
Michael Levy, Training and Development Consultant
Karen White of PriceWaterhouse Coopers
Steve Nichols, HR Consultant.

National Louis University

For donating their wonderful facilities to our study group.

Debbie Brown, SPHR, Partner, Thompson, Sizemore and Gonzalez, P.A.

For "wowing" the group once again with her immense knowledge and experience in Employee and Labor relations.

Mike Malifitano, Managing Member, Constangy Brooks & Smith LLC

For taking us into Employee Relations from an attorney's perspective.

M David Steffan, Attorney, Constangy Brooks & Smith LLC

For sharing his EEOC knowledge to the study group.

Dorothy Hill

Continued from Page 1

employment, the media, HR consultants, the high-tech industry, and HRIS applications.

Prior to her director positions, Dorothy served as the Area IV manager for SHRM with a region covering eight states, based out of Dallas.

Before joining SHRM in 1999, Dorothy was a regional HR manager in the retail and restaurant industries. She worked for Stein Mart and prior to that with Black-eyed Pea restaurants. Her HR functions included employee relations, training and development, and staffing and retention of managers.

Dorothy holds a Master's Degree in Education and is certified as a Senior Professional in Human Resources.

2005 Board



2004 - 2005 Board Members

Russ Coughenour introduces the 2005
HR Tampa Board Members, with in-
coming president, Todd York



*Todd York and President Elect/Vice
President Carol McDaniel.*

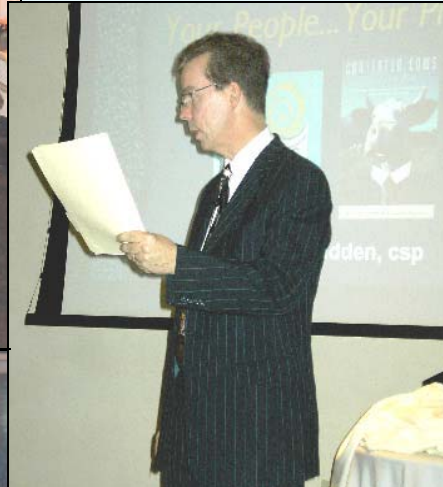


Russ Coughenour introduces Dannie
Perry, Treasurer (R), and Kristin Gwinner,
Secretary (L).



December Presentation

Richard Hadden, key-note speaker, and co-author of Contented Cows Give Better Milk: The Plain Truth About Employee Relations and Your Bottom Line



J.P. Peterson, Sportscaster, Channel 8, WFLA draws the winning raffle ticket.



Now You See Me ... Now You Don't

By Barry L. Brown, SPHR, CCP



Once again, you have survived rate increases, open enrollments, year-end parties and countless other challenges as 2004 came to a close. As 2005 rolls around, most of us are looking forward to a happier and healthier New Year.

In keeping with tradition, most of us made some New Year's resolutions. I'm confident the list included many of the usual items: lose some weight, stop smoking, exercise more, spend more time with the family (and less time at work), get better organized and well, you know, the list just goes on.

Few of us think about going to more meetings. After all, most of them are a waste of time. But, when it comes to going to our SHRM Chapter meetings, maybe we should take another look.

I made a decision years ago to attend chapter meetings ... even if the topic wasn't of particular interest. Why make such a decision? Because it's important for a member (of any organization) to support the group. Showing up is just one way of saying, "I'm here and I support what we're trying to do." The topic may not be exciting or even something I need right now, but showing up is an important statement to other members in the group.

Another reason to attend meetings is to network. Yes, just being around your peers is important. Being able to call up and get information from someone you know is much easier than making a cold call. And, as many of us have discovered, our network means a lot when we're looking for a job.

Unfortunately, there are some individuals who never attend a meeting unless they're looking for a job. We've all seen it. We really don't appreciate it, but we try to overlook it and help in any way we can. And, we celebrate another successful job search when the individual lands a new job. Then, poof! The person drops out of sight. We don't see them at meetings and may never hear from them again unless they need a job.

Regardless of why you may not have given meeting attendance much of a priority, think about making a change this year. I've found that scheduling the SHRM Chapter meeting every month for the full year will help lock in that time and force me to schedule other activities around that commitment. You may not be able to attend every meeting, but at least you'll have it on your schedule.



Make a difference! Support your Chapter. Develop your network. Meet new people. They may be the answer to your question or the key to your next job!

Barry Brown is President of Effective Resources, Inc., a Florida-based consulting firm specializing in Compensation (including incentive design), Affirmative Action Plans, and Salary Surveys. For more information call toll-free (800) 288-6044 or visit their websites: www.EffectiveResources.com and www.SalarySurveyOnLine.com.

Sponsorship Packages

are Now Available for the 2005 HR Tampa Expo and Legal Conference

A' La Carte – Pavilion, Tampa, FL

For more information, please feel free to contact either Lee Hawken, lee@hrman.net, or Sharan Backus, Sharan.backus@nrtinc.com, Co-Directors of Non-Dues Revenue.

Thank you for supporting
HRTampa!

MEMBERSHIP UPDATE

*by Charlie Chadbourne, SPHR
Membership Director*



Now is the time to join or renew membership in HR Tampa. Our dues will remain the same and we again have several options for you to select from. Once you choose the option that best fits your needs, you can renew on-line at <http://hrtampa.org/displaycom-mon.cfm?an=1>.

2005 Dues Options (Dues run Jan- Dec)

Please remember that we are a 100% chapter and you must be a current member of SHRM to join or renew with HRTampa.

Premium Membership \$225

Early Bird Special!!! - Join by Jan 31st and pay \$225. After Jan 31st, Premium Membership is \$250. One fee covers annual dues and meal costs (\$30) for 12 regular meetings. This is a great option. The more meetings you attend, the more you save! The cost of paying for all 12 meals separately is \$360.

