

# PHILADELPHIA SHRM NEWS

Official Publication of the Philadelphia SHRM Chapter

Photo: Swan Fountain by T. Okeefe

Vol. 1

September 2007

## A new Philadelphia SHRM is emerging.

By Maryalice Doria



It's more important than ever to be involved.

Philadelphia SHRM is kicking off the new season with an abundance of new resources for the HR community in Philadelphia.

As the new national brand kicked off at the SHRM National Conference & Exposition in June this year, promising better communication and resources for its members, we have also revitalized our resources locally. The improvements promise a communication channel for strategic and professional development and a network of professionals to benchmark with in one of the largest Chapters in the country.

Our value is the enormous potential allowed to professionals to learn and connect with others in the Philadelphia HR community. With our many resources, via the web and programming opportunities offered this year, members and non-members alike will benefit by being involved.

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### Philadelphia SHRM Upcoming Events –

September & October 2007

To register log on to  
<http://www.phillyshrm.org>

#### NETWORKING EVENT

Wednesday, September 26, 2007  
5:30 pm – 7:30 pm  
Children's Hospital of Philadelphia  
Members \$20, Non-Members \$35

#### TALENT RETENTION WEBCAST

Friday, September 14, 2007  
12:00 pm – 1:00 pm  
Microsoft Live Meeting  
Members Only (Free)

#### CAREER MGT. FORUM

Wednesday, October 3, 2007  
5:00 pm – 7:00 pm  
Right Management • Free

#### DIVERSE WORKFORCE WEBCAST

Friday, October 12, 2007  
12:00 pm – 1:00 pm  
Microsoft Live Meeting  
Members Only (Free)

Other Local Events –  
September & October 2007

#### DVHRP SUMMIT

Monday, October 15, 2007  
7:15 am – 3:45 pm  
Philadelphia Marriot  
For more information go to  
[www.dvhrpsummit.com](http://www.dvhrpsummit.com)

#### SHRM DIVERSITY CONFERENCE

October 18–October 20, 2007  
3-Day Conference  
Philadelphia Marriot  
Visit [www.shrm.org](http://www.shrm.org) for  
more information

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Check out our new website: [www.phillyshrm.org](http://www.phillyshrm.org)



## The President's Corner



As we begin a new year, Philadelphia SHRM is committed to doing things a little differently – upgrading based on your feedback and ideas. We're creating increased value for our members and are excited about how this will help our members and our profession grow. First, on behalf of the entire board, let me congratulate Mike Zaccagni, our

outgoing president from the City of Philadelphia, for his service and leadership over the last two years. His fiscal responsibility has positioned us to do more upgrades...and here's what we're planning for 2007-2008:

- A new model for programming that includes 4 mega events (half-day) and monthly webcasts for members only on various topics.
- A 6-month high potential leadership development program for members who are practitioners at director level and above.

- A brand new website with upgrades for members only and the reintroduction of our chapter newsletter to be produced four times this year.

The City of Philadelphia is about to embark on change with the upcoming mayoral election. All of us as HR leaders and/or residents have a vested interest in seeing the City of Philadelphia become the next great city that so many articles have referred to it as. The strength of our City impacts what companies and talent we retain.

For Philadelphia SHRM, 2007-2008 will present significant opportunities for us to move the needle. We thank all of our members, sponsors and volunteers, and welcome you to become more active in our Chapter in whatever role best suits you.

*Dan Gallagher  
Philadelphia SHRM  
President 2007-09*

## A new Philadelphia SHRM is emerging.

*Continued from Main Page*

### New Philadelphia SHRM

#### Web site

We are launching a new Web site this month at <http://www.phillyshrm.org>. It will provide a Center of resources geared toward the greater Philadelphia area Human Resources professional. Log on and check out our new brand, improved navigation and easy-to-find information on Certification, Mentoring, Links & Resources, HR Careers, Events, News, Member Benefits and much more.

### Philadelphia SHRM events are more dynamic than ever!

Our new programming schedule promises to bring dynamic speakers who will provide insight into Human Resources trends to our 1,400-person membership. All events will provide relevant and pertinent information that will contribute to the advancement of your profession and opportunity to meet and network with some of the areas leading Human Resources Professionals.

**PROFESSIONAL DEVELOPMENT SERIES** There will no longer be breakfast meetings as attendees used to know them, but rather half-day programs jammed-packed with speakers from HR leadership, content, round-tables, and

networking opportunities. And with your busy schedule in mind, we will provide these events four times a year in November, January, March and May. Topics will include Talent Acquisition, Talent Retention, Total Rewards and Diversity.

