

The Official Newsletter of HR Tampa

Success & Failures for Expatriates

May Sponsor



June Sponsor



Today, expatriates from the United States are failing at an alarming rate. Join us for this informative session during which we will examine the expatriates failure rate, reasons why expatriates fail to complete their assignments and steps for successful expatriation.

- **Location:** Centre Club • 123 S. Westshore Blvd • Tampa, FL 33609)
- **Date:** Wednesday, May 18, 2011
- **Time:** 7:30am



HR Tampa can now be found on Facebook and LinkedIn. Just search for HR Tampa. However, you must be a HR Tampa member to join.



SHRM Chapter #0074

Table of Contents

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



Dr. Thomas L. Wilson
Professor of Management
Saint Leo University



Dr. Thomas L. Wilson, a Professor of Management in the School of Business at Saint Leo University, has many years of experience in education and leadership, particularly in the field of international business. He was certified in 2010 as a Global Professional in Human Resources (GPHR) by the Society for Human Resource Management (SHRM). He has served as co-chairman of the International Business Conference at Saint Leo University, and is currently chairman of the Southeast Region of the International Assembly for Collegiate Business Education.

He currently teaches a number of classes at Saint Leo and other colleges and universities, including International Management, International Business, Business Strategy, Human Resource Management and Organizational Behavior, on the graduate and undergraduate level. He served as Director of the Graduate Business Studies program at Saint Leo University from 2001 to 2006, during which time he was responsible for the development and implementation of new courses within the MBA program, including Global Business Management and Human Resource Administration.

He was also responsible for the implementation of a joint partnership MBA program with Bright China Management Institute in Beijing and supervised the development of a partnership with Human Capital Management, an affiliate of the University of International Business and Economics in Beijing, to offer MBA classes in China. He oversaw the development of the St. Leo University MBA online programs in 2002 and co-created the MBA online program which has subsequently developed academic concentrations in Human Resource Management, Criminal Justice and Accounting. Additionally, while serving as Chair of the International Business Development Committee, he developed the new major for International Business.

Dr. Wilson holds a B.B.A. in Business, with a minor in Economics, and an M.B.A. in Marketing/Management, with a minor in Labor Relations, from Marshall University and a Doctorate in International Business, with a minor in Management, from Nova Southeastern University.

Are You and Your Employees a Match?

Author: David Steffen

President HR Tampa, Constangy, Brooks & Smith, LLP

After a three year break, the Social Security Administration recently announced that it intended to start sending “No Match” letters to employers again. The letters are designed to notify employers that there is some discrepancy between the employee’s name and the Social Security number listed for that employee as of the time that the employer submitted payroll taxes.

For years, the SSA regularly sent out “No Match” letters to employers; however, it suspended the practice for tax years 2007 through 2009, due to on going litigation surrounding a proposed Department of Homeland Security regulation that would have provided a “safe harbor” for employers if they followed certain procedures in responding to “No Match” letters (the regulation has been withdrawn).

In years past, the letters provided the employer with a list of employees who had match problems. In comparison, the current letters will only list a single employee.

There has long been confusion about how the government expects employers to respond to “No Match” letters.

The typical letter states: “The letter does not imply that you or your employee intentionally provided incorrect information about the employee’s name or SSN. It is not a basis, in and of itself, for you to take any adverse action against the employee, such as laying off, suspending, firing or discriminating against the individual.”

While the letter may make this claim, the guidance provided by the Department of Homeland Security in 2008 advised employers that they should take a more active approach:

Respond to Social Security “Employer Correction Requests” or no-match letters. Check your records to ensure you have recorded the information correctly. Check with your employee to verify the information given to you is correct. Verify any corrections with SSA. Encourage the employee to resolve the issue with SSA and ensure any corrections are valid by checking again with SSA.

