



# IHRIM Connections

The Newsletter of the  
NY Chapter of IHRIM

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## Message from the President

Dear Members,

Happy New Year! The New Year represents a new beginning and that is quite appropriate for an IHRIM NY chapter focused on **Rejuvenation!!**

We ended 2005 with a terrific webinar in November and a meeting and holiday networking event in December. In November, Isabel Daguette, Director of HR Operations for Panasonic and JGI shared with us Panasonic's solution for compensation planning. You can read a synopsis of Isabel's presentation in the newsletter.

In December, members and guests gathered to learn about and discuss HRIT Vendor Management. The December meeting ended with a holiday networking event where all attendees had a chance to begin celebrating the holiday season and share information with each other.

If you have not been able to attend one of our meetings this year, you are missing out on a key benefit of being an IHRIM member. Remember, networking is so important to keep abreast of the market and the challenges we face as professionals. Make a resolution for 2006 to get out of your office and attend one of our meetings. I guarantee you will be glad you did!

The NY Chapter of IHRIM started the year off by offering an IHRIM course focused on managing the risks associated with HR data. With all of the changes in HR technology and legislation and the increasing threat of identity theft, it is important for HR professionals to be well armed to protect the security of the HR data they manage. A special thank you to Credit Suisse First Boston for hosting this well attended course in their New York City office.

The program committee is planning the events for the remainder of the year and as I mentioned in our last newsletter, our goal is to offer at least one event per quarter focused on education and networking. If you have a great story to tell about a successful project, the membership would love to hear about it. Contact Ken Forde at [kforde@msn.com](mailto:kforde@msn.com) if you would like to speak at an upcoming meeting.

Once again, we are always looking for volunteers to help us run the chapter. We are currently looking for assistant editors for the newsletter (contact Jessa Kilgore at [jessajam@aol.com](mailto:jessajam@aol.com)). If you are interested in other volunteer positions contact Beth Stanley at [bethstanley\\_IHRIM@comcast.net](mailto:bethstanley_IHRIM@comcast.net))

If you have not already registered for the 2006 IHRIM Conference and Exposition, check it out! This is THE networking and education event for HRIS professionals, for more information go to: <http://ihrim.org/events/2006spring/index.asp>

I hope you enjoy the newsletter, as always we welcome all suggestions and comments. Have a terrific year and we will see you at the next meeting!

Beth Stanley  
President – NY Chapter of IHRIM

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Did you know that your IHRIM membership provides:

- **Access to Online Resources**
- **Exclusive List Server Access**
- **IHRIM.link Magazine**
- **Chapter Membership**
- **Special Interest Group Membership**
- **IHRIM Wire Newsletter**
- **Job Central**
- **Leadership Opportunities**
- **Discounts**

***Attendees at the HR/HRIT Vendor Management Meeting – December 6, 2005***



***At the December meeting, practitioners and vendors gave point – counterpoint views of creating a win/win environment for HR Service Delivery. The lively discussion was followed by a networking reception sponsored by Watson Wyatt, where practitioners and vendors mingled over drinks and hors d'oeuvre.***

### **Creating a Win/Win Environment – IHRIM NY's December Meeting and Networking Event** Compiled by Jessa Kilgore, IHRIM NY Newsletter Editor

On an unusually mild winter day in December, IHRIM New Yorkers met at the Watson Wyatt office for a lively discussion on HR/HRIT Vendor Management. A client panel and a vendor panel provided a point/counterpoint view of the key aspects of building and sustaining a winning relationship with outsource providers providing business process and/or technology services to HR. Marc S. Miller introduced the meeting and moderated the vendor panel, while Anna Johnson of Watson Wyatt moderated the practitioner panel.