**NETWORKING EVENTS** There will be two social networking events this year, one in September and one in June. These are more of a casual setting, with no set agenda or speakers, giving everyone the opportunity to enjoy an evening of meeting new contacts and re-engaging old friends.

**WEBCASTS** Our Webcast series will continue each month starting in September through June. This is an online-event where you can dial in from the convenience of your desk and get up to date trends via technology. Topics range from legal, diversity, talent acquisition and much more.

**CAREER MANAGEMENT FORUM** The Career Management Forums are an every-other month resource for members who are in transition and will provide opportunities to meet with others and share tips and for taking your career to the next level.

# Want a Rewarding Way to Earn Credits and Feel "Oh, So Good" Doing it?

By Amy Silvinski



The Philadelphia SHRM's mentoring program was established to create an informal mentoring relationship between seasoned HR professionals with new HR professionals. Additionally, more mature professionals may think about using this benefit while considering career or life changes.

This program, chaired by Amy Silvinski, was established to provide an opportunity otherwise not available within the Human Resources community.

The program differs from formal mentoring programs in that mentees are matched with mentors in organizations other than their own; and nature of the relationship is intended to be one of coaching. As such, both mentors and mentees are assigned an executive coach to help facilitate the process.

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## BRAND AS A SPONSOR! BE AN EXHIBITOR! REGISTER TO ATTEND!

**MONDAY, OCTOBER 15, 2007  
PHILADELPHIA MARRIOTT**

Listen to keynote speaker, Steve McClatchy, on *The Business of You! How to Achieve Amazing Results*



### Registration Costs:

Phila. SHRM, GVFHRA & National SHRM Members . . . \$210  
Non-SHRM Member . . . . . \$240  
Full-Time Student . . . . . \$115



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**LEARN MORE AT [WWW.DVHRPSUMMIT.COM](http://WWW.DVHRPSUMMIT.COM)**



## The Legislative Corner

*By Andrea Allison-Williams*

### Minimum Wage Posting

#### Requirements

The Minimum Wage Posting Requirements for U.S. Employers began implementing the new wage increases on July 24, 2007. The last increase in the Federal minimum wage was 1997, and the new rate of \$7.25 per hour will be phased-in over 26 months.

- First increase - \$5.85 per hour, effective July 24, 2007
- Second increase - \$6.55 per hour, effective July 24, 2008
- Third increase - \$7.25 per hour, effective July 24, 2009

Questions about the minimum wage law or the poster requirements should be directed to Michael Layman, SHRM's Manager of Labor and Employment Legislation via email [mLAYMAN@shrm.org](mailto:mLAYMAN@shrm.org).

### H.R. 2831, the Ledbetter Fair Pay Act

The U.S. House of Representatives was scheduled to vote on H.R. 2831, the Ledbetter Fair Pay Act on July 30, 2007. The legislation would virtually eliminate the time limits for bringing claims of employment discrimination that have existed in civil rights law for decades. Consequently, the bill will take away the important incentive to both employers and employees to promptly file and resolve all potential claims. While the bill has been dubbed a simple, legislative reversal of the Supreme Court's recent decision in Ledbetter v. Goodyear Tire & Rubber Co., it actually goes far beyond the scope of the case and would potentially make employers liable for pay decisions decades later.

As you know, SHRM adamantly opposes all unlawful discrimination practices in the workplace, and believes any intentional misconduct against employees in any sector should be promptly addressed and resolved. In trying to make the workplace more equitable, SHRM believes H.R. 2831 badly misses the mark and would create a major change to employment discrimination law if enacted.

Unfortunately, the House Committee on Education and Labor already passed the Ledbetter Fair Pay Act during a

contentious legislative session on June 27, 2007. Please write your Representatives and urge them to VOTE NO on the Ledbetter Fair Pay Act when it is considered by the full House.

To read more about SHRM's position on this act, follow these steps:

1. Log onto SHRM Online [www.shrm.org](http://www.shrm.org).
2. Sign-in using your member number and last name.
3. Click on "Governmental Affairs," then go to "HRVoice" on the left side of your screen.
4. Select "Write Your Elected Officials!!"

Reminder: Visit the [SHRM website](http://www.shrm.org), find on the left-hand side Governmental Affairs. Check this out once a month to stay current on all legislative information, or you could sign up to receive updated information via email.

You say S-H-R-M,  
I say SHERM

It is official. We are now allowed to pronounce SHRM "SHERM"



As part of the new National branding initiative, and in support of the new SHRM logo, we have been given permission to use the name thousands of professionals have already fondly called our organization over the years.