Besides the SSA and Department of Homeland Security, the Office of Special Counsel of the Civil Rights Division of the U.S. Department of Justice also issued its own guidance cautioning employers not to terminate a worker based solely on receiving information on a no-match, but to follow up, giving the employee a “reasonable period of time” to resolve the issue. Interestingly, that same OSC Guidance suggests that employers similarly follow up if they receive information from a third party (such as a commercial business that conducts employee background checks, a third-party identity theft inquiry, or a health care provider) indicating that there may be issues with an employee’s Social Security number or work authorization.

While government agencies are good at giving advice, they do not resolve the challenges that confront employers. A “No Match” letter arguably gives the employer “constructive knowledge” that there may be an issue with a particular worker’s authorization to work in the United States. Immigration and Customs Enforcement, the enforcement arm of the Department of Homeland Security, routinely requests copies of “No Match” letters during the course of I-9 audits.

So what should employers do when they receive a “No Match” letter?

*Promptly follow up with the employee, as recommended by the DHS and the DOJ.

*Advise the employee that there is an issue with his or her documentation or work authorization, and give the employee a “reasonable” amount of time in which to provide additional documentation. How much time is “reasonable”? Unfortunately, we have conflicting answers. The E-Verify system gives employees eight business days to provide additional documentation. The withdrawn DHS regulations would have given employees 90 days. Although any time frame within this large range might be legally “reasonable,” many employers give their employees two weeks.

*Once you receive the additional documentation from the employee, follow up further (either with the SSA or the DHS) to verify any new information or documentation furnished by that worker.

As always, if you have a question about “No Match” letters or anything else, please stop me at the next chapter meeting.

Debbie Dube,
MS, SPHR,
Legislation Director





Shaping HR Public Policy

This is a FREE event for all members of:

- **HR TAMPA**
- **SHRMA**
- **Mid-Florida SHRM**
- **Nature Coast H.R. Society**

Date: **Thursday, May 26, 2011**

Time: **6:00 pm – 7:30 pm**
5:30 pm Registration

Place: **Lazydays RV Center**
6130 Lazydays Blvd.
Seffner, FL 33584

(Lazydays is located at Exit 10 off I4, 8 miles east of downtown Tampa. Please use main entrance.)

*Please visit the website,
HRTampa.org and click
on Calendar of Events
for more information
and to register.*

Refreshments will be provided

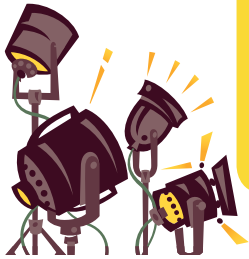
Approved for 1.5 Strategic HRCI credits

Presented by: David Lusk, SHRM, Senior Associate – Member Advocacy

SHRM Advocacy Team: Shaping HR Public Policy

As an HR professional, you are uniquely positioned to provide insight into and shape the development of federal and state workplace laws and regulations. SHRM is launching an initiative to create a nationwide member advocacy network of HR Advocates collectively known as the Advocacy Team, or A-Team, to fully engage our members in the public policy process.

To develop the A-Team, the SHRM Government Affairs Team has created a strategic curriculum designed to inform and train SHRM's key contacts, known as Advocacy Captains, and HR Advocates on the program. This presentation takes you through the basic steps of becoming involved in the public policy process; best practices for contacting, meeting with and building lasting relationships with elected officials and their staffs outside of Washington, DC, in their home districts; and, effective ways of communicating the HR professional's perspective on key workplace issues.



