

February 2013

Issue 22



Chapter 0175

Letter From the President

by Brandon Brazeel, SPHR

TAHRA has started out 2013 with an explosion in membership! Since November, 53 new members have joined TAHRA. Along with this exciting news, the 2013 Board has completed their objective setting for 2013 and we are well prepared to "Go for GOLD!"



The Board mission is to strengthen you as a Human Resource professional, and we need your help. If you are looking to get involved or if you are interested in joining the Board in the future, joining a committee is the perfect way to achieve these goals. Just as a business needs to focus on succession planning for continued success, so too does TAHRA. One of main ways the Board executes its succession planning is through committee volunteers so I encourage you to get involved today. We will have Board members at the Program meeting ready to sign up volunteers for our committees. [Click here](#) to view our committees and their functions.

The Program and Learning Lab committees are hard at work to continue to deliver the high quality programs that provide us with tools we can take back to the office and implement immediately to provide value in your TAHRA membership. The Board is focused on taking TAHRA and the Tulsa HR profession to the next level this year, and with your help our "Going for Gold" will be realized.

February Program Meeting

Wednesday, February 20 | 11:15am - 1:00pm |
Crowne Plaza Tulsa Southern Hills (formerly Hilton)
Members - \$20, Guests - \$30

Vital Lessons from 2012 Litigation and the EEOC's New Enforcement Plan: HR Compliance Strategies for 2013

Presented by Chris Thutchley, JD, SPHR and Courtney Bru

There are vital lessons to be learned from late-breaking 2012 court cases and the EEOC's newly promulgated enforcement plan that should influence HR compliance strategies for 2013 and beyond. At the February program meeting, Chris Thutchley and Courtney Bru will address strategic compliance and



IN THIS ISSUE:

[Program Meeting](#)

[Learning Lab](#)

[Sloan Award Application](#)

[Mentoring Program](#)

[Community Relations](#)

[Education Committee](#)

[Fundraising Committee](#)

[PR Committee](#)

[Workforce Readiness Committee](#)

[Metro TAHRA](#)

[TAHRA Partners](#)

[TAHRA Board & Chairs](#)



2013 Oklahoma
Human Resources
State Conference and
Expo
May 8-10, 2013

employee relations steps employers should consider. You will learn some of the most significant lessons from employment litigation in 2012, key components of the EEOC's 2013-2016 Strategic Enforcement Plan and what it means for HR and vital compliance strategies HR should implement in 2013 based on lessons from 2012 litigation and the EEOC's new list of enforcement priorities.



[Register now!](#)

Chris Thrutchley has advised and defended employers in labor, employment, and business matters for nearly 20 years. Attorneys rate Chris "AV Preeminent," the highest rating for legal ability and ethics earned by only 12% of lawyers in North America. Martindale-Hubbel has rated Chris one of the nation's Top Employment Lawyers. Not only does Chris know labor and employment law, but he also knows HR. He has in-the-trenches experience as an HR Director for one of Tulsa's largest employers with responsibility for over 3,250 union and non-union employees, and he is one of the few employment lawyers in the nation to earn SPHR certification.

Courtney Bru is a partner in the Tulsa Office of Doerner Saunders Daniel & Anderson, LLP. She advises and defends employers in labor and employment law matters, including class action litigation. In addition to her successful trial practice, Ms. Bru helps employers avoid employment disputes by developing legally compliant policies, implementing best practices, and conducting management training. Ms. Bru has also advised and represented unionized employers in all aspects of labor-management relations, including arbitration of grievances. Ms. Bru previously worked as an associate for one of the nation's largest employment and labor law firms, where she represented employers in various state and federal labor and employment matters.

Sponsored by:



February Learning Lab

Thursday, February 28 [2:00pm - 4:00pm]

Location: University of Phoenix

Members - \$15, Guests - \$25

[Register Today!](#)



Portfolio Careers for HR Professionals

*Presented by Jane Mudgett
Morgan Stanley Wealth Management*

A Portfolio Career is defined as "a tapestry of a variety of eclectic employment experiences; employment in a series of short-contract or part-time positions." In a portfolio career, instead of working a traditional full-time job, an individual works multiple part-time jobs (including part-time employment, temporary jobs, freelancing, and self-employment) with different employers that when combined are the equivalent of a full-time position. Portfolio careers offer more flexibility, variety, and freedom, but also require organizational skills as well as risk tolerance.