Basic Membership \$100

This covers cost of annual dues and you pay as you go (\$30) for our 12 regular meetings.

Payment Methods:

1. Pay on-line using Pay Pal
2. Send in payment with copy of your Bill for Payment Due you will print when renewing online. Mail to: HR Tampa, PO Box 26544, Tampa, FL 33623-6554
3. Bring payment to regular meeting. Please bring a copy of your Bill for Payment Due you will print when renewing online.

Please take the time to update your personal and professional information on your member profile at the membership directory area. It is extremely important we have your current contact information so you will receive updates as they are sent out.

If you are interested in assisting one of our HRTampa Volunteer Leaders and serving on one of our committees, please contact the appropriate board member listed on the Leadership page. Get involved and have some fun!

We hope to see you at our first meeting in 2005 when our guest speaker is Dorothy Hill, will discuss Workplace Trends. You can register for this event on-line at our Events and Meetings page. Please take the time to renew your membership before registering for this event.

If you have any questions, please email Charlie Chadbourne, HRTampa Membership Director at cchadbou@ampabay.rr.com

Florida and Washington, D.C. Leadership Conferences



Directions to the Centre Club

FROM THE AIRPORT:

Exiting the Airport take the Spruce Street exit ramp. Move into the right lane. You are now heading east; come to Westshore Boulevard and turn right. Continue South on Westshore ACROSS Kennedy Boulevard and take an

FROM THE NORTH/NORTHEAST:

I-275 South; take the Westshore Boulevard Exit, turn left onto Westshore. Continue South on Westshore ACROSS Kennedy Boulevard and take an IMMEDIATE right into the parking garage for Urban Centre One/Wyndham Hotel/Cen-

FROM THE SOUTH: (Sarasota/ Bradenton/ St. Petersburg area)

I-275 North; take the Kennedy Boulevard Exit. Turn right at the SECOND traffic light continuing East on Route 60/ Kennedy Blvd. Turn right again at the SECOND traffic light - OCCIDENT STREET. Follow Occident as it curves to the

FROM THE WEST/NORTHWEST: (Clearwater/ Courtney Campbell Causeway/ New Port Richey, etc.)

Take U.S. 19 South or McMullen Booth Road to Route 60 East (Courtney Campbell Causeway). Come across the Bay continuing East on Route 60 -past the Airport and past the entrance to I-275 - to Kennedy Boulevard (Route 60). Turn left onto Kennedy, come to the second light - OCCIDENT STREET. Take a right and follow Occident as it curves to the left around behind the building to the parking garage for

FROM THE EAST: (Lakeland/ Orlando, etc.)

I-4 to I-275 South. Take the Westshore Boulevard Exit, turn left onto Westshore. Continue South on Westshore ACROSS Kennedy Boulevard and take an IMMEDIATE right into the parking garage for Urban Centre One/ Wyndham Hotel/Centre Club. Park on level 3 or above and take the ONE URBAN CENTRE GARAGE ELEVATOR to the Centre Club (8th floor). Club telephone number: 813/ 286-4040

IMMEDIATE right into the parking garage for Urban Centre One/Wyndham Hotel/Centre Club. Park on level 3 or above and take the ONE URBAN CENTRE GARAGE ELEVATOR to the Centre Club (8th floor).

tre Club. Park on level 3 or above and take the ONE URBAN CENTRE GARAGE ELEVATOR to the Centre Club (8th floor).

left around behind the building to the parking garage for Urban Centre above and take the ONE URBAN CENTRE GARAGE ELEVATOR to the Centre Club (8th floor).

Urban Centre One/Wyndham Hotel/Centre Club. Park on level 3 or above and take the ONE URBAN CENTRE GARAGE ELEVATOR to the Centre Club (8th floor).NOTE: If coming from Carrollwood area, take the Veterans' Highway South to Memorial; go past the Airport and the entrance to I-275 and follow the above directions.

Centre Club Tampa
123 S. Westshore Blvd.
8th Floor



BOARD of Directors

Officers

President

Todd York, SPHR
(813)282-8888
toddyork@msn.com

President-Elect

Carol McDaniel
(813)961-9255
cmdaniels@ta.hodes.com

Treasurer

Dannie Perry, PHR
(727)953-4218
Dannie_P1@verifone.com

Secretary

Kristin, Gwinner, SPHR
(813)348-2475
kgwinner@earthlink.net

Immediate Past President/ Foundation Director

Sherry Moore, SPHR/GPHR
(727)953-4037
sherry_m1@verifone.com

DIRECTORS

Membership

Charlie Chadbourne, SPHR
(813)307-8015 ext.3101
cchadbou@tampabay.rr.com

Programs

Paulette Beaudoin
(813)376-4318

Hospitality/Registration

Beverly King, PHR
(813)882-6579
bakingone@msn.com

Communications

Non-Dues Co-Director1

Lee Hawken
(813)979-1588
Lee@HRMan.net

Non-Dues Co-Director2

Sharan Backus
(818)289-6600 sha-
ran.backus@nrtinc.com

Legislative

Bill Mitchell
(813)223-1959
mitchlaw@askmitch.net

Education/Certification

Lori Barndollar, SPHR
(813)626-4895
lsbarndollar@tomlinstaff-
ing.com

Diversity

Greg Aarons
(813)259-8234
gaarons@tampatrib.com

College Relations

Dana Chatelain, SPHR
(813)258-0293
dchatelain@scicompa-
nies.com

Technology Director

Jeremy Dixon, PHR
(813)623-5777
j.dixon@a1-staffing.com