

# The Official Newsletter of HR Tampa

## January 19, 2011 Meeting The 5 Keys To Competencies

### January Sponsor



### February Sponsor



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The 5 Keys to Competencies provides a simple process to understand and begin using competency models immediately. In this session, we will discuss the answers to what are competency models, why are they used, when are they relevant, who develops them and how to implement competency models.

In addition to answering the 5 Keys to Competencies questions, attendees will receive competency model templates for easy plug & play implementation along with suggested activities to continually develop competencies.

Attendees at this month's meeting enjoyed a lively discussion and real, usable tools for HR professionals at all levels. You can also enjoy learning more about this by downloading this month's meeting presentation. You will find it on the main page of the HR Tampa website under "Access Monthly Meeting" presentations.

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HR Tampa's focus in 2011 is going to be on finding ways to provide information and services that will make our members more efficient and effective at work. We recognize that this is an ongoing challenge as many companies struggle to balance the realities of the sluggish economy with the need to service both their clients and their employees. As we are all aware, this reality has resulted in many human resources departments being saddled with more and more responsibilities.

Besides trying to deal with more obligations, the board recognizes that many HR departments still must provide the same services to their employees without a drop in quality. As a result, HR Tampa would like to find ways to make your life easier by providing you with some of the tools you need to handle your job.

We believe that one of the best ways to ensure that we do this is to maintain the high standards that we have tried to achieve over the last few years. As a result, we are constantly looking for speakers who provide ideas that can easily be implemented into the workplace. In addition, we have plans to expand many of our award-winning programs and find new ways to provide you with benefits. This will include continuing our annual "Day in the Beltway," certification courses, and community outreach and volunteer programs. In addition, we are exploring new ways to improve our chapter and we will update you as they progress throughout the year.

While we have ambitious goals, the board cannot accomplish them without your help. As always, we have numerous volunteer opportunities that can utilize every member's skills and expertise. They range from assisting with check-in at our monthly meetings to joining the workforce readiness committee or even contributing to our certification program. To paraphrase John Kennedy (even though I am no John Kennedy), there are times when you should ask not what HR Tampa can do for you, but what you can do for HR Tampa.



We also want to hear your opinion about the chapter, things we do well and those things that you would like for us to change. If you think there is something we can do better or if you have ideas on how we can enhance our services, please do not hesitate to let me or any of the other board members know. We actually do discuss your comments and recommendations at our monthly board meetings.

In addition to assisting with your time and services, another way you can help is by working with our sponsors. Their contributions to our chapter cannot be overstated. The financial support we receive has allowed us to keep our membership rates at the same level for several years. At the same time, we have been able to expand our services by building on such programs as our "Day in the Beltway," raffling off registrations to the HR Florida Conference, and subtly enhancing many of the programs that our members have come to expect from our chapter. Therefore, even if you are unable to volunteer your time or skills, another way you can help is to work with our sponsors. Specifically, if your company is in need of services that one of them can provide, please consider the sponsor when you are trying to identify a service provider. When doing so, be sure to tell the sponsor that you appreciate their contributions to the chapter because we want all of them to realize that they, too, benefit from their commitment to our chapter.

Thank you for your support and I hope you will join us as often as you can for what we are hoping will be another great year for HR Tampa.

David Steffen  
President, HR Tampa



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**Wendy Harkness**  
**Chief People Officer**  
**National Restaurant Development, Inc.**

Wendy Harkness is the Chief People Officer for National Restaurant Development, Inc., a multi-state franchise company operating several brands including Moe's Southwest Grill®, Popeyes®, Subway® and Checkers® and Rally's® locations. A recognized people strategist and employee relations expert, Ms. Harkness was recently published in the book Capitalizing on HR Trends - Inside the Minds, 2010 Edition (Aspatore Books) and is a frequent professional speaker.

Wendy earned her Bachelor's degree in Human Resources Management from St. Leo University and her Juris Doctorate degree from Stetson University College of Law. She is a licensed Florida attorney.

## Diversity Spotlight

### 2010 HR Tampa Diversity Award

It was a privilege to recognize our 2010 HR Tampa Diversity Award winner at the December meeting. HR Tampa's annual Diversity Award recognizes Tampa Bay organizations that are committed to and practice diversity and inclusion through their infrastructure, programs, activities and support systems. Throughout the year, the Diversity Committee solicits nominations from our membership for organizations that demonstrate how they value diversity and inclusion in their workplace. Each month a nominee is featured in the HR Tampa newsletter. The Diversity Committee encourages our members to submit an organization that deserves to be recognized for their focus on and passion to diversity.