May Diversity Spotlight

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 Diversity Director Ana Swinger for details, aswiger@travelers.com



Ana Swinger,
Interim Director of Diversity

THE HISPANIC YOUTH VOICE OF TAMPA

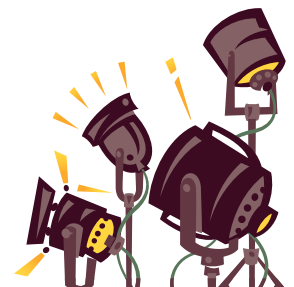
The Hispanic Youth Voice of Tampa is a not-for-profit organization that was founded in May 2005 by a group of students before their Freshman year of high school. This group of students graduated from the Hispanic American Intercultural Workshop, Inc. and through this program they learned the importance of one's culture and how to be a leader in a diverse society. After graduating from the program, this group of students, led by Maria Esther Carrillo, decided to form the Hispanic Youth Voice of Tampa in order to put what they learned into action. The mission of the Hispanic Youth Voice of Tampa is to promote leadership, education, and community involvement throughout the Hispanic youth in the community, even though it is not limited to just Hispanic youth.

One of the core principles of the Hispanic Youth Voice of Tampa is that it is important to identify with one's culture and learn about others in order to be a successful leader in the diverse society of the United States. Identifying with one's culture increases self esteem and confidence in youth that will, in turn, make them better leaders in society and build better relationships with people of different cultures. This core principle is seen throughout our programs and events that are organized by the youth themselves.

After 6 years of growth, the Hispanic Youth Voice of Tampa has approximately 25 members and 2 established school chapters. The members of the Hispanic Youth Voice of Tampa originate from many different countries and come together for the purpose of serving the youth and learning how to be a proactive leader in the community. The Hispanic Youth Voice of Tampa are the organizers of the Hispanic Youth Congress of Tampa which is a three-day conference open to students of different backgrounds and where youths are given different workshops on cultural awareness, leadership, education, and community involvement. One of the most important workshops taught is how to be bicultural in the United States and how to use being diverse as an asset. The key to these workshops is recognizing that the United States is diverse and that as the leaders of tomorrow, youth need to be inclusive in order to become successful. This is also the reason why the members of the Hispanic Youth Voice of Tampa emphasize the importance of helping out everyone in the community and the different groups that exist in schools.

The programs and community projects of the Hispanic Youth Voice of Tampa are not only geared for Hispanic youth, but are directed to all youth in need of guidance or who want to make a difference in the lives of youth in the community. This was one of the reasons why even after the passing away of Maria Esther Carrillo, advisor/mentor of the Hispanic Youth Voice of Tampa, the members want to continue her legacy and expand the group to other schools. One of the main goals of the Hispanic Youth Voice of Tampa these days is to create more school chapters to increase membership and spread the idea of inclusiveness and leadership. When youth are put in a position of responsibility, then their leadership skills are enhanced, and if it is in a healthy inclusive environment, it can lead to success. The current members strive to keep the idea that Maria Esther Carrillo instilled in them which is that culture is an important part of oneself and that the diversity of the United States should be celebrated because of the different perspectives and leaders it creates.

The Hispanic Youth Voice of Tampa wants to develop the type of leaders that can bring different perspectives and create a healthy environment in their future academic careers. This is why all of the members who have passed through the Hispanic Youth Voice of Tampa are attending or have attended college and are successful leaders in their communities. Every program and event that is organized by the Hispanic Youth Voice of Tampa strives to motivate students to take initiative in their daily lives. The initiation can be in schools where students can encourage other students to do better or can be in the community where students can motivate other youth to work together even though they are from different backgrounds. This is why the Hispanic Youth Voice of Tampa is a vibrant and important youth organization that encourages diversity on many levels.



[Back to Table of Contents](#)

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



HR Florida

HR FLORIDA 2011 CONFERENCE & EXPO

August 29 - 31, 2011

Keynote Speakers



Tony Hsieh
CEO, Zappos.com



Lisa Ling
Acclaimed Journalist on
Oprah and CNN



Daniel Pink
Author of *Drive* and *A Whole New Mind*

Exceptional Conference Programs

Program Tracks

- Employee / Labor Relations
- Strategic Management
- Workforce Planning
- Risk Management
- HR Development
- Compliance

2011 offers more HRCI credits than ever
up to **14 HR Certification Institute Credits**



Supporting Our Veterans

At our May 18th meeting, we will take up a cash collection for our veterans. The money will be used to provide gift baskets that include gift cards for our veterans and their families when they return from active duty. The gift baskets will allow our soldiers to buy food and other basic necessities. If you could, please consider donating a few dollars at the meeting.