A wealth of knowledge was shared with a strong practitioner panel comprised of:

- Ray Goldberg, HR Vice President, North America Operations & Global Process/Information/Technology – Lucent Technologies
- Dominick Sabatino, Vice President Human Resource Systems and Operations -- North-Shore/Long Island Jewish Health System
- Christy Wolken, HRIS Leader – Human Resources Americas – GE Energy

And an abundance of experience on the vendor panel comprised of:

- David Kinnear, President – DDCHRO
- Jessa Kilgore, HRIS Development & Operations Manager – ACS
- Stephanie Macrae, Vice President of Human Resource Outsourcing – Ceridian Corporation
- Richard B. Stanger, Americas VP Human Resources, IBM Consulting Services

The meeting addressed a new, key competency for the HR and HRIT professional... HR Vendor Management. Most organizations have an increasing reliance on third-party providers for operations support and business process outsourcing. As this dependence increases, the task of managing vendor relationships takes on greater importance. Topics addressed included:

- Service Level Agreements (SLA's) – developing effective SLA's

- and monitoring performance
- Compliance – insuring compliance to performance measurements
- Performance metrics – developing and managing to performance metrics and auditing vendor performance
- Communication and Change Management – resolving issues between third party providers and client management
- Change Management – working with your provider fully leveraging their service model, resources and technology.

During the presentation, Marc Miller referenced his recent articles on outsourcing costs and value. Excerpts from these articles can be found in this newsletter (see below).



*At the Networking Reception*

**HR Outsourcing Industry | Market Facts**

- Total contract value of large, HRO deals (> 60) exceeds \$12 billion
- Contract values range from \$150M to \$1.65B with many > \$600 M
- Contract terms: base period of 5 years is common, some are as long as 10 years. Trend is towards 7-10 year deals.
- Scope of sourcing: multiple HR processes with as many as 20 processes; F&A processes are often included
- Number of active employees supported by HRO providers exceeds 2,200,000 active employees

***Excerpts from Marc S. Miller's Analyst Updates, February 2005***

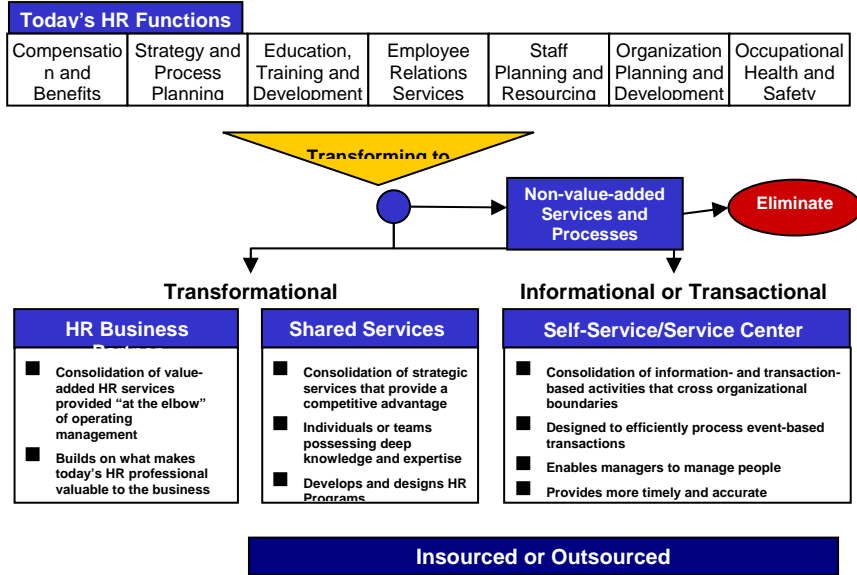
**The HRO Value Proposition is Compelling**

- Guaranteed cost savings on a 7-10 year contract
- Cost savings of 15% - 25% vs. existing baseline annual costs
- HRO provider funds transition costs for in-scope processes
- Provider makes investments in HR ERP technology and other HRIT technology applications
- Savings can be front loaded or begin after the transition of each process
- HRO provider often assumes employee and process costs post transition of each process
- HRO provider takes responsibility for IT personnel, systems hosting and ongoing maintenance costs

**Excerpts from IHRIM JOURNAL – NOV/DEC 2005, A MODEL FOR “RIGHT SOURCING” A HUMAN RESOURCE PROCESS – DO NOTHING, OUTSOURCE, or BRING BACK INHOUSE?**

*By William E. Larkin, VP Workforce Management Solutions, Kronos and Marc S. Miller, Principal, Marc S. Miller & Associates*

### Outsource or Retain?



### Excerpt from “Right Sourcing” a Human Resource Process – Do Nothing, Outsource, or Bring Back In house – IHRIM Journal, Nov/Dec 2005

HR BPOs seek to leverage their economies of scale to construct world-class technology platforms by integrating best-of-breed solutions. The client, on the other hand, must determine what is right for its organization (hence the term “right sourcing”). Like large organizations, HR BPOs will be tempted to standardize on one or a few software providers and related technology vendors for cost and convenience sake. In client organizations, a decision to do so is often justified for time and cost reasons.