We have six outstanding nominees this year and we are impressed to see the creative programs and initiatives the applicant companies implemented. The sincere dedication to diversity and inclusion was apparent in their actions and successes. We thank each of the applicants for their submissions and more importantly, for their outstanding efforts and commitment to diversity.

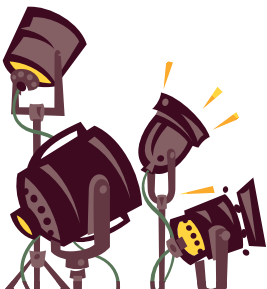
Previous HR Tampa Diversity Award winners are:

- 2007 - Checkers, Inc.
- 2008 - American Cancer Society, Florida Division
- 2009 - Hinshaw & Culbertson LLP

And, as you know, the recipient of the 2010 HR Tampa Diversity Award is PricewaterhouseCoopers.



Ana Swinger,  
Director of Diversity



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## 2010 HR Tampa Diversity Award Winner

PRICEWATERHOUSECOOPERS 



At PricewaterhouseCoopers (PwC), the focus on diversity and inclusion is about making PwC a great place to work for all of their employees. Diversity and inclusion is embedded in its people, community and the way they think about business.

PwC demonstrates its commitment to a diverse and inclusive workplace by way of its organizational and programmatic efforts. The Chief Diversity Officer reports directly to the Senior Partner and Chairman of the firm and is part of the core executive leadership team. The Chief Diversity Officer is supported by a team of Subject Matter Experts and local Diversity Leaders in the firm's 10 largest offices. A national Director of Diversity Sourcing is focused on attracting the best talent from non-traditional sources. They also boast a dedicated Director of Supplier Diversity. And, lastly, the Office of Diversity developed educational solutions to empower leaders, managers and staff to manage diversity and inclusion and build cultural dexterity in their teams more effectively.

On the local level, the Tampa office supports diversity and inclusion by encouraging participation in their affinity circles:

- The Latino Affinity Circle offers Spanish speaking classes to all staff. A portion of the funds raised from these classes goes to support the United Way. The group also raises funds to support the public school dual-language program and migrant workers' Christmas. The Latino group was instrumental in starting the local ALPFA chapter in Tampa, which is the Association of Latino Professionals in Finance and Accounting.
- The Tampa Black Circle invites middle and high school students from the community to their Martin Luther King Jr. Day event. In addition, they provide education in the accounting profession.
- The GLBT community is a major advertising contributor to the Tampa Bay Gay and Lesbian Film Festival, as well as with the St. Petersburg Pride Celebration and Parade. This group initiated a GLBT networking circle with other area companies and was a Gold Sponsor of the Out and Equal Conference.
- A Month of Diversity is celebrated each year and includes various events and educational materials promoting diversity within the workplace and the community. During the last event, they hosted a first-time program recognizing local veterans. As a continued effort to support veterans, employees created care packages and contributed funds to support troops in combat and local veterans in the Bay area.
- To contribute to the Tampa Bay community, PwC adopted a local middle school and provided supplies and tutorial assistance throughout the year.
- PwC partnered with a local Haitian church and sent supplies, food and resources to aid in the ongoing rebuilding of Haiti.
- On the global front, they created the Global Navigator program (GN) to equip their staff and partners with the tools for managing cross-cultural and organizational differences and how to best leverage these differences and similarities to work more effectively in the global environment.

PricewaterhouseCoopers truly embraces diversity as the full range of human and organizational differences and similarities and leverages this power to reach a common goal.



## Mentor Assistance Needed!

Workforce Readiness will offer a HR Internship program to 11th graders in January 2011 to get them acclimated to the HR discipline. We are expecting between 15-20 students to participate in the program. We are asking for mentors to assist in being a resource for the students. We hope to assign a mentor per student and outside phone calls, the mentor will be required to participate in 3-4 meetings within the 12 month period. If you are interested, please contact Cheryl Brown @ 813-414-6215 or [cheryl.brown@gtefcu.org](mailto:cheryl.brown@gtefcu.org).