Membership Update

Have Breakfast or Dinner On Us!

By referring a NEW member to HR Tampa who successfully joins, you will be eligible to have a meal on us!* E-mail hrtampamembership@yahoo.com with your name and the person who you referred or have them add your name in the referral box when they sign up!

*Premium members will be eligible to bring a guest for a breakfast or dinner meeting on us!



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 greet 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 Member s & Guests!



Name	Certification	Company	Title
Steve McQuinn		Lucas Group	Executive Search Consultant
Donna Ervast		Vista Hill Management	COO
Stephanie Schroeder		Vista Hill Management	Office Administrator
Ivette Gonzalez		ITT Technical Institute	Director of Career Services
Diane Berry	MBA	University of Phoenix	Workforce Solutions
Lisa Iannizoto		United Way of Tampa Bay	Human Resources Manager



Member News

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 FLORIDA 2011 CONFERENCE & EXPO

August 29 - 31, 2011

Rosen Shingle Creek, Orlando, FL

www.hrfloridaconference.org

Conference Discount Rate Ends May 1st

It is not too late to get the discount rate of \$520 - \$175 off the Walk-In registration

Five Masters Series Speakers



Heather Keller, Ph.D., *Examining Cultural Differences*

The workplace is global, communities are multicultural, learning how to effectively interact with people from diverse backgrounds is imperative. Heather explores differences in behaviors, values, and attitudes, across cultures, including Asia, Africa, Europe, the Middle East, and the Americas.

Ron Pilenzo, Ph.D., *A New Paradigm for HR*

Ron will demonstrate how to make a business case for moving the profession to the next level by using a building block approach in analyzing the need for a new HR paradigm.

Naomi Bloom, *HR Technology to Drive Business Results*

Organizations need to achieve business results, HR leaders must help lead that effort -- Naomi will introduce an approach to tie business outcomes, to the people side of the business all supported by the HR management delivery system and HR technology.

Kathryn Davanzo, SPHR, *The Leadership Point of View*

The evolution of leadership development is structured around activities and experiences that identify and strengthen a person's unique leadership skills. Learn how a one-size-fits-all leadership program will give way to the more effective individualized process of inquiry, articulation, and competency.

Dr. Robert Robertson, *The New China*

China the world's largest economy, again. Robert explores the impact of China's growth on the United States and identify issues and on global human resource management.

Exceptional Conference Programs

Tracks for Senior and new HR Professionals

Program Tracks

- Employee / Labor Relations
- Strategic Management
- Workforce Planning
- Risk Management
- HR Development
- Compliance
-

2011 offers more HRCI credits than ever up to **14 HR Certification Institute Credits**

Rosen Shingle Creek



Rooms still available at the beautiful resort for only \$136 with free self parking

Register now for the 2011 Conference and Rosen Shingle Creek resort at www.hrfloridaconference.org



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).

ARE YOU LOOKING FOR CERTIFICATION CREDITS?

SHRM Webcasts –

Visit SHRM.org and find a Webcast or two that meets your needs. A variety of Webcasts are available each month. A few to choose from include:

- HR Public Policy Webcast Series
- Employment Law Compliance Series

Other SHRM Training -

- Executive HR Education
- Diversity & Inclusion Strategic Leadership
- Base Compensation
- Human Capital Analytics: Using HR Metrics to Drive Business Results

Volunteer/Mentor

There are many opportunities to volunteer with HR Tampa, HR Florida, and other HR associations. Did you know formally mentoring a newer HR professional will count as HRCI credits?

