

The Official Newsletter of HR Tampa

Strategies For A Flatter World

April Sponsor



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As a result of rapid globalization over the past three decades, U.S. companies must compete today in a flatter world for both business contracts and increasingly mobile human capital. Senior executives worldwide are concerned about a growing shortage of top talent over the coming decade as the world economy recovers and emerging economies such as China and India expand at a fast pace.

Join us as we look at HR strategies for today's challenging environment, including global talent management and programs to build an engaged workforce and inclusive corporate cultures. It also reviews best practices at Deloitte LLP and other companies where these strategies have been successful

- **Location:** Centre Club • 123 S. Westshore Blvd • Tampa, FL 33609
- **Date:** Wednesday, April 20, 2011
- **Time:** 5:30pm



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Table of Contents

Strategies For A Flatter World	1
April Speaker Bio.....	3
Legislative Updates	4-5
Diversity Spotlight.....	6
Diversity Updates	7
Workforce Readiness.....	8
Membership Update.....	8
New Members.....	9
March HR Tampa Meeting.....	9
Member News.....	10
Volunteer Opportunities	11-12
HR Certification Institute Update.....	13-14
SHRM Foundation	15
SHRM Foundation Scholarship Program.....	16
HR Tampa 2011 Memberships.....	17
2011 Meeting Sponsors.....	18
Board of Directors	19



Brian J. Glade, SPHR, GPHR



Brian J. Glade, SPHR, GPHR directs global member programs for the Society for Human Resource Management (SHRM).

The Society for Human Resource Management (SHRM) is the world's largest association devoted to human resource management. The Society serves the needs of HR professionals and advances the interests of the HR profession. Founded in 1948, SHRM has more than 250,000 members in over 140 countries, and more than 575 affiliated chapters, as well as offices in China and India.

He is responsible for educating the Society's constituents on global human resource management issues; providing guidance in the globalization of SHRM members, products, and services; and representing the Society and the profession abroad.

Brian oversees the SHRM office in Beijing, PRC, which identifies opportunities for collaboration and establishes activity to support HR professionals and advance the HR profession in China.

He serves as Staff Leader for the 15-member Special Expertise Panel on Corporate Social Responsibility and Sustainability. The volunteer panel of senior HR professionals is charged with identifying trends and creating tools in CSR and Sustainability and developing content that can be used by the membership of SHRM in its strategic roles.

Brian earned his M.A. in International Affairs from the Paul Nitze School of Advanced International Studies of the Johns Hopkins University. As part of that program, he studied in Bologna, Italy for one year. His B.A. in Government is from the University of Notre Dame. Brian's language training includes French, Italian, Spanish, German, and Latin.

Prior to joining SHRM in 1997, Brian worked at the United States Council for International Business, a policy association in New York City representing 300 U.S. companies before international organizations. As Vice President for International Labor Affairs, he served as U.S. Employer Delegate to the International Labor Organization (ILO) where he negotiated labor standards with trade unions and governments. He was also active in shaping social affairs policy before the European Commission in Brussels and the Organization for Economic Cooperation and Development (OECD) in Paris.

Brian worked at Texaco, Inc., corporate headquarters in New York for five years in a variety of positions. As International Human Resources Advisor, he was responsible for developing a global approach to Texaco's human resource policies. As Coordinator for Total Quality Management (TQM) in an operating division, Brian had oversight for developing and delivering TQM and re-engineering activities. He also served as a Project Developer responsible for introducing a Texaco-licensed clean energy technology in European markets.

Brian acquired certification as a Senior Professional in Human Resources (SPHR) and Global Professional in Human Resources (GPHR) from the HR Certification Institute.

Brian is a frequent speaker at HR management conferences around the world.

The Supreme Court Weighs in on the Cat's Paw Theory of Employer Liability: *Staub v. Proctor Hospital*

by Caren Skversky, Constangy, Brooks & Smith, LLP

In an age where Human Resource administrators are being asked to assume more and more responsibilities, it is important to be cautious about delegating investigations to others. Hidden motives, agendas or undisclosed biases can severely undermine the results of investigations and the decisions made will be closely examined by the courts.