Cheryl Brown,  
MBA, PHR  
Workforce Readiness

## Membership in Transition

### Upcoming Webinar Schedule

|              |                     |                                               |
|--------------|---------------------|-----------------------------------------------|
| January 19th | 10:00 pm - 11:30 am | Resume Development                            |
| January 19th | 1:30 pm - 3:30 pm   | Using Twitter & Facebook in a Job Search      |
| January 20th | 10:00 am - 11:30 am | Spanish-Resume Development                    |
| January 21st | 9:00 am - 12:00 pm  | Entrepreneurship through Franchising          |
| January 24th | 1:30 pm - 3:00 pm   | Search Strategies                             |
| January 24th | 7:00 pm - 9:00 pm   | Interviewing & Negotiation Strategies         |
| January 25th | 10:00 am - 11:30 am | Networking                                    |
| January 25th | 2:00 pm - 3:30 pm   | Net Search for Job Search                     |
| January 26th | 10:00 am - 11:30 am | LinkedIn Orientation                          |
| January 27th | 1:00 pm - 3:00 pm   | Spanish-Interviewing & Negotiation Strategies |
| January 27th | 1:00 pm - 2:30 pm   | Resume Development                            |
| January 28th | 10:00 am - 11:30 am | Consultant Corner                             |
| January 31st | 1:30 pm - 3:00 pm   | Search Strategies                             |
| February 2nd | 10:00 am - 11:30 am | Resume Development                            |
| February 3rd | 10:00 am - 12:00 pm | LinkedIn for Advanced Users                   |
| February 4th | 10:00 am - 12:00 pm | Interviewing & Negotiation Strategies         |

### HR Connections

This year, Right Management's goal is to host and support their website with services that benefit all Human Resources Professionals, from entry level to the experienced business partner, who are involved in a career transition. Please visit the HR Careers Section on [www.hrflorida.org](http://www.hrflorida.org) to gain access to the following valuable tools in HR Connections offered through Right Management such as attending one of the upcoming webinars.

To register for one of the upcoming webinars go to:  
<http://www.hrflorida.org/displayemailforms.cfm?emailformnbr=103332>  
 Right Management's Tampa Location: 5201 W. Kennedy Blvd., Suite 525 – 813-287-2855

## WELCOME NEW MEMBERS & GUESTS!



| Name            | Certification | Company                     | Title                         |
|-----------------|---------------|-----------------------------|-------------------------------|
| John Bieber     |               | Bieber Enterprises          | CEO                           |
| Lisa Krouse     | SPHR          | FCCI Insurance Group        | SVP HR & Support Services     |
| Michele Longley | GMS           | Stevens Worldwide Van Lines | Director Business Development |

## December HR Tampa Meeting



## Membership Update

### Reminder from the Membership Directors:

It is hard to believe that another new year is upon us. I am very excited about teaming with Layla Jamil this year for membership. Remember that your HR Tampa membership is based on calendar year and your SHRM membership is 12 months. Additionally, please keep your SHRM membership information current on your profile as we are very proud to be a 100% chapter.

We wish everyone a successful new year and please do not hesitate to contact us with any questions at [hrtampamembership@yahoo.com](mailto:hrtampamembership@yahoo.com).



Jill Conklin, PHR,  
Membership C0-Director



Layla Jamil, PHR  
Membership C0-Director

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# WELCOME

## HR SUPER HERO VOLUNTEER OPPORTUNITIES

Would you like to become more involved with HR Tampa?

Check out the exciting volunteer opportunities below and make the difference today!

### **Hospitality Committee**

Volunteers are needed for our Hospitality Committee! Hospitality Committee Volunteers assist at the registration desk before our monthly meetings. Duties include greeting members as they enter the meeting, checking names against the registration list, collecting meeting fees, and issuing badges to attendees. Hospitality Committee volunteers stay busy, but also have fun and have the opportunity to meet many HR Tampa members. After the registration process has finished, volunteers are free to enjoy the HR Tampa program and meal.

Volunteers are needed for both our morning and evening meetings. We ask morning volunteers to arrive at the meeting by 7 am and evening volunteers to arrive by 5 p.

For more information, please contact Shaun Androff at [shaun@hiregy.com](mailto:shaun@hiregy.com) or at 813-767-9974.