Join us in February as Jane Mudgett, Financial Advisor, shares ideas and examples of Portfolio Careers and how they can be solutions to employees and are more flexible with job and career options. The goal of this lab is to help HR

Norman, OK

[Click here for details.](#)

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TAHRA Partners

TAHRA Partners are regular supporters of TAHRA and helps our organization continue to develop and present quality continuing education programs, create opportunities for peer networking and enhance our overall contribution to the human resources profession.

For information on becoming a TAHRA

Partner
[click here.](#)

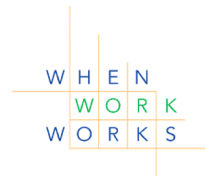
*Meet our TAHRA
Partners...*

and hiring professionals be open to alternative, or non-standard hiring and development practices and better utilize the knowledge, skills and abilities of employees within multiple departments, as well as offer part-time solutions versus termination. Employers can use these alternatives to capitalize on company provided training and experience and retain proven performance. As Jane will present, the portfolio career process takes reflection, analysis and a review of culture in order to be successfully implemented as part of your organization.

Jane Mudgett has over 30 years of business experience in the automotive, energy and financial industries. She has a degree in business administration and marketing from Florida State University, gardener, reader and world traveler, however has yet to visit Africa and Antarctica. Professionally she's an investment advisor with Morgan Stanley and specializes in financial planning for individuals and families. Transparency and communication are two core values to her practice. Employment history includes Chrysler Corporation, Mudgett Associates, Inc. (Owner), Thrifty/Dollar Rent-A-Car (Vice President) and Williams Energy (Asset Management).

Sloan Award Application Period Open!

The Sloan Award for Excellence in Workplace Effectiveness and Flexibility is offered through When Work Works, a national workplace flexibility initiative led by SHRM and the Families and Work Institute. The Sloan Award recognizes employers making work "work" with effective and flexible workplace strategies. Does your organization offer creative flex strategies? Sloan Award winning organizations will be featured in the 2014 Guide to Bold New Ideas for Making Work "Work" which profiles promising and innovative practices from Sloan Winners, and all applicants receive a free benchmarking report.



Please visit www.whenworkworks.org for more information and to apply. **The application period ends April 5, 2013.**

Resolution Center Mediation and Arbitration (RCMA), a full-service dispute resolution organization located in downtown Tulsa, is pleased to announce that David E. Strecker has become affiliated with the group. David is a former Vice President and General Counsel of TAHRA. He has been involved in the labor and employment area for over 30 years and will now be available for private mediations and arbitrations involving labor and employment issues. He holds a J.D. and Master of Industrial and Labor Relations from Cornell University. If you would like to consult with David about mediation or arbitration please call RCMA at 918-591-2551 or email contactus@rcmaok.com.

You may visit the RCMA website at www.rcmaok.com.

This is a paid advertisement.



TAHRA's College Relations Committee will be hosting a student job shadowing event in February 2013. We are currently recruiting HR professionals to participate in the event. If you or another representative from your company is interested in hosting a student, please contact Amanda Espino at aespino@saintfrancis.com for more details.

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Barbara Ware, CRP
VP Diversity

**Heidi Hartman, SPHR,
MHR**
VP Education

Stanna Brazeel, SPHR
Treasurer

Roger Holder, J.D.
Fundraising Chair



Be the Change You Want to See

by Justice Waidner Smith, Community Relations

Volunteering can be an exciting, growing, enjoyable experience. It is truly gratifying to serve a cause, practice one's ideals, work with people, solve problems, see benefits, and know one had a hand in them.

Harriet Naylor

2013 is off to a grand start, and I am excited to participate in all that this year will hold for TAHRA's community presence and partnerships. I am looking forward to working together as we share our skills and talents to help others and strengthen our community.

Looking for a way to give back in 2013? For many years, TAHRA has partnered with Goodwill Industries' Tulsa Works Program by coordinating HR professionals to conduct mock interviews with those graduating from their workforce readiness initiative. The mock interviews are from 9:00am until 11:00am on the second or third Fridays of each month (see calendar below). You can volunteer once, a couple of times a year or for each opportunity.