On March 1, 2001, the U.S. Supreme Court unanimously held that employers can be liable for tangible employment actions that were influenced by supervisors who had unlawful, discriminatory motives. Staub, an Army Reservist, sued his former employer, Proctor Hospital, for employment discrimination under the United Services Employment and Reemployment Act ("USERRA") after being terminated from his civilian position. Staub claimed that the HR executive who fired him was merely the "cat's paw" for two of his direct supervisors, who were allegedly openly hostile to his obligations as an Army Reservist. USERRA protects members of the uniformed services from employment discrimination arising from their military service.

Staub received a favorable verdict at trial, but it was overturned by the U.S. Court of Appeals for the Seventh Circuit (Illinois, Indiana, and Wisconsin), which held Staub failed to show that the two supervisors exercised such "singular influence" over the final decision maker that the decision to terminate was in "blind reliance" on the biased supervisors. Staub appealed to the Supreme Court which held that the exercise of judgment by the final decision maker did not automatically prevent or cure the animus of the earlier supervisors' actions, nor did it prevent the earlier biased action from being the proximate cause of harm to Staub.

The Eleventh Circuit, which includes Florida, has long utilized the "cat's paw" theory in analyzing the causation element of employment discrimination cases. (According to Justice Scalia, who wrote the majority opinion, the term "cat's paw" derives from a fable conceived by Aesop, and eventually injected into United States employment discrimination law by Posner in 1990). "Cat's paw" applies when the ultimate decision maker is someone other than the supervisor with discriminatory animus. In the Eleventh Circuit, an employee can prove causation by demonstrating that the decision maker acted in accordance with the supervisor's recommendations without independently evaluating the situation, ultimately rubber stamping the supervisor's bias. The discriminatory animus is thus the motivating factor of the adverse action.

But like the Seventh Circuit in *Staub*, the Eleventh Circuit recognizes an exception to the cat's paw theory when the decision maker performed an independent investigation. According to the Supreme Court, however, an independent investigation can no longer be used as an exception to the "cat's paw" analysis.

The Supreme Court, veering from the usual definition of "motivating factor," found that the decision maker is not truly independent if he is relying on the underlying actions of the biased supervisor. The Court noted that the decision maker utilizes materials created by the supervisor, such as performance reviews and disciplinary action, in reaching a decision and thus the discriminatory animus affects the decision.

But it appears that employers can continue to utilize independent investigations as a defense. The Supreme Court's decision was fact specific, as Staub had received a jury verdict in his favor. The Court observed that the decision maker relied on the accusations and reports of Staub's supervisors and failed to investigate the accusations of bias when Staub contested his termination. Therefore, the decision maker's judgment could not be a superseding cause because it was not independent. The Court held that the termination was the foreseeable and intended result of the biased supervisor's underlying actions.

It is important to note that the Court did not deviate from traditional agency laws for finding employer liability, explaining that the supervisors' underlying actions were taken in the course and scope of employment. The Court declined to extend the decision to cases where the discriminatory animus came from a co-worker. They also declined to opine about possible affirmative defenses that may have been available to the employer.

While *Staub* was decided applying USERRA, it appears it will be equally applicable to Title VII and other anti-discrimination statutes and many courts have already taken that step. Notably, the Tenth Circuit applied the decision to a cause of action for discrimination arising under the Federal Employer Liability Act. The Tenth Circuit held that biased co-workers were in no position to influence the ultimate decision maker. They also found there was no evidence that racially discriminatory comments from his co-workers were intended to result in his termination. As such, the Tenth Circuit found there was no basis for holding the employer liable for discrimination.

So what can an employer do to protect the company from liability?

First, the employer should engage in an aggressive investigation. While an independent investigation is no longer an automatic defense, it remains a useful tool in defending a discrimination case. Employers should examine the motives behind a supervisor's allegations or recommendations before approving an adverse employment action. Confirm that the offense actually occurred (or that there was adequate reason to believe that it occurred) and was a violation of policy or established practice. Also, review similarly situated employees who have committed similar offenses to determine that the actions taken are comparable or whether there are any extenuating circumstances that should be considered. Finally, the employer should be satisfied that the decision is defensible.