### **Certification Committee**

Want to get more involved in HR Tampa Certification? We have volunteer opportunities for study group speakers.

If you are a current certified member of HR Tampa and would like to help facilitate one or more of the study sessions, please contact Patricia Sullivan at [certificationhrtampa@yahoo.com](mailto:certificationhrtampa@yahoo.com). The study groups meet once per week for 12 weeks to provide an overview of the major areas of Human Resources: (1) Strategic Management, (2) Workforce Planning and Employment, (3) Human Resource Development, (4) Total Rewards (formerly Compensation and Benefits), (5) Employee and Labor Relations and (6) Risk Management (formerly Occupational Health, Safety, and Security). The Study Groups focus on learning through participation and shared learning.

By helping to present at one of the study group sessions or helping with the facilitation of the study group, the individual will be eligible to receive re-certification credits.

This is a wonderful opportunity to receive re-certification credits and help others become a professionally certified member of SHRM!

### **College Relations Committee**

The College Relations Committee focuses on the future of the HR profession, overseeing the Tampa Bay HR Student Chapter, the mentor and internship programs and career workshop.

Volunteer Opportunities Include:

- College Relations - general volunteer assisting with monthly meetings and student chapter events
- Monthly Meeting Host
- Career Workshop - resume review, mock interview, speaker, vendor or sponsor
- Become a mentor
- Host an intern

For more information, please contact Susan Styx at [ssstyx@hinshawlaw.com](mailto:ssstyx@hinshawlaw.com)

### **Diversity Committee**

The Diversity Committee is responsible for spearheading the effort to diversify HR Tampa's membership and to publicize successful diversity programs in the Tampa Bay community.

We meet on a quarterly basis at a time that is convenient for all of the committee members. As a volunteer on the Diversity Committee, you could participate by helping to organize diversity-related events, writing newsletter articles, researching Tampa area resources and events, developing materials to distribute to our members, helping out at monthly meetings or special events, or by participating in the initiatives that the committee develops each year.

For more information, please contact Director Ana Swiger at [aswiger@travelers.com](mailto:aswiger@travelers.com)

### **Membership Committee**

Do you want to be a Membership Ambassador?

If you can give an hour before the meetings to be a greeter and resource to our guests and new members, then the HR Tampa Membership team wants you! Please contact Jill Conklin or Layla Jamil to find out more at [hrtampamembership@yahoo.com](mailto:hrtampamembership@yahoo.com).

## **Non-Dues Committee**

We are seeking individuals who are willing to make a commitment and donate their time and energy to assist in promoting HR Tampa to the Hillsborough-area Community. We need forward-thinking, creative individuals with a marketing background, excellent relationship building and communication skills and a good reputation within the media. You will also need to have the support of your company since some of the projects will require the ability to work during normal business hours.

A sound understanding of social media is essential to help promote our organization through your LinkedIn, Facebook and Twitter accounts.

You must be a member in good standing of HR Tampa and SHRM. The rewards are endless if you are willing to give of your time and energy. You'll make lifetime friends while being recognized for a job well done! Email: [chris.greene@shaker.com](mailto:chris.greene@shaker.com)

## **SHRM Foundation Committee**

The SHRM Foundation was founded in 1966 as a non-profit affiliate of SHRM. The Foundation funds research, publications and education to advance the HR profession and enhance the effectiveness of HR professionals. To support its important work, the SHRM Foundation conducts an annual fundraising campaign.

As mentioned, the Foundation promotes research, innovation and the use of research-based knowledge. Some of the major research projects the Foundation is currently funding are: Aging Workforce, Changes in the HR Function and Roles, and Global HR just to name a few.

Individuals and Chapters are encouraged to donate to this worthwhile cause; HR Tampa truly believes in the Foundation's efforts and is one of the leading chapter's in the Nation for contributions.

Committee members will assist in continuing the Chapter's efforts for the Foundation and their cause by determining, assisting and participating with Chapter activities to raise money for the Foundation. Become a committee member – let's have fun, raise money and give back to the profession to continue its growth!

For more information, please contact Lisa Murfield at [murfieldld@yahoo.com](mailto:murfieldld@yahoo.com)

## **Workforce Readiness Committee**

Workforce Readiness' vision is to reach out to the community to strengthen the workforce through skill and professional

development, coaching, and mentoring programs by a collaborative effort between HR Tampa members, the local community, State and Federal government, and local businesses. We also advance the Human Resources professional by partnering with local schools, technical colleges, and two and four year colleges.