Join a Roundtable

DeVry University provides a quarterly roundtable program designed to provide specific topic discussions with subject matter experts. The next topic is HRM/HCM Metrics and Measures and how they impact the success of any organization.

HR Management Certificate

Not able to attend a full-time bachelor's or master's program? Consider obtaining a university sponsored HR Management Certificate program.

PHR/SPHR STUDY GROUP and CRASH COURSE SUCCESS!

The Spring HR Tampa PHR/SPHR Study Group and the 4-Hr Crash Course have ended, and HR Tampa provided training to over 30 local HR professionals who are preparing for their certification exam. Because of the time, efforts, energies, and dedication of the participants, the volunteer instructors, and DeVry University, some very passionate HR professionals will be positively impacting their organization as they use the knowledge and experience gained in these learning environments.

This study group met for 12 weeks, each Thursday night, for two hours. Although the Tampa tornados may have stopped one evening of learning, class participants were serious about understanding the content and decided to make up the class after the session ended.

The 4-Hr Crash Course was April 30 and 23 serious HR professionals met on a Saturday morning to help round out their preparation for the upcoming exams.

First, to our volunteers -

Because of the talents, experience, expertise, and skills of these facilitator/instructor volunteers, the participants received an abundance of diverse knowledge, focused on the six major areas identified by HRCI for the certification exams. We would like to thank these professionals who shared their passion and their time with the study group. Thank you:

Jenni Stone, MSHRM, PHR
David Steffen, Esq.
Barbara Matsumoto, SPHR
David Pearson, Esq.
Richard Daniel, MA, SPHR
Phillip Russell, Esq.
Kim Campbell, PhD, SPHR

To our study group participants -

There were 14 participants who showed up consistently each and every week. In spite of work schedules and family responsibilities, apart from hours of reading and studying and taking practice tests, postponing the luxury of leisure, these serious professionals showed up. Not just in body, but in mind and spirit as well. They were ready to learn.

Congratulations to each person who showed up and played. "Life is a perfect adventure, a game that cannot be won or lost, only played." (iPEC) Thank you for providing the facilitators and the other participants all you offered us!

Best of luck to you as you take your exams over these two months!

Thank You

To DeVry University -

THANK YOU, DEVRY UNIVERSITY, for providing a wonderful learning environment and state-of-the-art classroom for both the study group and the PHR/SPHR Crash Course. We appreciate the comfort, service and on-going support that you provided each and every week. Your new campus surpassed



FALL Study Group

If you have been thinking about sitting for the exam, it is time to start your prep work. Look for registration information to be posted on the HR Tampa.org website in July. If you have any questions, please contact Patti Sullivan (Director of Certification) certificationhrtampa@yahoo.com

SCHOLARSHIP PROGRAM

The SHRM Foundation Scholarship Program is generously underwritten by the J. J. Keller Foundation. A total of \$100,000 will be awarded annually to national SHRM members pursuing a college degree or professional certification. (Note: applicants must be professional, general, or associate members of SHRM; student members are not eligible for this program.) Each region will award 20 scholarships totaling \$20,000 annually. Awards are made in October. The 2011 application is available beginning May 1, 2011. Go to SHRM.org for more information. <http://sapphire.shrm.org/Scholarships/Students/>

Patricia Sullivan,
 MSBA, SPHR, CEC,
 Certification Director



SHRM[®] Foundation

Investing in the Future of HR

The SHRM Foundation does indeed invest in the future of HR by providing valuable materials and financial support to those in the field of human resources. The monies raised by HR Tampa and other chapters across the country play an important role in making these resources available.

During this tough economy, pursuing a degree may or may not be a possibility financially. Do you want to pursue your PHR, SPHR or GPHR certification and do not have the finances for the registration, let alone the study materials. Then this message is for you. The SHRM Foundation is offering \$2,000 academic and \$750 certification scholarships to those who are members of SHRM. This is a wonderful opportunity for human resource professionals. 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 submissions is July 15, 2011.