Second, offer an effective grievance procedure for employees who believe that they have been treated unfairly, and investigate grievances with an open mind before approving final action. In *Staub*, there was an internal complaint of discrimination, but no investigation. It is possible, and also good practice, that a thorough investigation of an employee's grievances before the final action takes effect, could create a different result.

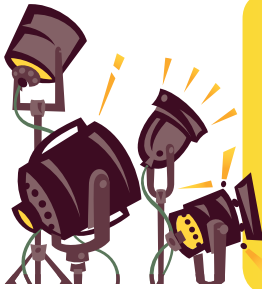
Finally, and most obvious, is to ensure that supervisors and managers are well trained in the anti-discrimination laws and understand the concept of retaliation. The best way to prevent "cat's paw" liability is to ensure that the supervisors know that discrimination is against the law and company policy. Training supervisors and managers about their legal obligations and the company's expectations should prevent many problems from ever arising.

"Cat's paw" situations are fortunately relatively rare, but the Supreme Court's decision means that employers will have to take such allegations seriously and ensure that they have mechanisms in place to prevent the situations and to correct them when they occur. The decision may also remind Plaintiff's attorneys to be more proactive in determining ways to hold the employer liable. It would not be surprising to see an increase in "cat's paw" litigation in the next few years.

Caren Skversky is an associate at Constangy, Brooks & Smith, LLP. Ms. Skversky has been practicing law in the Tampa Bay area since 2001. Ms. Skversky represents employers in all areas of employment law and with a focus on employment litigation. She represents private and public sector employers in workplace matters in federal and state court and administrative forums.

Debbie Dube,
MS, SPHR,
Legislation Director





The Diversity Committee is looking for Tampa companies that are making a difference because they celebrate diversity. We will be choosing one company per month to feature in the Newsletter. In December, The HR Tampa Diversity committee will select one of the companies featured throughout the year as the recipient of the HR Tampa Diversity Award. If you would like to nominate your company, or know of a company who should be featured, please contact Interim Director Ana Swiger for details, aswiger@travelers.com



Ana Swiger,
Interim Director of Diversity

April Diversity Spotlight



The Hidden 'D' in Diversity is Disability by Ron Parker, SVP, Global Diversity, Pepsico

How did your organization become aware of or committed to diversity initiatives?

People with disabilities represent the largest minority group in the United States, more than 36 million Americans. In Florida there are 18 million citizens with a disability; their estimated rate of unemployment is 65 to 75 percent. More people will become disabled as the population ages: of the 77 million baby boomers, an estimated 52% will experience a disability. These data are important to business for two reasons: they represent an untapped consumer market and potential employees.

What actions has your company taken to promote diversity and inclusion in the workplace?

For the past 10 years, Wilson Resources, Inc. (WRI) has been working with businesses to educate their leaders on the value of diversifying their workforces to include qualified talent with disabilities. These efforts have been aimed at reducing the alarming number of people with disabilities who remain unemployed. There are 19 million Americans with disabilities between the ages of 18-64 – working age. Of those 16+, 78 percent are not employed. By contrast, 30 percent of those without disabilities 16+ are not employed. (Sources: U.S. Census Bureau, American Community Survey 2009; Bureau of Labor Statistics August 2010)

WRI has engaged employers through development and staffing of Business Leadership Networks (BLNs) across Florida, including Tampa, and in Ohio and Oklahoma. The BLNs belong to a national network of business-to-business organizations promoting the employment of people with disabilities. They bring hundreds of employers together to discuss best practices. The BLNs typically have boards of directors with local business leaders at the helm and reach out to other employers in their communities through educational programs to change attitudes and remove barriers to employment.

In 2009, WRI received the United States Business Leadership Network's Leadership Award, *Partner of the Year*, for its work in organizing and sustaining local Florida BLNs and encouraging employers to recruit, hire, train and retain workers with disabilities. (www.usbln.org)

For three consecutive years, 2007-2009, WRI conducted a survey that assessed the local Florida BLNs' impact on their members' attitudes and actions in recruiting and hiring people with disabilities. The survey also asked

BLN members the barriers they faced. Over the three year period, there were 351 survey respondents. Each year, "attitudes/fears at all corporate levels" were the leading impediment to the employment of people with disabilities. The Florida respondents also reported that their BLN involvement had an impact: the percent of respondents saying that as a result of their "BLN involvement" they included workers with disabilities in their workplaces rose from 46 percent in 2007 to 90 percent in 2009, a 44 percent increase.

