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Anthony Magaro , CCP, SPHR, MBA, is the Assistant Director of Human Resources at Southwest Research Institute. He has been an adjunct faculty member of Our Lady of the Lake University and the University of the Incarnate Word since 1996 teaching courses related to Human Resources, Compensation, Organization Design and HR Law. He has been a member of the World at Work (American Compensation Association) faculty since 2000 teaching Certification courses *Base Pay Management (C4)* and *Regulatory Environment of Compensation Programs (C1)*. He has also served World at Work in presenting the webinar, *Mastering Market Data* and in teaching the *International Management of Human Resources* course in China. Mr. Magaro is a past coordinator of the San Antonio Compensation Association and member of the Resource Center for the San Antonio Human Resource Management Association. He currently serves on the Boards of the National Association of Colleges and Employers and the Southwest regional association.