For HR/BPOs, however, the underlying software and technology platform should include only flexible, highly configurable, best-in-class functionality that can be integrated into a seamless world-class delivery system for its customers. In this way, the HR/BPOs will be able to differentiate and offer something that few, if any organizations can afford on their own — an end-to-end, integrated, best-in-class HR service delivery platform. Such a platform will offer the flexibility and configurability necessary for the HR BPOs to satisfy the needs of a diverse customer base without having to purchase new software and technologies or heavily customize existing ones. In the long run, as HR BPOs add customers, it will be more expensive and time-consuming for those that choose rigid solutions.

For buyers, selection of the best HR BPO rests on multiple factors, one of which should be the overarching question, “What is right for our organization? Buyers should also ask, “Are there functions that we do not need to outsource at all?” and “Is there a process that is now outsourced, which needs to be brought back in-house fully, or partially, to create a new in-sourced capability?”



## Managing HR Information Security Risks

Written by Laura Spelke, IHRIM NY Board Secretary

### IHRIM NY Presents IHRIM's 1<sup>st</sup> Educational Seminar of 2006

February 7, 2006

***Nevin Maffett, Chair of IHRIM's Privacy and Security Special Interest Group led a receptive NY class through a discussion of how industry changes are impacting policies, procedures, responsibilities, and liabilities throughout the information life cycle and the records management function.***

The objectives of the seminar were to raise awareness of various aspects of HR information security, describe strategies to address security risks, and foster discussions to provide ideas and resources for participants to bring to their organizations. The main topics were Security Environment, Security Risks, Risk Management, responding to an incident, and Security Concepts and Enterprise Security Program.

The security environment presentation included a discussion about the current HR data issues. This is the age of information integration with seamless integration of multiple systems across the enterprise providing the tools to collect, assimilate, analyze, combine, share and transfer HR information. All this integrated information also provides many ways to misuse the data and invite cyber crime. In first world countries there is currently a dramatic increase of cyber crime, especially identity theft. Our society has become aware of the increase in cyber crime. The public is demanding better protection of their personal information. In addition reacting to the scandals and constant data breaches the courts have been applying a higher standard of accountability.

The security risks to HR data can be from within the organization or from external sources. Studies have shown that over half the threats come from within the organization and half of those are unintentional. These are often caused by human error and the lack of training. External attacks include attackers using readily available "kiddie" tools to use software to gain unauthorized access to HR systems. Worms and viruses cause other breaches. Security risks can result from organizational issues such as a lack of a comprehensive security plan, no risk analysis process and poor security procedures. Some of these procedures include

***What you did three years ago to manage information about people is not sufficient now.***

poor password management, not using password protected screen savers, not applying security patches in a timely manner and careless disposal of sensitive information. We were given an example of how some password conventions result in passwords that can take less than 39 seconds to crack a password and how a variation of the convention can change the time to crack a password to 572 years and more. The legal issues on the requirements to protect personal information vary from country to country and by state. FTC has stated that companies need to “take reasonable or appropriate measures to prevent consumer information from being accessed.” Technology has also presented challenges with wireless connectivity, laptops, removable media including memory sticks and instant messaging.

The risk management process was described in five steps: information gathering, asset analysis, threat analysis, threat remediation and implementation. Examples were given and discussed. Risk management is a proactive way to approach security.

Crisis management requires being prepared with Business Continuity and Disaster Recovery plans. The plans need to be tested and kept current. Part of this plan that needs consideration is the handling of evidence, record retention policies including electronic media such as e-mail.

The seminar ended with a discussion of security concepts and enterprise security program. Information security was defined as “protecting information that needs to be protected”. Organizations need to demonstrate “reasonable safeguards” and “reasonable action” in the protection of HR Information. The core principles are confidentiality, integrity and availability. Information Security is a business issue that crosses the entire organization and areas of expertise.

An enterprise security program should be supported at the highest level in the organization. It should be a holistic approach that includes security encompassing all organization activities. It is an ongoing process.