WRI and the Florida BLNs used these data to provide or organize training at such notable companies as New York Life's Tampa Office, CSX, Blue Cross and Blue Shield of Florida, American Express, AvMed, and at Societies for Human Resource Management in Florida, and National and Regional Industry Liaison Groups (ILGs) around the country.

With BLN corporate members, WRI developed the "Disability Friendly Business Certification Program" found at www.NationalCTC.com. Supported by the HR Florida State Council, the purpose of the *Disability Friendly Business* certification is to assist businesses to become disability friendly and recognize businesses for their outstanding efforts to include and meet the needs of employees and customers with disabilities. One of the first companies to become certified was Amerigroup's Tampa Office. In March 2011, Amerigroup certified 15 of its offices around the country.

How does your organization exemplify diversity as defined by SHRM & How diverse is your senior leadership?

Founded in 1990, WRI is a for-profit business and a Florida Certified Minority Business Enterprise, Woman-Owned. WRI's CEO is Leslie Wilson, M.S. Ms. Wilson is an American Society for Training and Development (ASTD) certified trainer, a graduate of the Greater Tampa Chamber of Commerce's *Leadership Tampa Class of 2010* and a certified *Mental Health First Aid* instructor. Ms. Wilson was the recipient of the 2003 *National Leadership Award* and named the 2004 *Businesswoman of the Year*, presented by the National Congressional Committee's Business Advisory Council. In 2009, WRI was selected as one of 600 woman-owned businesses nationwide to participate in the *Count Me In for Women's Economic Independence, Sam's Club 600*.

WRI's Senior Vice President is Pat Wear, M.S. Mr. Wear is a person with a disability, as defined by the Americans with Disabilities Act.

2011 Tampa Bay Young Women's Leadership Symposium

by Sofia Reed (HR Tampa Diversity Committee member)



On Saturday, February 26th, a motivated group of high school girls woke up bright and early to attend the 2011 **Tampa Bay Young Women's Leadership Symposium** at Tampa Preparatory School. The primary purpose of the symposium was to encourage young women to become future leaders of their communities. Not only did students hear stories from inspirational speakers and panelists, but they also participated in two workshops that emphasized the importance of setting and achieving educational, professional, and community goals.

The keynote speaker for the event was Collins Tuohy, subject of the Oscar-winning movie, "The Blind Side." Collins shared her unique experiences as the adoptive sister of Michael Oher and discussed some of the differences that distinguish the film from her family's real life story. Collins wanted the young girls to know that they – as the future leaders of their communities - should never place any value judgments on any individual; rather, they should take the time to get to know each person for his or her differences and embrace this diversity. At the end of her speech, Collins highlighted a phrase that her adoptive brother, Michael, once said to her: "Be sweet." Not only were the young girls empowered by Collins' words, but they were also very excited to take group pictures with Collins after her speech.

These young ladies, who came from various high schools in the Tampa Bay area, had the opportunity to participate in the symposium free of charge, thanks to a variety of sponsors including American Momentum Bank, American Sedan and Limousine, Aon Hewitt, Bernard Hodes Group, Capital One Financial, Florida Diversity Council, Ford & Harrison LLP, Fowler White Boggs P.A., Geiger, Greater Talent Network, Grow Financial, Hillsborough County Schools, **HR Tampa**, MamaRazzi Foto, Moffitt Cancer Center, Mutual of Omaha, National Diversity Council, Pinellas County Schools, Tampa Bay Woman Newspaper, Tampa Preparatory School, Trade Winds Island Resorts, Senior Home Care, Sodexo, United Healthcare, University of Tampa, WEDU, and the Westin Tampa Bay.

During the symposium, students had the chance to interact with women leaders in the Tampa Bay area. The young participants were matched with mentors and the students had an opportunity to establish meaningful relationships with women who had succeeded in the workplace. HR Tampa members Cheryl Brown, Ana Swiger and Sofia Reed volunteered to serve as mentors during the event, and absolutely loved their experiences. When commenting upon her experience, Ana said, "Each year, I am so enthused and excited for the young women that attend. Like Collins said, 'You never know what reaching out to someone will mean.'"