We assist individuals in developing their skills to become more competitive in our local and global economy. We partner with small businesses by providing expertise, training, and support in Human Resources practices through education and hands on training. We also encourage students' interest in the field of Human Resources profession through education and on-the-job-training.

For more information, please contact Cheryl Brown at [ccbrown-1@msn.com](mailto:ccbrown-1@msn.com) or 813-830-5520

## **Dress for Success**

The mission of Dress for Success Tampa Bay is to promote the economic independence of disadvantaged women by providing professional attire, a network of support and the career development tools to help women thrive in work and in life.

Dress for Success Tampa Bay is a not-for-profit organization that offers services to help women enter the workforce, stay employed, advance in their careers and improve their lives.

If you are interested in getting involved, please contact Katie McGill, Executive Director for Dress for Success, at [tampabay@dressforsuccess.org](mailto:tampabay@dressforsuccess.org) or [www.dressforsuccess.org/tampabay](http://www.dressforsuccess.org/tampabay)

## Commit to a Higher Standard!

### PHR/SPHR Spring Study Group

**Begins January 27th!**

HR certification is a career-long commitment that proves to your peers and your organization that you are driven to be successful in HR management. Earning your HR credentials can:

- Increase your professional confidence
- Set you apart from your peers
- Enhance your knowledge of the best practices in HR management
- Result in greater credibility when seeking a new job

We are currently accepting enrollment for our 2011 Spring Study Group which begins January 27th. This study group is free of charge to HR Tampa members, but participants will be required to purchase learning guides. The study group provides an informal setting to review and discuss study material, and to practice test taking.

The study group:

- Meets 2 hours weekly for twelve weeks, on Thursday evenings from 6 to 8 pm
- Meets at DeVry University, 5540 West Executive Drive, Tampa FL 33609;
- Open to HR Tampa members at no cost. However, if we become booked, we will require a deposit that will be returned to all members who attend at least 9 of the 12 classes. (This is because we have turned members away due to seating capacity, and then registered members did not attend).
- Cost of materials (HRCP books, online study guide/tests, flashcards, shipping) is \$300; non-study group cost is \$345 plus shipping (go to [www.hrcp.com](http://www.hrcp.com)). Or you may use recent versions of the SHRM learning systems.
- Open to non-HR Tampa members for \$50, plus cost of books.
- Seating is limited. In the fall we had a 10-person wait list.

Please visit the certification page on the HR Tampa website to learn more about the classes and to register, or contact Patti Sullivan at [certificationhrtampa@yahoo.com](mailto:certificationhrtampa@yahoo.com) for more information.

GPHR Spring Study – information to follow

## Tools for Our Certified Professionals

To maintain your certification, you must recertify your designation every three years. The Human Resources Certification Institute provides guidance, tools and resources for earning recertification credits.

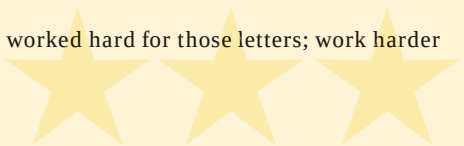
Go to [www.hrci.org](http://www.hrci.org), click on the HR Certification tab on the top left and then click “Tools for the Newly Certified” and you will see:

- Recertification Handbook – detailed instructions on how to recertify
- Low-Cost Recertification Tips – suggestions for low- and no-cost recertification activities
- Searchable Directory of Pre-Approved Events – for finding activities by dates, location, certification type and more
- Publicize Your Certification – sample press releases for PHR/SPHR, GPHR certification
- Employer Notification Request – to notify your boss about your accomplishment (go to your Online Profile)
- Earning Strategic Business Management Credits – Tips for recertifying your SPHR

There is a Fair Labor Standards Act in Florida seminar in March which offers 6.5 credits. If you are having confusion about the wage and hour laws, this may be a way to gain credits and put processes in place to ensure your organization is in compliance! Go to [www.lorman.com](http://www.lorman.com) to learn more about this seminar (ID357862).

Attend our monthly meetings and receive 1 HRCI credit each month!

Remember, you worked hard for those letters; work harder to keep them!