In summary the seminar was a day packed with useful information. The group had lively discussions and exchanges of information. We also received a manual with useful reference material and documentation to continue the process of building an enterprise security program.

**Nevin Maffett**  
President  
Application Outfitters





	<p><b>Panasonic's Solution to Streamlining Compensation Management -- An IHRIM NY Chapter Webinar</b> Recap by Bill Schedler, The Janis Group (JGI)</p>
<p><b>An archive of this IHRIM webinar can be viewed by following this link:</b></p> <p><a href="https://www110.livemeeting.com/cc/jgi/view?id=7GZD3W&amp;pw=IHRIM">View Recording https://www110.livemeeting.com/cc/jgi/view?id=7GZD3W&amp;pw=IHRIM</a></p> <p><b>Recording Details</b></p> <p><b>Subject: IHRIM - Panasonic webinar</b></p> <p><b>Recording URL:</b> <a href="https://www.livemeeting.com/cc/jgi/view">https://www.livemeeting.com/cc/jgi/view</a></p> <p><b>Recording ID: 7GZD3W</b></p> <p><b>Attendee Key: IHRIM</b></p>	<p>On November 30, 2005, the New York Chapter of IHRIM hosted an informative webinar with guest moderator Isabel Daguet of Panasonic, who shared the story of Panasonic's successful undertaking of implementing a web-based compensation management solution to streamline and improve Panasonic's merit cycle process.</p> <p>For years, Panasonic ran their merit cycle process in the same way the majority of companies do today – by manually creating multiple Excel spreadsheets to divide amongst the various department heads across their organization, often spread throughout the country. This process had its fair share of drawbacks, including: long delays for Department Managers to make their compensation recommendations and adjustments; inability to see where managers were in the merit process; inability to supervise budgetary limitations during the process; and finally, after collecting the data, consolidating the spreadsheets and trying to make sense of them in a timely and accurate fashion.</p> <p>Isabel Daguet, Director of HR Operations for Panasonic, needed to find a new salary planning and compensation management solution to manage this vital and tedious process more effectively and efficiently.</p> <p>Over the course of the IHRIM event, Ms. Daguet and Panasonic's Manager of Employee Services and HR Systems, Joseph Calcaterra, relayed the scope of Panasonic's needs, the issues that needed to be resolved in the "old" process identified the strengths they wanted to be sure to retain, and the evaluation process that followed in finding the right compensation management solution.</p> <p>Panasonic, with employees around the globe, wanted to streamline their merit cycle process by focusing first on their US-based HRIS database, supporting personnel data on over 7,000 domestic employees in 20 locations. The manual compensation management process was cumbersome, time-consuming and inefficient. Department Managers across the country were sent diskettes with Excel spreadsheets that included salary increase recommendations for their staff, which they could accept or make adjustments to. Changes and proposals were made to the spreadsheets and saved to diskette to be sent back for approval and review. The managers and compensation team were given one month to complete the entire distribution, adjustment, submission and approval process. Given the series of tasks to be completed, one month was barely enough time to ensure an organized and proper merit cycle. But Panasonic's problems were just beginning.</p> <p>New management at the electronics company made the decision internally to advance the pay date for merit and bonuses by one month, meaning that managers would have just one week to complete the entire Salary Planning process.</p> <p>"We knew our old manual process couldn't be completed in this time. It was impossible. We needed to find a solution to automate the process and simplify our merit cycle", Ms. Daguet explained to the dozens of webinar attendees.</p> <p>So early in 2005, Panasonic embarked on an evaluation project to find a</p>



***“Before we implemented this web-based Salary Planning management tool, the typical Merit and Bonus review cycle each took one month to complete, from distributing the compensation spreadsheets to reviewing, finalizing and approving the compensation changes. Now, by using our new salary planning tool, our cycle time has been reduced to one week.”***

compensation management solution that could be easily integrated into their existing processes. The solution needed to be implemented quickly and seamlessly into their existing infrastructure. It needed to provide real-time visibility into the progress of all managers using the tool, which could realistically only be found in a web-based solution. It had to be user-friendly and intuitive, understanding that the end-users of the tool were not overly technical and were accustomed to the functionality of straightforward Excel spreadsheets. And ideally, the solution would be able to pull data from various sources into one, consolidated database that would allow for accurate budget tracking and easier management of vital data.