The 2011 Tampa Bay Young Women's Leadership Symposium was an incredibly successful event – the students received empowering advice from women leaders in their communities; learned about important aspects of educational, professional, and community goals; and interacted with other young girls, like themselves, who will soon become influential leaders. It is wonderful events like these that help foster leadership amongst our youth.

Workforce Readiness Needs You

The success of the Workforce Readiness Intern program depends on the generosity of our sponsors. If you or your organization would be interested in getting involved by donating toward our scholarship fund or if you are a HR Professional who would be interested in giving the students a tour of your HR department and discuss your role, please contact Cheryl Brown at (813) 414-6215 or cheryl.brown@gtefcu.org or Rachel Salley at (609) 851-0370 or rachel.salley@gmail.com.

Workforce Readiness is thrilled and privileged to work with our high school community! This is one of the ways your membership is giving back, so thank you!



Cheryl Brown,
MBA, PHR
Workforce Readiness
Co-Director



Rachel Salley, SPHR
Workforce Readiness
Co-Director

Membership Update

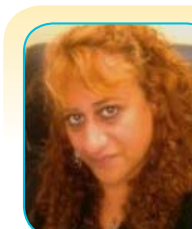
Reminder from the Membership Co-Directors:

Please keep your profile current at all times including your SHRM information. We are presently looking for Ambassadors to great guests and new members at the monthly meetings. If interested, please contact Jill Conklin or Layla Jamil at hrtampamembership@yahoo.com.

We wish everyone a successful year and please do not hesitate to contact us with any questions.



Jill Conklin, PHR,
Membership
Co-Director



Layla Jamil, PHR
Membership
Co-Director

WELCOME NEW MEMBERS & GUESTS!

Name	Certification	Company	Title
Yanira Hernandez		Humana	Corporate Recruiter
Carol McCormack	SPHR	Crittenden Regional Hospital	VP, Organizational Effectiveness
Toni Williams	SPHR	Wells Fargo Insurance Services USA	
Tammy Martin	CEBS	Aon Hewitt	Vice President
Jeff Jinks		Aon Hewitt	Vice President
Steve Trumble		Aon Hewitt	Senior Vice President
Suzanne Borgia		J.J. Taylor Distributing	
Jackie Hoover		HR Assistant	
Patricia Viscomi			
Sheila McLaughlin	M.A.	Eckerd College	Director of Marketing & Outreach
Staci Laird		Total Insight Screening	Director of Operations
John Tedesco		Mercer	Senior Associate
Wilma Daniel	PHR	USF Physicians Group Human Resources	Director



March HR Tampa Meeting



HR Tampa Receives Distinguished Award

The Society for Human Resource Management has awarded HR Tampa the EXCEL Silver Award for 2010.

As an affiliate chapter of SHRM, HR Tampa is charged with establishing a strategic plan to develop initiatives and activities to Serve the Professional and Advance the Profession. At the end of the year, each chapter reports to SHRM their goals and accomplishments through the SHRM Affiliate Program for Excellence, otherwise known as the SHAPE Report. The criteria required for the report is very detailed, aggressive and demanding. Chapters across the country eagerly anticipate the announcement of whether they have received the Platinum, Gold, Silver or Bronze EXCEL Award.



For their initiatives and activities in 2010, HR Tampa's Board of Directors has received the SHRM Silver EXCEL Award. This award recognizes outstanding achievements in chapter operations and a commitment to providing meaningful programs and services to their chapter members. It also is recognition of the Board's continued growth and development as business leaders, capable of developing strategies that lead to business success!

By achieving this award, HR Tampa distinguishes itself as an outstanding organization dedicated to serving the needs of their members and to the advancement of the human resource management profession.

SHRM congratulates HR Tampa on their accomplishment.

We Want To Know

Did you win an award?

Any personal accomplishments?

Any major events?

Are you retiring?

We would like to share information about our members who deserve some recognition. Please contact Maureen Stanton at mstanton@lazydays.com to share your accomplishments.

Maureen Stanton
Communications
Director



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 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. 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 sstyx@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 monthly basis at a time that is convenient for most 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 Ana Swiger at 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.