Don't forget we are selling raffle tickets for a chance to win one of four (4) 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 take place 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. They are available for **FREE** at <http://www.shrm.org/about/foundation/Pages/default.aspx>.

Remember you can make the difference through 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!

(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 - ssstyx@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



2011 HR Tampa Expo Sponsorship Packages Location: To be announced Tampa, FL



Wednesday, November 2, 2011 • 7:30am – 4:30pm

(1) Platinum Sponsor - \$3,025 Early Bird 8/31/11 \$2,525)

- One (1) booth in expo hall and general session area with banners displayed if provided
- Five (5) minutes of microphone time from the podium at the Main Lunch General Session
- Sponsor of lunch with company table-top signage
- Four (4) full Conference Registrations including lunch
- Logo in 3 or 4 Tampa Tribune Conference advertisements
- Logo displayed in on-site conference program
- Logo displayed on PowerPoint Presentation at beginning of all general sessions
- Full page ad in HR Tampa E-Newsletter
- Description of company and products/services (up to 40 words) included in on-site conference program
- 4 sponsor ribbons identifying sponsorship level
- Post-conference participant and vendor lists
- Your company name will automatically be included in the scholarship program that HR Tampa has set up for area high school and college students to further their education in HR.

Sold Out

(2) Gold Sponsors - \$2,525 – (Early Bird 8/31/11 \$2,225)

- One (1) booth in expo hall
- One (1) general session announcement from HR Tampa officer thanking company
- Two (2) full Conference Registrations including lunch
- Sponsor of Breakfast or afternoon break with company table-top signage
- Logo in Tampa Tribune Conference advertisement
- Logo displayed in on-site conference program
- 1/2 page ad in HR Tampa E-Newsletter
- Description of company and products/services (up to 40 words) included in on-site conference program
- 2 sponsor ribbons identifying sponsorship level
- Post-conference participant and vendor lists
- Your company name will automatically be included in the scholarship program that HR Tampa has set up for area high school and college students to further their education in HR.

Sold Out

(2) Silver Sponsors - \$1,500 (Early Bird 8/31/11 \$1,225)

- One (1) booth in expo hall
- One (1) general session announcement from HR Tampa officer thanking company
- Logo displayed in on-site conference program
- Description of company and products/services (up to 40 words) included in on-site conference program
- Sponsorship ribbons for two staff members
- Two (2) full Conference Registrations including lunch
- Post conference participant and vendor lists
- Your company name will automatically be included in the scholarship program that HR Tampa has set up for area high school and college students to further their education in HR.

**1 Sold
1 Pending**

(20) Bronze Sponsors - \$900 (Early Bird 8/31/11 \$775)

- One (1) booth in expo hall
- Description of company and products/services (up to 40 words) included in on-site conference program
- Sponsorship ribbons for two staff members
- Two (2) full Conference Registrations including lunch
- Post conference participant and vendor lists
- Your company name will automatically be included in the scholarship program that HR Tampa has set up for area high school and college students to further their education in HR.

**3 Sold
17 Available**

Deadline: Early Bird Rates Expire after 8/31/11

All Sponsorship payments must be received ASAP, but no later than 9/15/11. For sponsorship information, contact Non-Revenue Director: Chris Greene • Shaker Recruitment Advertising & Communications • 813-289-7347 • chris.greene@shaker.com Please send payment to: HR Tampa, c/o SRAC, Chris Greene, 1408 N. Westshore Blvd., Suite 508, Tampa, FL 33607

Sponsorship Cancellation Policy

Due to time, printing and budget constraints, it is the policy of HR Tampa to disallow sponsorship cancellations.

HR Tampa Cancellation Policy

In the event of unpreventable circumstances, e.g. hurricanes or other occurrences beyond our control, HR Tampa will work with event sponsors to either reschedule the sponsored event or arrange for a refund. This is the only circumstance under which a sponsorship refund may be made available.

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