

# Features

## COVER STORY

### 46 **Educating the Board**

Corporate directors have a pressing need for education and skill development—and HR is helping them get it. *Susan J. Wells*

## EMPLOYEE RELATIONS

### 54 **From Ideas to Results**

Develop a formal process of evaluating employees' suggestions for company improvements. *Susan J. Wells*

## EMPLOYMENT LAW

### 60 **Step by Step**

The Fair Labor Standards Act is not the catchiest tune, but you've still got to learn the salary basis moves if your white-collar exemptions are going to comply with the law. *Margaret M. Clark*

## Special Report on Relocation

### 66 **Keeping Information Safe**

HR must get involved in ensuring that employee data protection safeguards exist during relocations. *Roseanne White Geisel*

### 74 **Moving En Masse**

Relocating many employees—or even divisions or an entire company—at one time presents unique challenges and advantages for HR. *Lin Gensing-Pophal*

### 82 **Unwelcome Changes**

Changes to immigration rules and processes are making it increasingly difficult for unwary employers to relocate employees to the United States. *Susan Ladika*

## HR Agendas

### 93 **EMPLOYMENT & STAFFING** **Career Matchmakers**

Collegiate career services offices help pair employers with the most suitable graduating students. *Lisa Munniksma*

### 99 **TRAINING & DEVELOPMENT** **Do the Right Thing**

Use ethics training to maintain a dialogue with employees on how to handle ethical dilemmas. *Kathryn Tyler*

 Additional information available online at [www.shrm.org](http://www.shrm.org)

# Columns

## FROM THE PRESIDENT

### 10 **Serving and Advancing HR: Two Strategies, One Objective**

Serving the professional and advancing the profession are the mutually reinforcing aims of the SHRM mission. *Susan Meisinger*

## FROM THE EDITORS

### 12 **Board education; FLSA salary basis test; group moves**

*Patrick Mirza; Leon Rubis; Terence F. Shea*

## HR SOLUTIONS

### 43 **Day Care, Pay Raises, Rules on Part-Timers**

*Naomi Cossack, Rebecca R. Hastings and Amy Maingault*

## MANAGEMENT TOOLS

### 111 **Creating a Responsible Workplace**

Managers can create an environment where employees choose to be held accountable. *Keith Ayers*

## LEGAL TRENDS

### 119 **Strings Attached**

While trolling for the best new employees, don't get snagged by legal duties they owe to their current employers. *Jonathan A. Segal*

## FUTURE FOCUS

### 144 **Learning Curves**

Employee development programs will become increasingly important for employers. *Jennifer Schramm*



7 2548

## Special Section

### 138 **Training & Development Buyers' Guide**

#### 14 **Executive Briefing**

Good people management helps bottom line; small companies may see Sarbanes-Oxley relief; trust in senior management rises; more.

#### 23 **From Readers**

Workplace violence prevention; background checks; more.

#### 27 **HR News**

Advocates for the disabled scrutinize ADA; new tax legislation may affect DCAPs; HR's contribution to tsunami relief; employers shift health benefits costs to retirees; more.

#### 105 **HR Technology**

Web-enabled products meet higher education's HR needs.

#### 115 **Court Report**

Effect of efforts to accommodate impairment; equal, not comparable, job duties required for pay discrimination claim; more.

#### 125 **Inside SHRM**

The Cos to speak at Annual Conference; Legislative Conference will focus on health care; more.

#### 131 **Books in Brief**

*The Accountable Organization*; more.

#### 135 **What's New**

Health savings account tool; Hispanic recruitment resource; organizational chart design software; more.

#### 142 **HR Jobs**

HR Magazine (ISSN 1047-3149) is published monthly by the Society for Human Resource Management, 1800 Duke St., Alexandria, VA 22314, (703) 548-3440, to further the professional aims of the Society and the human resource management profession. Members of the Society receive HR Magazine as part of their annual dues of \$160, \$55 of which is allocated for the subscription to HR Magazine, which is nonrefundable therefrom. Nonmember subscriptions are available from the Circulation Department at the following rates: Domestic (U.S. and its territories)—\$70 per year; Canada—\$90 per year; International (via airmail)—\$125 per year. Published articles do not necessarily represent the views of the magazine or the Society. © Society for Human Resource Management 2005. Periodicals postage paid at Alexandria, VA 22314 and additional mailing offices. POSTMASTER: Send address changes to HR Magazine, Circulation Department, 1800 Duke St., Alexandria, VA 22314. Publications Mail Agreement No: 40041558. Return Undeliverable Canadian Addresses to Circulation Dept. or DPGM, 4960-2 Walker Road, Windsor, ON N9A 6J3.