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

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

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 cheryl.brown@gtefcu.org (or 813-414-6215) and Rachel Salley at rachel.salley@gmail.com (or 813-321-1416).

Crash Course Preparation for the May/June Exams

Did you register for the PHR/SPHR/GPHR this spring, but aren't 100% confident you spent the time needed to pass? Have you been preparing for hours on end, but know there is a better way to have things 'stick'? Are you nervous about your memory retention rate on the exam content? If you answered yes to any of these, here are some alternatives for you to slam dunk the exams!

HR Tampa at DeVry University, PHR/SPHR Crash Course and Refresher

Date: Saturday, April 30; Time: 9:30AM-1:30PM; Location: DeVry University, 5540 West Executive Drive, Tampa 33609

The decision to become a certified Human Resources Professional is an important decision. Increasingly, HR positions of significant responsibility require certification as a condition of appointment or advancement. The PHR/SPHR Crash Course is designed not only to assist those professionals looking to sit for the certification exam, but also as a refresher course for those HR professionals who have already received their certification.

This 4-hour intensive course is a perfect, inexpensive way to gain information relating to best practices and proven theories of HRM. Material to be covered includes content from Strategic Management, EE and Labor Relations, Compensation and Benefits, and Workforce Planning Modules. Topics include Strategic Planning Process, HR Planning, Measuring HR Effectiveness, OD Approaches, Employment Discrimination, Recruiting, Selecting, Base Pay Programs, Variable Pay Programs, Voluntary Benefits, Labor Relations Acts, Organization Process, Strike & Boycotts, Healthy Employee Relations and Employee Involvement Strategies.

The learning objectives for this course are:

- 1) To reinforce body of knowledge in Strategic Management, Workforce Planning, Total Rewards, and Employee and Labor Relations
- 2) To provide testing tips for those sitting for the upcoming exams
- 3) To have attendees pass their PHR/SPHR exam.

Cost: - Members \$50.00; Non-Members \$75.00

Pre-Registration required! In an effort to streamline the registration process and ensure payments are received prior to the event, we have created an online registration form. Please visit www.hrtampa.org, go to the Calendar Events page, choose April, and find the event registration for the crash course. All payments must be made by credit card for the class. No refunds will be provided for no-shows or to those who cancel within 3 days of event.

Thank you to **DeVry University** for providing, at no charge, a beautiful, high tech, learning facility for this class and for our spring and fall study groups! We appreciate your gracious hospitality!

Depending on your needs and type of exam you are sitting for, there are additional options:

USF, May 18 - 20; Course Detail: HRM11020 – SPHR Review

This intense three-day SHRM-sanctioned review is designed for applicants with a minimum of four years HR management experience. The review course prepares you for the SPHR certification examination. Advance preparation is required. Registration includes a copy of the SHRM Learning System® and you will have access to web-based study tools and practice exams. Registration does not include the examination fee.

<http://cereg.usf.edu/WebModule/reg/course.jsp?categoryId=10018&courseId=HRM11020>

SHRM, April 11-13 in Orlando (see web for other dates/locations) – PHR/SPHR Prep

This intensive three-day PHR/SPHR preparation program is an overview of the HR body of knowledge. By attending this program you will identify your areas of strength to build upon and the areas where you need further concentrated study in preparation for taking either exam. The PHR/SPHR certification preparation course should not be considered your only means of preparation, but rather a supplemental course to help you focus your studies to maximize results. With outside-the-classroom assignments consisting of sample test questions and periodic progress checks to help reinforce classroom sessions, you can be confident of your breadth of knowledge in preparation for the PHR or SPHR certification exams. This educational session is combined with the SHRM Learning System—the #1 PHR and SPHR certification preparation tool that consistently helps professionals beat the national pass rate. Utilizing your SHRM Learning System before the course begins will prepare you to gain the greatest benefits from attending this program.

<http://www.shrm.org/Education/educationalproducts/learning/Pages/seminars.aspx>

SHRM, May 2-4 in Alexandria, VA – GPHR Prep

This learning option, offered as part of the SHRM Education Series, is a three-day educational session designed to maximize your learning opportunities as you prepare for the GPHR certification exam. This comprehensive program highlights content areas that may appear on the GPHR certification exam. By interacting in this intense environment with your peers and qualified instructors and using the SHRM Global Learning System as your guide, you are getting access to a highly successful educational tool while preparing for the GPHR certification exam.

