



KAREN ERICSON

Guest Editor

Karen Ericson (karen_ericson@hotmail.com) is a project manager for Watson Wyatt Worldwide, a global professional services firm specializing in human capital management and financial management. She specializes in project management for Health and Welfare Administration Systems, as well as consulting with clients on HRIS systems. She has more than 16 years of experience specializing in benefits administration, including roles as the benefits product manager at eBenX and AtWork Technologies, and as the benefits product strategy manager for PeopleSoft. Karen has worked with over 100 PeopleSoft Benefits Administration clients, and also spent four years at Hewitt Associates supporting clients using their benefits timeshare application. She holds degrees in economics and

mathematics from St. Olaf College, was a previous board member with the IHRIM Atlanta/Southeast chapter, and has served on the editorial committee for IHRIM.link magazine since 2000. She is currently pursuing her Certified Employee Benefits Specialist (CEBS) certification.

In this post-9/11 world, security and privacy are very hot topics for most companies. This issue of *IHRIM.link* is filled with practical suggestions and strategic directions to help you respond to privacy and security issues, and to the many new regulations. With the assistance of the newly formed IHRIM Security and Privacy SIG (www.privacy-security-sig.org), we have identified an excellent slate of experts to help you chart a path forward in responding to your organization's security and privacy needs.

Our first feature article by Jacob Springer, corporate counsel for Baxter International, titled "Data Privacy and Security at Baxter's Multinational HR Function," provides a practical insider's look at how one company chose to respond to the challenge. Springer provides the background on the strategy Baxter has taken, and helps us understand why the global environment there makes working through these issues much more complicated. He then talks about their organization-wide privacy initiative and how they chose to implement it.

Our second feature article, "HIPAA's Coming: Is Your Company Ready?" was written by privacy and information policy consultant Robert Gellman. He provides a great primer on privacy regulations within the HIPAA legislation, and helps you answer the question of whether your company is ready to comply with the April 14, 2003 deadline.

Pam Dixon's article, titled "Privacy Ethics and Laws: How They Apply Online," begs the question, are a company's applicants not deserving of the

same level of privacy and protection that current employees require?

Certainly, ensuring the privacy of applicants who come from many sources outside of the enterprise is more difficult, but she helps us see that this is an area of privacy we cannot ignore.

The Internet has certainly changed our lives over the last few years. Many people order DVD's, clothes, even groceries online these days. They also

security professional's insider look at how competitors can easily walk right through numerous lines of defense and can steal your corporate secrets. It provides a wake-up call for companies that may have gotten lax about security.

Identity theft is a sensitive subject. With the current environment we live in, it seems like we hear more and more stories of abuse. How can we, as responsible employers, help protect our employees? Linda Foley's article

The Internet has certainly changed our lives over the last few years . . . it has facilitated daily communication, as well as provided an easy-access research tool. But how can employers ensure that employees are using it properly?

make travel plans, manage checking and stock accounts, and even talk to co-workers down the hall — or across the country. The Internet has facilitated daily communication, as well as provided an easy-access research tool. But how can employers ensure that employees are using it properly? In "Danger on the Inside: How HR can combat Internet Misuse," Randy Meyers helps us to better differentiate the shades of gray in interpreting rules for determining when Internet usage becomes Internet abuse.

"Could You Hold That Door for Me?" by Katie Walden provides a

"Identity Theft and the Workplace," gives us a critical look at this subject and how it relates to the HR function. This article also helps us understand the impact identity theft has on its victims.

Finally, Kristie Evans is our department editor for this issue of *IHRIM.link* and has provided some excellent articles. We hope this issue will help educate you and update you on best practices regarding security and privacy.

COMMENTS?

Send an e-mail to the editor (tomf@rector-duncan.com) or fax 1.512.451.9556.