Panasonic looked at solutions from a number of industry recognized Human Capital Management (HCM) providers. The evaluation led Panasonic to the compensation management solution that would best suit their environment: SalaryXL™, offered by The Janis Group, Inc. (JGI) ([www.JGInfo.com](http://www.JGInfo.com)).

“After evaluating a number of tools, participating in demos, and investigative due-diligence to determine the full capabilities and realistic functionality of the solution within the Panasonic environment, we knew the JGI solution was right for us”, explained Joseph Calcaterra, who would be the key implementation member amongst the Panasonic team. “We saw early on that JGI met our requirements and could be implemented within our limited time-frame and with the limited resources that we could dedicate to this project. And from a sheer cost standpoint, JGI’s SalaryXL™ was the best solution for us as it would integrate well with our existing HRMS”, the HR Systems Manager continued.

Panasonic, like many of the organizations that attended the web event, runs on an ADP-Enterprise HRMS. Currently in Version 3 of the platform, Panasonic conceded that they were none too keen on the prospect of bringing in another application that would not communicate with their ADP environment. “We wanted to simplify the process, not complicate it”, Ms. Daguet made clear. “Another plus for the SalaryXL™ solution was that it was created using an Excel spreadsheet format interface, meaning that our managers who are comfortable, and in some cases proficient, in using Microsoft Excel could very easily transition to the functionality of this tool”, Ms. Daguet further explained. “We were very encouraged when JGI explained the ease in which we would be able to export and import data from the web-based tool, using a single database repository that stored the various data sources needed for our merit cycle. And better still was the interface that our end-user managers would access would be similar, if not identical, to the Excel structure to which they were used to. This existing user comfort-ability with Excel, would translate to quicker and more meaningful training. This held true for Panasonic”.

The decision to go ahead with the web-based, automated SalaryXL™ was made not only for its ease-of-use. The deciding factor for Panasonic was the time of implementation. Where some competing applications needed anywhere from 4-6 months to fully implement the tool and train the end-users, JGI assured the HRIS decision-makers at Panasonic that they would have the tool integrated into their HRMS environment and in production in 4 weeks.

Part of the success of the project was that the organizational structure that would be the driving force behind the rights-defined data access interface was clearly defined upfront. These defined rights built the codes into the compensation management tool, allowing only the managers with direct rights to change and access applicable fields. This avoided overlapping activity and made it easy to track the progress of the merit cycles by each department. The



***Part of the success of the project was that the organizational structure that would be the driving force behind the rights-defined data access interface of the compensation tool was clearly defined upfront.***

implementation team consisted of 3 Panasonic associates and 2 full-time JGI consultants. The Panasonic associates were allocated part-time to the project as they had other concurrent responsibilities that demanded their attention.

The Salary Planning tool was integrated into the existing Panasonic Self-Service portal, allowing users to access SalaryXL™ through a single sign-on. The look and branding of the tool, when integrated, was identical to that of every other facet of the Self-Service portal.

Joseph Calcaterra and Don Berman, the CTO at JGI and designer of SalaryXL, walked the webinar attendees through a brief demonstration of the Salary Planning tool. Through the demo, Mr. Calcaterra was able to show the ease of exporting the data for the various managers to utilize in their merit review cycle. And by signing in as various users, the approval/rejection rights were demonstrated.

At one point, an attendee asked if SalaryXL™ was only compatible in an ADP environment. Don Berman of JGI used this time to address the diversity of their product. As previously mentioned, Panasonic runs on a premise-based ADP-Enterprise V3 platform. "This tool, however, is system agnostic", Mr. Berman indicated. "It can just as easily be implemented into a hosted environment as it can a premise-based one." He listed Lawson, PeopleSoft, and Oracle as examples of other compatible HRMS.

Mr. Calcaterra went on to show the alert functionality integrated into the tool to indicate when a transfer, termination, or other change event has occurred during the process. He also demonstrated the Help Screen capabilities that forgo the need for most support calls, and the visibility of the progress indicators that show, in real-time, the completion percentage of the project as well as the budget tracking capabilities.

Once the demonstration had concluded, Ms. Daguet and Mr. Calcaterra went on to address the results of the project to streamline Panasonic's compensation management process.