<http://www.shrm.org/EDUCATION/EDUCATIONALPRODUCTS/LEARNING/GLOBAL/Pages/gphr.aspx>



TEST TAKING TIPS: Making a Study Plan (from www.HRCI.org)

We want you to pass the certification exam, so we encourage you to prepare well. An important first step is to plan dates, times and places to study for the exam. If you do not make a study plan, your daily tasks may take over the time you need for study.

To be effective, your plan must fit your needs. Consider your:

- **Schedule:** Assess how much of your time is already committed (such as to your job and to your family) and how much you can realistically assign to study. Develop a schedule that builds in daily and weekly study time.
- **Progress:** Regularly check your study plan to make sure you are on schedule and to adjust study time if you need to.
- **Learning style:** For example, consider the time of day when you study more proactively. Also consider whether you learn best by yourself or in a group.
- **Habits:** For example, if you tend to avoid studying, ask a friend or colleague to make sure you stay with it.
- **Environment:** Set aside a workstation where you can keep your study materials and resources at hand.
- **Weakest areas of HR knowledge:** Identify them, plan to study them first, and consider using resources

HR TAMPA: MAINTAINING YOUR CERTIFICATION

Receive HRCI credits at **HR Tampa Monthly Membership Meetings**. Our goal each month is to provide topics/speakers that will be awarded HRCI credits for our members. So, join us each month; network, meet with your HR peers; keep current on news you can use; AND earn HRCI credits for the topics presented. Don't forget to pick up the certificate specifying credits before leaving each meeting.

HR Tampa will be well represented at the HR Florida & Conference (Aug. 29-31). We'd love to see you there! This is a great way to get several credits at one time while connecting with your peers in a fun and educational setting. HRCI credits have not yet been approved for all the sessions, but last year we were able to earn many general, strategic, and global credits. HR Tampa will be selling raffles, at our meetings, to this 3-day Orlando event. And, you can register at <http://www.hrflorida.org/displaycommon.cfm?an=1&subarticlenbr=177>.

HR Tampa Expo – The annual HR Tampa Expo is another perfect way to meet your local HR peers and earn HRCI credits! Each year, HR Tampa presents a one-day; chock full of education, Expo. This year, it is scheduled for Wednesday, November 2. Keep your eyes open for news and registration; and mark your calendar now!

SHRM: MAINTAINING YOUR CERTIFICATION (taken from [SHRM.org](http://www.SHRM.org))

HR Public Policy Webcast Series

Staying up-to-date on pending and anticipated legislative, regulatory and judicial activity is vital to your career and your organization. The Society for Human Resource Management makes it easy to stay a step ahead of HR public policy matters with the HR Public Policy Webcast Series.

All the SHRM webcasts below are free of charge unless otherwise noted. **All qualify for PHR and SPHR recertification credit**, unless noted. Those qualifying for strategic or GPHR credit are indicated. For specific topics/dates, go to: <http://www.shrm.org/multimedia/webcasts/Pages/default.aspx>

SHRM also provides fee-based seminars (go to www.SHRM.org):

- HR Business Partners
- HR Generalist
- Strategic HR: Delivering Business Results
- Base Compensation
- Human Capital Analytics: Using HR Metrics to Drive Business Results

Patricia Sullivan,
MSBA, SPHR, CEC,
Certification Director



SHRM[®] Foundation

Investing in the Future of HR

Spring is a time for growth. The flowers and trees are blooming. We see neighbors in their yards mulching, trimming and pruning. In some parts of the country, the Cherry Blossoms have arrived. Isn't spring also a time to look at our own growth, both personally and professionally?

Beginning on April 1, the SHRM Foundation offers you that opportunity for growth. Perhaps you are considering or are currently enrolled in an undergraduate or graduate degree. Perhaps this is the year you will obtain your PHR, SPHR or GPHR certification. If so, the SHRM Foundation is offering \$2,000 academic and \$750 certification scholarships to those who are members of SHRM. The application process is online at <http://sapphire.shrm.org/Scholarships/Default.aspx>. The scholarship applications will be evaluated according to the following criteria:

- Work experience/progression (HR involvement and future career plans)
- Volunteer activity (SHRM experience preferred, but not required)
- Financial need

The deadline for submission is July 15, 2011.