Patricia Sullivan,  
MSBA, SPHR, CEC,  
Certification Director



Choosing to obtain your HR credential(s) from the HR Certification Institute is a career-long commitment that shows to your peers and your organization that you are driven to be successful in HR management.

Earning your HR credential:

- » **Makes your resume stand out from other job applicants.** 96% of employers indicated that job applicants who are certified have hiring advantage over those who are not certified.
- » **Increases your chance of career advancement.** 91% of employers agreed that certified HR professionals have stronger chance of being considered for promotion opportunities.
- » **Business leaders find that HR certification distinguishes individuals who are more self-motivated.** 68% of employers indicated that certification demonstrates employees' commitment to HR.
- » **Connects you to an elite network of driven HR professionals around the globe.** Achieving HR certification puts you in a network of more than 115,000 HR practitioners who work in leading organizations like Boeing, Chevron, FedEx, GlaxoSmithKline, Samsung and Wal-Mart in more than 70 countries and territories.

Our HR certifications require that you stay up-to-date with the most current HR practices and developments. To remain certified, you must fulfill continuing education requirements or demonstrate your current knowledge of the profession through retesting.

*Note: All statistics are based on the HR Certification Institute's 2010 Value of Certification Study.*

### THREE CORE CERTIFICATIONS AVAILABLE

The HR Certification Institute offers three core certifications:

- » **Professional in Human Resources (PHR®)**—This exam focuses on the technical and operational aspects of human resource practices, U.S. laws and regulations.
- » **Senior Professional in Human Resources (SPHR®)**—The SPHR exam focuses on the strategic and policy-making aspects of HR management in the United States.
- » **Global Professional in Human Resources (GPHR®)**—This exam focuses on the skills and knowledge necessary to successfully operate in a global marketplace.

The exams are administered via computer at testing centers located throughout the world. The PHR and SPHR exams are four hours in length and consist of 225 multiple-choice questions. The GPHR exam is three hours in length and consists of 165 multiple-choice questions.

To determine which exam is best for you, take the HR Certification Institute's online assessment exams at [www.hrci.org](http://www.hrci.org). Available for all three certifications, these online assessment exams will help you determine your strengths and weaknesses in each of the functional areas. More importantly, they allow you to become familiar with the format and difficulty level of the exam questions.

### EXAM ELIGIBILITY REQUIREMENTS

Our certification exams test experience-based knowledge; therefore, you must possess the right level of professional (exempt-level) HR experience and education to qualify.

#### PROFESSIONAL IN HUMAN RESOURCES (PHR®)

- » 1 year of demonstrated professional (exempt-level) HR experience with a master's degree or higher.
- » 2 years of demonstrated professional (exempt-level) HR experience with a bachelor's degree.
- » 4 years of demonstrated professional (exempt-level) HR experience with less than a bachelor's degree.

#### SENIOR PROFESSIONAL IN HUMAN RESOURCES (SPHR®)

- » 4 years of demonstrated professional (exempt-level) HR experience with a master's degree or higher.
- » 5 years of demonstrated professional (exempt-level) HR experience with a bachelor's degree.
- » 7 years of demonstrated professional (exempt-level) HR experience with less than a bachelor's degree.

#### GLOBAL PROFESSIONAL IN HUMAN RESOURCES (GPHR®)

- » 2 years of global demonstrated professional (exempt-level) HR experience with a master's degree or higher.
- » 3 years of demonstrated professional (exempt-level) HR experience (with two of the three being global HR experience) with a bachelor's degree.
- » 4 years of demonstrated professional (exempt-level) HR experience (with two of the four being global HR experience) with less than a bachelor's degree.

### FINANCIAL ASSISTANCE AVAILABLE

- » **Your Employer:** Reach out to your benefits manager to see if your employer reimburses the cost of the exam through education assistance or professional development benefits.
- » **SHRM Foundation:** \$750 scholarships are available to SHRM members pursuing professional certification. Go to [www.shrm.org/foundation](http://www.shrm.org/foundation) to learn more about this program.
- » **Local SHRM Chapters:** Check with your local chapter for more details on its certification scholarships.

## Building a Strong (SHRM) Foundation

This year I have the pleasure of serving as Director of the Society of Human Resource Management (SHRM) Foundation for HR Tampa. Many of you over the years have contributed to the SHRM Foundation through the raffles held at our monthly meetings and Expo. In addition, many of the items donated for the raffles came from sponsors, vendors and members of HR Tampa. In 2010, HR Tampa contributed \$3,022 to the SHRM Foundation! On behalf of the SHRM Foundation and HR Tampa, I would like to say THANK YOU!