"Before we implemented this web-based salary planning tool, the typical merit and bonus review cycle took one month to complete, from distributing the compensation spreadsheets to reviewing, finalizing and approving the compensation changes. Now, by using our new salary planning tool, our cycle time has been reduced to one week. We have experienced a 75% improvement on time and resources for these events", Ms. Daguet indicated.

"Our managers, administrators, and all of the HR Staff have responded with very positive feedback. The data that is being submitted is free of errors, and easier to manage than our 'paper-based' process of the past. The mandated deadlines were met without incident. We are more than satisfied with our decision to automate our compensation management process through this web-based tool and we would recommend the SalaryXL™ solution to any organization who is considering streamlining this often overwhelming task", Mr. Calcaterra concluded.

The NY-Chapter of IHRIM was very pleased with the content and reaction to this web event, as the response from the attendees was extremely favorable. The IHRIM NY Chapter Program Committee continues to offer educational and informative content and solutions, and sees webinars as an excellent method to reach our geographically distributed membership.

## Get to Know Your Board...

In each of the newsletters we are highlighting several of your elected NY Board of Directors. On the IHRIM website at <http://www.ihrim.org/chapters/board.asp?cm=NYK> you can see the entire Board's professional profiles and their Board roles. We asked each board member, "Why did you join IHRIM?", "What benefits do you personally get from IHRIM?", and "As a Board Director, what are your goals for the IHRIM Chapter over the next couple of years?" – Here are the responses from Laura Spelke and Kori Clemmer.

*Laura Spelke is the HR  
Technology Manager for  
Save the Children, based  
in Stamford, CT.*



## Get to Know Laura Spelke: Board Secretary

### 1. Why did you join IHRIM?

I joined the IHRIM board for the same reason that I joined IHRIM. I was working for RH Donnelley, a mid sized company and was a department of one. I was looking for an organization where I could exchange ideas with peers in HR technology. I wanted to meet and network with other people in my profession.

I looked on the internet and found an article describing the annual IHRIM conference in Boston. I got my company to pay for me to go to the conference. It was a great experience and I came back armed with more information than I had been able to find anywhere. There were many workshops and vendors of all type of HR products. There were many vendors demonstrating Employee Self Service and I brought the information back to the office. If I had not gone to the conference it would have taken me twice as long to gather all the information to make my case. It was a huge success.

### 2. What benefits do you personally get from IHRIM?

I have always been the only one in my company to work in HRIS. The membership in IHRIM has been my source of information and support. The publications and meetings have been informative. One of the biggest benefits has been the networking.

### 3. As a Board Director what are your goals for the IHRIM Chapter over the next couple of years?

I hope that over the next year I can help the organization grow and offer its members opportunities to grow professionally as well as network with peers. HR technology is a fast moving profession with constant change and IHRIM is the perfect vehicle to help us maintain the edge.

## Get to Know Kori Clemmer: Membership Director



***NY Affinity  
Group Board  
Member – Kori  
Clemmer  
recently moved  
to the New York  
area, after  
serving the San  
Francisco  
chapter for over  
5 years.***

Kori Clemmer has worked as a practitioner in the HR field for over 16 years, seven of which has been in HR technology. He has belonged to IHRIM for seven years. During this time he has served as a board member in the San Francisco IHRIM chapter for four years. He established the local satellite chapter of IHRIM in Sacramento, CA in 2002. He has served in leadership, program development, membership, web development and management, communications, finance, and member roles in a wide variety of professional organizations. He has his Masters degree in HR Management from the University of Utah and his Bachelors degree in Communications from Brigham Young University. He has a Senior Professional in Human Resources Certificate from SHRM and a Certified Compensation Professional from WorldAtWork.

### 1. Why did you join IHRIM?

I had the opportunity to attend the IHRIM conference in 1999. I was able to see and hear things that I never knew were possible. I was able to see what other organizations and vendors were doing with technology. I could, for the first time, see the impact technology could have on an organization and what it could do for the Human Resources profession. It helped me be successful in the implementation of an HR system and implementing employee and manager self-service technology. I have found IHRIM invaluable in helping stay on top of technology, best practices and facilitating organizational change.