## Welcome New Members

- Kay Carpenter, DeLage Landen
- LouAnn Carroll, Impay Laboratories
- Todd Alan Ewan, Mitts Milavec, LLC
- Deanna Glose, SCA Americas
- Barbara Hughes, Littler Mendelson
- Shenykia Jefferson, Advanta Corp
- Karen Kellenyi, Xelerate LLC
- Andrea Kennedy, Electronic Inc.
- Debra Kurucz, Kurucz Leadership Consulting
- Michael Lorenca, Philadelphia City Paper
- Elizabeth Lowry, O'Brien
- Brianne MacKenzie, Enterprise
- William Petti, Kroll
- Leonard Qualtiere, Temple University
- Maria Silvester
- Kathleen Waldron, Blank Rome
- Resa Walsh, Radian Group
- Miriam Bowerman, STV, Inc.
- Jacqueline Gallagher, Obermayer, Rebmann, Maxwell & Hippel, LLP
- Joseph Jardine
- Patsy Jarvis, The Salvation Army
- Mary Jo Jonczak, Shire Pharmaceuticals
- Rich Krekstein, Charon Planning
- Deborah Litman-Goch, Astra-Zeneca
- Sam McNeil
- Gloria Miranda
- Sandra Swiecki, Milligan & Co.
- Donna Tschoepe, Richardson
- Margaret Wendling, Holy Family University

## People On The Move

Have you been promoted recently, changed jobs and/or work for a new company? Have you garnered an award that you would like to announce? We are looking for news of interest to our membership. Please email your announcements to [andrea.williams26@earthlink.net](mailto:andrea.williams26@earthlink.net). We look forward to hearing from you!

*Congratulations to Jan Babikian, PHR to was promoted to AVP & Director of Human Resources, Alliance Bank*

## *Empowering People for Business Growth in 2008*

### *Seats are limited so register today!*

The Philadelphia Chapter of the Society for Human Resource Management (SHRM) is proud to announce the launch of its first Annual Leadership Series - Empowering People for Business Growth in 2008 and we want you to reserve one of the 35 seats!

Successful organizations rely on the performance of – their people – to achieve positive results. HR Professionals must play a key leadership role in attaining those results by assuring the best people are attracted, retained and developed. This program was designed for company's who want their people to immerse themselves in a transformational experience that transcends the acquisition of knowledge, skills and tools, and fosters professional intelligence and personal development.

This leadership series consists of 5 one-day modules, January through June 2008, where participants will learn from top business practitioners and professional consultants who will share their views on real-world business experiences. These modules were developed to challenge professionals to grow as leaders, learn how to share powerful ideas into decisive action plans, and think and manage differently in a changing business world.

This series is geared toward those employees who report directly to a VP within your organization, or, who has his or her SPHR certification.

**How can I register my company for a seat?** Please contact Connie Pearson our Executive Director at 484-461-1067 or [connie@seamlesseventsinc.com](mailto:connie@seamlesseventsinc.com).

## ADVERTISE HERE

Business Card Ad - \$50

Quarter Page Ad - \$75

Half Page Ad - \$150

Full Page Ad - \$300

For more details about advertising and sponsorship go to <http://www.phillyshrm.org>

Your Company name will also appear on Philadelphia SHRM Web site under advertisers.



## Thank you and best wishes, Mike Z!

Thank you for your dedication and service as President of Philadelphia SHRM for the past two years. Best Wishes in your future endeavors!



**SHRM**

Philadelphia  
Regional Chapter



# *Philadelphia SHRM Networking Event*

## **"Opportunities - All kinds, all levels"**

Join us as we kick-start the year with an enjoyable evening of meeting new professionals and re-connecting with friends without a set agenda at our networking event. Be prepared to hand out your business cards and bring home a ton of new contacts.

**Date/Time:** Wednesday, September 26, 2007, 5:30 pm – 7:30 pm

\* If you are a new member, guest or longtime member, you are welcome to join the Chapter Orientation which takes place from 5:00pm – 5:30 pm. Learn more about the chapter events and how you can get involved and make a difference.

**Location:** Children's Hospital of Philadelphia  
Abramson Research Building Lobby

34th Street and Civic Center Blvd Abramson  
Building, Philadelphia, PA 19104-4399

**Cost:** Members \$20; Non-members \$35

Registration: Visit [www.phillyshrm.org](http://www.phillyshrm.org)

*Sponsored By:*

 **The Children's Hospital of Philadelphia®**  
Hope lives here.

## Want a Rewarding Way to Earn Credits?

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Definitions of "mentor" are quite varied, yet include strong consistencies. Generally, a mentor is described as a teacher, guide, counselor, sponsor or facilitator. A mentor is removed from the mentee's immediate work environment. If the mentor is located within the same organization, he or she is generally high-middle to a top-level manager. Mentors located outside the organization are either identified as successful in their profession or through professional association with the mentees. Most of the mentor/mentee relationship outcomes rest in the hands of the mentees. The mentees must first look within to identify his or her needs and desires from this important relationship. The mentor can provide a sense of vision and mission, while the mentee is responsible for

developing a career plan based in the reality of his or her own expectations.

