Professional Human Resource Management
Instructors and Guest Speakers

Tim May

Tim has a master’s degree in Adult Education with emphasis in Human Resource Development. He has over 30 years of solid HR work experience, including key positions with Marriott, Omni Services, Hilton Grand Vacations Company, Insperity, and Navigator Executive Advisors. Tim is currently a self-employed Performance Specialist and HR Consultant and has worked with clients such as RCI, Lockheed-Martin, Highwoods Properties, Orange Lake Resort and Country Club, The Ginn Company, First Class Cleaners, Invision Automotive, and Dave’s House. He is knowledgeable of many facets of HR and leadership development and is a qualified practitioner for the Myers-Briggs Type Indicator.

Tim has maintained his HR certification for twenty years. He is a member of the Society for Human Resource Management and the International Society of Performance Improvement. He has served as an instructor for SHRM HR certification prep classes at UCF for eighteen years and facilitates the HR Essentials self-directed online class. He prides himself on helping individuals and organizations reach their full potential.

Richard S. Larson

Richard S. Larson, with more than 25 years senior-level Human Resources best practices experience in legal compliance, labor relations and organizational development in both union and non-unionized environments, brings a strategic approach as a business partner to employment related issues. Rick practiced law in state and federal courts in Las Vegas, NV, prior to joining the Industrial and Labor Relations Division of MCA/Universal Studios, Inc. He also developed the Company’s first executive leadership training program on sexual harassment, wrongful termination and progressive discipline administration.

Rick was a key member of the executive leadership team for Universal Studios, and was responsible for the vision and development of the Human Resources, Legal and Risk Management functions for Universal Studios Florida. As Vice President for Staffing and Administration, Rick spent 15 years designing comprehensive employment practices covering such legally-sensitive areas as employee selection, workforce policies and procedures, trade secrets, proprietary information, training, legal compliance, union awareness, employee relations, performance management and dispute resolution. More recently Rick has worked with a number of clients to reduce their exposure to employee-related risks and to develop strategically designed Human Resource platforms aligned with business objectives. In leading the Employment Law Department at Wicker, Smith, O’Hara, McCoy, Graham and Ford, PA, Rick supported clients with front-end legal compliance- from EEOC considerations to dispute resolution- as well as litigation strategy so that owners may dedicate positive energy to growing their business.
Marilyn G. Moran

Marilyn G. Moran has been representing employers for over a decade as a trusted advisor and experienced litigator. She is passionate about learning her clients’ businesses from the ground up and working with management to solve problems and implement smart business solutions as efficiently as possible. Marilyn provides advice and training to employers on a wide variety of employment law issues, including discrimination, harassment, retaliation, wage and hour violations, non-competition agreements, executive compensation issues, and reductions in force. She also helps employers navigate the process of accommodating employees with disabilities under the ADA and managing employee leave under the FMLA and USERRA.

A seasoned trial attorney, Marilyn has a wealth of experience litigating employment law cases at the trial court level and on appeal, and she has managed complex cases involving unfair competition and trade secret theft, federal and state class actions, and nationwide collective actions brought under the Fair Labor Standards Act.

Over the course of her career, Marilyn has represented many high-profile companies in Florida and around the nation in the industries of healthcare, energy, hospitality, restaurant and foodservice, manufacturing, banking and finance, technology, transportation, broadcast media, family entertainment, and global security and defense, among others.

In 2014, Marilyn launched “Florida Employers Law Blog,” a blog for business owners, human resource professionals, and in-house counsel who grapple with legal issues in the workplace (www.floridaemployerslawblog.wordpress.com).

Marilyn is an active member of the Central Florida community. She frequently participates in client seminars, workshops, and conferences and enjoys mentoring students and giving back to the profession she loves through volunteering. In recent years, Marilyn has volunteered as a guest lecturer, moderator, or judge for the University of Central Florida, FAMU College of Law, Barry University’s Dwayne O. Andreas School of Law, Eleventh Circuit Judicial Conference, American Bar Association, Federal Bar Association, and the Florida Bar.

Marilyn is a fifth generation Floridian who worked as an Assistant State Attorney in Sarasota, Florida following law school. She also served as a law clerk for the Honorable Gregory A. Presnell, U.S. District Court Judge for the Middle District of Florida. Prior to working at FordHarrison, Marilyn practiced employment law at one of the nation’s largest law firms.

Brian Reed

Brian Reed serves as the Associate Athletics Director for Human Resources and Risk Management at UCF. Reed originally joined the UCF Athletics staff in 1997.

Reed’s responsibilities include daily oversight of the human resources function for UCF Athletics, to include recruitment, compensation, benefits (retirement, insurance, etc.), payroll management, records management, leave of absence / worker’s compensation, and employee relations. In addition, he also coordinates Athletics’ vehicle program, commercial insurance administration, and provides research / analysis on a variety of annual NCAA, university, State and federal reports.

Reed holds a bachelor’s degree in business management from Florida State, a master’s degree in sports management from the United States Sports Academy, and is currently certified as a Professional in Human Resources (PHR) from the Human Resources Certification Institute (HRCI) and Senior Certified Professional (SHRM-SCP) from the Society of Human Resource Management (SHRM).