### 2. What benefits do you personally get from IHRIM?

IHRIM has helped and continues to give me the knowledge and skills that I could not and cannot get anywhere else. The periodicals, journals, conferences, and education sessions has allowed me to stay on top of the changes in technology and make contact with people who use technology to help me be more effective in my job. The seminars and educational sessions have provided and continue to provide me an opportunity to learn new skills and approaches that have helped me to stay current in the ever changing technology field. Chapter meetings and volunteering has given me the opportunity to meet others in the HR technology area to learn and support each other.

### 3. As a Board Director what are your goals for the IHRIM Chapter over the next couple of years?

My primary goal is to develop strategies to grow and retain members of the chapter. We have established several goals that I'm excited to work on and support. There are several exciting activities and events that are coming up that will many members will find valuable on a professional and personal level. My role is to help people join IHRIM so they can become involved with IHRIM activities, expand their skills, knowledge and professional contacts.



## Did you know .....

Formerly known as HRIMS, we are now officially the New York Chapter of IHRIM or IHRIM NY. IHRIM NY serves New York, New Jersey and Southern Connecticut by providing a network for members to gain knowledge about HR information management and HR systems issues, trends, and technology.

As a chapter of IHRIM, our mission statement says it all - "The International Association for Human Resource Information Management is the leading international association enabling its members to achieve strategic objectives through the integration of information technology and human resource management." We are a professional association comprised of Human Resource and Information Technology professionals. We are people who share ideas on using technology to enhance the management of human resources. We accomplish this through networking, formal education and informal information sharing among our members.

At the Association level, IHRIM offers excellent educational opportunities through conferences and seminars, publications, the website and list servers. Additional services are provided through "SIGs" – Special Interest Groups – such as the Global SIG and the Security/Privacy SIG.

The New York chapter is one of 21 chapters providing yet another level of service. Through chapter programs and informal networking among members, we enhance the educational and networking opportunities for HRIT professionals throughout the tri-state area.

Your membership in IHRIM allows you to select up to three additional affinity group affiliations in addition to your primary membership affiliation. This affords you access to the communications from four affinity groups at no extra cost.

If you are not currently a member, please check out both our chapter pages and the association pages ([www.ihrim.org](http://www.ihrim.org)) for more information. If you know someone who would benefit from joining IHRIM please share this information. If you would like to be added to our distribution list to receive future program announcements and you are not currently a member, send an email to [BethStanley\\_IHRIM@comcast.net](mailto:BethStanley_IHRIM@comcast.net).

## Membership News

If you would like to share news with the membership, please email [JessaJam@aol.com](mailto:JessaJam@aol.com). This includes promotions, job changes, project successes, and anything else you feel is newsworthy!

**Reminder: You can renew your membership through our online renewal application.  
Renewing online is fast and secure.**

**Go to: <http://www.ihrim.org/apps/login.asp?RecType=R> to renew today.**

### **The IHRIM New York Chapter Welcomes The Following New and Returning Members!**

<u>Name</u>	<u>Company</u>
Erik Alvarado	Artemis Consulting Services
Michelle Belasco	Pepsi Bottling Group
Howard Belknap	Morgan, Lewis and Bockius LLP
Michael Beniaminovich	Towers Perrin
Michael Butler	Tishman Speyer
Cheryl Caponi	Barnes & Noble
Margo Carsten	Anteon Corporation
Wanda Castillo	Morgan Stanley
Michele Dzembo	Albany International Corp.
Tom Glasscock	Lucent Technologies
Lena Haley	Associated Press
Edward Hansen	Morgan, Lewis and Bockius LLP
Mike Head	Pecaso Americas, Inc.
Susan Herbert	Meridian Health
Christopher Hylen	ADP
Shibu Jacob	MTA Metro-North Railroad
Peter Kinsella	PeopleClick
Scott Kirschner	Towers Perrin
Linda Koeplin	Kyowa Pharmaceutical, Inc.
Aline Kolankowski	CBS
Susan LaSalandra	ADP
Sharon Lorimer	Napier
Peter Malecki	Becton-Dickinson
Janet Marler	University at Albany
Joanne McLaren	Keane, Inc.
German Medina	Enterprise Technology Partners, LLC
Sandhya Narayanan	Mercer HR Consulting
Fatima Nieves	L'Oreal USA
Judy Offutt	Yale University
Danielle Pace	Chanel Inc.
Kenneth Potolicchio	Pitney Bowes
David Procaccini	CBS
Edelyn Rosenblatt	Dun & Bradstreet
Christine Scarice	Boehringer-Ingelheim
Susan Shields-Furchak	Publishers Circulation Fulfillment, Inc.
Josephine Soldi	KPMG, LLP
Arleane Soto Baltrusitis	WPP
Akiba Stern	Morgan, Lewis and Bockius LLP
Kate Stryker	Saint Barnabas Healthcare System