What does SHRM do with the contributions they receive from individuals, corporations, chapters and state councils from across the United States? The following is an introduction written by the SHRM Foundation:

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 is governed by a volunteer Board of Directors from the HR profession, including academics, practitioners and representatives from SHRM.

The mission of the SHRM Foundation is to maximize the impact of the HR profession on organizational decision-making and performance by promoting innovation, education, research, and the use of research-based knowledge.

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 \$1.5 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 make 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.

The SHRM Foundation is grateful for the generous support we receive from the HR Certification Institute, SHRM and the J.J. Keller Foundation. The SHRM Foundation conducts an annual fundraising campaign to support our programming. We are grateful for the generous support we receive from SHRM chapters and state councils, individuals, corporations and others. Your financial support is vital to ensure that the SHRM Foundation can continue this important work.

At our monthly meetings, I look forward to speaking to you about materials and scholarship opportunities available through the SHRM Foundation. If you have any questions, please contact me at [murfieldld@yahoo.com](mailto:murfieldld@yahoo.com).



Lisa Murfield,  
MBA, SPHR, GPHR  
Immediate Past President/  
Foundation Director HR Tampa

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## IT'S A GREAT TIME TO JOIN HR TAMPA

Beginning November 1st, all new memberships will be for 14 months taking you through 2011

### Choose your level of membership

#### PREMIUM Membership \$225

Dues plus all regular monthly meeting costs inclusive - a value of over \$505 (\$100 is applied towards annual operating costs). This premium membership status allows access to the HR Tampa Website, Directory, Newsletter, Free Job Postings for your company and ALL Monthly Meetings and most Special Events included per year.

#### BASIC Membership \$100

Dues Only - Meeting Fees and Events Paid Separately. This standard membership status allows access to HR Tampa Website, Directory, Newsletter, Free Job Postings for your company, and ALL Monthly Meetings and Special Events on a pay-per-use basis.

***Our chapter is a 100% chapter, which means that each member must also be a member of the National SHRM. Please designate HRTampa as your local chapter (#074) when joining SHRM.***

HRTampa is committed to bringing you the most meaningful programs to supplement and enhance your HR knowledge and have fun at the same time. We hope you choose to be a part of one of Florida's largest and most active chapters.

The success of the National Society for Human Resource Management (SHRM) depends on local chapters. Our HR Tampa chapter depends upon your membership. Joining HR Tampa is an excellent way to be involved. Our chapter services/programs will benefit you in several ways:

- Regular monthly breakfast and dinner meetings featuring expert speakers on current pertinent human resource topics (many meetings qualify for HRCI credits) generally held the 3rd Wednesday of the month.
- Keep current with HR developments, trends, position openings, and events etc. on our website
- Networking with over 400 local HR Tampa members
- Free study group (for active Basic & Premium paid members) for PHR/SPHR certification
- Monthly electronic newsletter featuring legislative updates, local HR news and events
- Joint diversity meeting with the Pinellas chapter providing further professional development and networking opportunities
- Association with professional HR industry focused vendors
- Assistance in HR internship programs and finding candidates
- Professional Mentor programs for college students
- Access for your company to advertise open HR positions on our Job Board for Free or discounted rate (\$100 cost per posting for non-members).
- Volunteer opportunities in the community in your profession
- Special Events, Conferences, and Expos to earn continuing education credits
- Reduced rates at the annual FL State Conference

Our chapter is a 100% chapter, which means that each member must also be a member of the National SHRM. Our chapter receives additional quarterly funding from the SHRM Chapter Financial Support Program for each member who joins our chapter. This allows us to bring a higher quality of events and services to our members. Annual dues for the National SHRM membership are approximately \$160. National SHRM regularly has \$145 dues specials for first-time members. You can complete your membership application with SHRM on-line and automatically receive a membership number. Please designate HRTampa as your local chapter when joining SHRM.

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##### RESOURCE DIRECTORY ADVERTISING

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**Contact Chris Greene – [chris.greene@shaker.com](mailto:chris.greene@shaker.com)  
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Chris Greene  
Non-Dues Revenue Director

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