The Mentoring Committee, made up of 4 members, Amy Silvinski, Chair, Gloria Sinclair Miller, Angie Nader, and Joanna Vazquez, welcome the prospect to discuss this opportunity with interested parties.

A mentoring workshop was held this past Spring, and the next one will take place on Wednesday, September 26, 2007, being held the same day – just prior to our Philadelphia SHRM Networking Meeting which will kick-off a year of incredible value.

Interested parties are welcome to attend to learn more about the process of mentoring. Or visit our website to learn more <http://www.phillyshrm.org/mentor.htm>.



## MASTER YOUR STRATEGIC VALUE

### M.S. Human Resource Management

Our unique Master of Science in Human Resource Management Program prepares students to become valuable strategic partners in their organizations by combining traditional business courses like Finance, Accounting, and Global Business Strategy with highly specialized Human Resource Management courses such as Leading Change in Organizations and Conflict Resolution.

For your convenience, courses are offered both at the main campus in Philadelphia as well as at Ursinus College in Collegeville, PA.

**FOR PROGRAM DETAILS:**

Contact David Benglian, program director, at 610-660-1626 or [david.benglian@sju.edu](mailto:david.benglian@sju.edu), or visit us at [www.sju.edu/hsb/hr](http://www.sju.edu/hsb/hr)



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# Philadelphia SHRM Board

## President

Past-President

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Mike Zaccagni

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Overall Lead/President Elect  
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Finance Team Lead  
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Communications Team Lead

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Sam First  
Patrick McGrory  
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Mentoring Lead  
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Career Management Lead  
Sponsorship Lead  
Senior Forum Lead

Kelley Cornish  
Jackie Savoy  
Geoff Schwarz  
Gary Bennett

# Talent Retention – WebCast



## Members Only

September 14, 2007 • 12:00 – 1:00 pm

Come join Kate Feather, EVP of PeopleMetrics People Engagement Practice for a one hour Webinar on what you can do to build connections with your employees and drive performance. We will share results from our recent study of employee engagement among 5,095 workers across the United States.

## Understand why:

Employees who are passionate about their companies are the best performers, regardless of industry, tenure or gender.

CEOs and corporate leaders are mentioning 'love' and 'passion' as the secret ingredient to success.

Building an emotional bond with employees requires organizations to create a sense of meaning and purpose among employees by connecting them to the higher vision and purpose of the organization.

Building trust and confidence through regular dialogue with managers and senior leadership is important, as is building connections within the organization by celebrating successes, having fun and showing individual appreciation.

Register online at [www.phillyshrm.org](http://www.phillyshrm.org)

# SHRM

SOCIETY FOR HUMAN  
RESOURCE MANAGEMENT

## SHRM Workplace Diversity Conference & Exposition

October 18–20, 2007 • Philadelphia, Pa.

This is an excellent learning and networking opportunity for all professionals with responsibilities in diversity. Keynote speakers will motivate and inspire you, and educational sessions will discuss current issues, best practices and contemporary research. You will leave this conference with a clear understanding of corporate diversity programs and their implementation.

### NEW THIS YEAR!

A special first public release of SHRM's latest diversity research, *The Current State of Diversity*.

### Preconference Workshops\*

Diversity and Inclusion: The Foundation for Creativity and Innovation

How to Create a Strategic Diversity ROI Plan: A Simulation

\*Note: Additional fees and preregistration required.

### Keynoter Speakers

- Marlee Matlin—Academy-Award winning actress for her role in *Children of a Lesser God*.
- Grace Odums—Independent consultant of a system-wide diversity strategy and its related business principles.
- Jai Rodriguez—Known both for his success on Broadway as well as for his recent television role as the "culture vulture" on Bravo/NBC's *Queer Eye for the Straight Guy*.
- Chris Gardner—Successful entrepreneur and inspiration for the movie *The Pursuit of Happiness*, released in 2006.

### Diversity Exposition

See the latest and greatest in diversity resources—all under one roof!

For full conference details and to register, visit [www.shrm.org/conferences/diversity](http://www.shrm.org/conferences/diversity)