Name	Company
Debbie Tay	Berlex Laboratories Inc.
George Van Bramer	Bausch & Lomb, Inc.
Jeffrey Viviano	Welch Allyn
Paulette Welsing	Mercer HR Consulting
Marilou Yanga	Saint Barnabas Healthcare System
Xiaoli Yao	CedarCrestone
Nancy Zellner	National Basketball Association

**We had over 100 membership renewals since our last newsletter! Although there are too many names to list, the Board of the New York Chapter of IHRIM thanks all of our renewing members for their continued interest and support!**

## Upcoming IHRIM Events

If you have not already registered for the 2006 IHRIM Conference, it is not too late. For more information and a complete schedule of events go to:

<http://ihrim.org/events/2006spring/index.asp>

**March 1, 2006** – IHRIM Webinar : How HR Supports the Employee Information Experience at The Coca-Cola Company <http://ihrim.org/events/Webinars/webinarMar06.asp>

**April 8-9, 2006** – IHRIM Professional Development Seminars – IHRIM 2006 Pre-Conference Seminars, Washington D.C. <http://www.ihrim.org/events/2006spring/pds/index.asp>

**April 9-12** – HRMStrategies 2006: IHRIM 2006 Conference and Expositions, Washington D.C. <http://ihrim.org/events/2006spring/index.asp>



**HRMStrategies 2006**  
**IHRIM 2006 Conference and Exposition**  
**April 9-12, 2006**  
**Hilton Washington, Washington, DC**  
**Networking ♦ Education ♦ Technology**

The IHRIM 2006 Conference and Expo will take place at the Hilton Washington, Washington, DC, April 9-12, 2006.

**Highlights of the 2006 Conference include:**

**Unparalleled Educational Sessions** – Choose from more than 50 concurrent sessions and discussion threads grouped into the focus areas of Strategy and Service Delivery, Selection and Implementation, Post-Implementation and System Enhancements, Technology Applications and Issues for Human Resources, Professional Development and Outsourcing.

**Case Studies** - by organizations such as Brown-Forman Corporation, Eli Lilly and Company, U.S. Department of the Treasury, University of Minnesota, Bayer CropScience, Textron, Gap, inc., Gateshead Metropolitan Borough Council, Philip Morris USA, Premera Blue Cross, Intermountain Health Care, Pitney Bowes, QUALCOMM, Inc. and CIGNA Corporation.

**Pre-Conference Professional Development Seminars** - approved for HRCI credit hours. These pre-conference seminars are designed to give you a comprehensive study of important HR topics with solutions that will make a difference in your career and your organization's bottom line

**Networking events** – IHRIM's annual conference is always an exciting opportunity for HR and HR systems professionals to get together and share professional ideas and solutions. Our networking activities allow you share ideas with industry leaders and professional colleagues from around the world.

**Technology Showcase** – Visit the IHRIM Exposition Hall to learn about organizations on the leading edge of new technologies and innovative HR delivery solutions and applications.

**Views From the Summit** – These sessions offer conference attendees a unique opportunity to meet with experts from IHRIM to discuss the issues that are critical to them and their organizations. In a one-on-one discussion, attendees gain valuable business intelligence regarding HR information management and service delivery options.

For more information go to : <http://ihrim.org/events/2006spring/index.asp>

## Job Posting

If your company is actively seeking an HR or HR Technology professional, let us know about it. Postings will be free to New York Chapter members for the next newsletter.

For an example of the information you should provide, go to <http://ihrim.hrdpt.com/cgi-bin/a/highlightjob.cgi?jobid=644>.

Submit your job posting in a Word document using the IHRIM website as a guide. Please submit job postings to Jessa Kilgore, Newsletter Editor at [JessaJam@aol.com](mailto:JessaJam@aol.com).