On March 16, we began selling tickets for a chance to win one of four full conference registrations to the HR Florida Conference and Expo which will be held August 29 through 31 at the Rosen Shingle Creek Resort in Orlando! The drawing will be at the June meeting and you do not need to be present to win. Of course, all proceeds go to the SHRM Foundation.

Through the generous funding of HR professionals at HR Tampa, the SHRM Foundation conducts research on important topics affecting human resources. Two new topics have been added to the library: [Transforming HR Through Technology](#) and [Once the Deal is Done: Making Mergers Work](#). They are available for **FREE** at <http://www.shrm.org/about/foundation/Pages/default.aspx>.

I look forward to speaking to you at the April meeting about how you can make the difference for the SHRM Foundation!

**PURCHASE A RAFFLE TICKET
TO BENEFIT THE SHRM FOUNDATION
AND WIN A FULL CONFERENCE REGISTRATION TO:**

**HR Florida Conference And Expo
Monday, August 29, 2011 to Wednesday, August 31, 2011**

**Rosen Shingle Creek Resort
Orlando, Florida**

Drawing will be held on Wednesday, June 15 at the HR Tampa monthly meeting

You do not need to be present to win and all proceeds benefit the SHRM Foundation

TICKETS PRICES:

1 - \$5.00 3 - \$10.00 7 - \$20.00



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



Academic and Certification Scholarships for HR Professionals

Generously underwritten by

J. J. Keller
Foundation, Inc.

One hundred scholarships totaling \$100,000 will be awarded to SHRM members in 2011. The awards program is designed to assist HR professionals in meeting their professional development goals. Individuals may apply for either a \$2,000 education scholarship or a \$750 certification scholarship.

Application Deadline: July 15, 2011

Eligibility: SHRM professional, general and associate members-- with a valid SHRM ID number-- pursuing a college degree or working toward PHR, SPHR, GPHR or California certification are eligible to apply. (SHRM student members and local-only members are *not* eligible for these awards.) Chapters and state councils may also apply for scholarship funds to support certification training programs.

Awards: 80 certification scholarships of \$750 each and 20 academic scholarships of \$2,000 each will be awarded. Applications will be judged in the following five groups:

- Northeast Region
- Southeast Region (includes former Caribbean Atlantic Region)
- North Central Region
- Southwest Central Region
- Pacific West Region (includes former Asia Pacific Region)

Each group has a total of \$20,000 to distribute which means applicants compete only with others in their own region. Each region will award 16 certification scholarships and 4 academic scholarships for a total of 20 awards.

How to Apply: Visit www.shrm.org/foundation and click on "Scholarships & Awards" to learn more about the SHRM Foundation Scholarship Program. Application period: April 1-July 15, 2011.

IT'S A GREAT TIME TO JOIN HR TAMPA

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.

2011 Sponsorship Opportunities

2011 MONTHLY MEETING SPONSORSHIP

2011 MEETINGS STILL AVAILABLE!

(June, August, & December)

NEWSLETTER ADVERTISING

Quarter Page Ad – 3.625 x 4.5 - \$ 150.00

Half Page Ad – 7.75 x 4.5 - \$ 250.00

Full Page Ad – 7.75 x 10.25 - \$ 400.00

Volume discounts can be negotiated for multiple ads.

RESOURCE DIRECTORY ADVERTISING

\$125.00 per business specialty listing – calendar year.

EXPO – November 2nd... Sponsors can now sign up.

**Contact Chris Greene – chris.greene@shaker.com
for more details!**

OTHER GREAT SPONSORSHIPS ALSO AVAILABLE!

- College Relations – contact Susan Styx - sstyx@hinshawlaw.com
- Membership – contact Jill Conklin or Layla Jamil - hrtampamembership@yahoo.com
- Workforce Readiness – contact Cheryl Brown - Cheryl.brown@gtefcu.org or
Rachel Salley-rachel.salley@gmail.com



Chris Greene
Non-Dues Revenue Director

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