By giving just two hours of our time we really do make a difference. In the words of the program's manager Sabrina Ware, "Our partnership with TAHRA gives so much encouragement and support to our students. The volunteerism is greatly appreciated!"

I remember when I first heard about the program I wasn't sure that I had the necessary skills to participate as someone who had not worked directly in recruiting. However, I guarantee you that you have many talents to share and that they will be very helpful to those we serve. The Goodwill staff and I are here to make this experience wonderful for you, and we will provide you with all of the necessary information and resources you need.

The next mock interview session is scheduled for February 15th. This is a wonderful opportunity to put your HR skills to use in a way that provides a valuable training experience to individuals preparing to (re)enter the job market. If you are able to volunteer for two hours on the 15th or if you are interested in volunteering in the future, please contact me at 918-587-2100 or jwaidner@ywcatusa.org.

Looking forward to working together throughout 2013!

-Justice Waidner Smith

2013 Mock Interview Dates: March 15, April 12, May 17, June 14, July 12, August 16, September 13, October 11, and November 15.

2013 Learning Labs

By Heidi Hartman, SPHR, VP of Education

2013 is shaping up to be a great one and I am honored to be TAHRA's VP of Education again this year. We have a slate of great presenters and topics for our Learning Labs. We are especially excited about this fall when we will have a few extended Labs on Human Resources Essentials for those who might need a brush up on HR foundations such as compensation, benefits, and keys to hiring /terminations. We are extending the invitation to our local non-profits so they have that same opportunity to gain HR foundational information.

Please join us on the 4th Thursday of each month from 2:00 - 4:00 to not only learn great information but also the bonus of 2 HRCI credits. Our locations for the Learning Labs are either OSU Tulsa or University of Phoenix in order to accommodate as many of our members as possible.

If you have any ideas for topics, or would like to serve on the Education Committee, please contact me at heidi@lunasolconsulting.com.

Look forward to seeing you soon - Heidi Hartman, SPHR

Justice Waidner-Smith
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CCP
SHRM Foundation Chair

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Sponsorship Chair

Denise Reid
Chamber Liaison

Julie Odom
Chapter Management
Professional



Fundraising/Golf Tournament Committee

By Roger Holder, J.D., Fundraising

The annual TAHRA Golf Tournament has been one of the primary fundraisers for our organization, and while it continues to do well, is it time to look for other possibilities as well? This is the objective the committee will be focusing on this year. At this point, we are committed to continuing the golf tournament and have decided to push it out to early 2014.

This committee will be twofold, so if you enjoy fundraising and event planning or if you are just looking for a fun way to get involved in TAHRA, please join us. You may help with the golf tournament planning, coming up with additional fundraising opportunities or both.

If you are interested or if you have questions about the committee, please email me at rhhr2011@gmail.com.

I look forward to meeting you and an exciting year.

Are you a Public Relations Junkie?

By Andrea Everage, PHR, MHR, VP of Public Relations

We're looking for a few good folks to serve on the Public Relations Committee. Public relations, unlike marketing or advertising, is establishing a vehicle for the Association to interact with the public. It is maintaining or shaping the way the public perceives TAHRA and its value to the citizenry. With a great organization and a great message, we need a few good folks to join our efforts. Please contact me at aeverage@fellersnider.com to let me know of your interest.



Workforce Readiness

by Shane Norrid, MBA, Workforce Readiness Chair

As we begin a new year, I am excited to serve on the TAHRA board for 2013. This year, our Workforce Readiness committee will be focusing on continuing existing and looking for creative new activities and events to support the Workforce Readiness initiative for our Tulsa region. As a quick refresher, Workforce Readiness focuses on information and programs to ensure that the workforce of today and tomorrow have the skills, competencies, and behaviors to succeed in the workplace. It also includes initiatives that insure that the present and future workplace maximizes the potential of the workforce.

TAHRA's supportive role remains to get involved in these initiative's, make the economic case to our own companies, economic groups, education, and our community, and to take the stand in favor of this issue. TAHRA, through its Workforce Readiness initiatives, offers to serve as the repository of Workforce Readiness information for the HR and business community. Our goal is to help identify and support volunteer opportunities at the national, state, and local levels for HR professionals.

My goal is to make this a strong impactful year to support the chapter through our efforts and I am actively seeking volunteers to serve on the Workforce Readiness committee. If you are interested in joining the committee, please feel free to reach out to me at shane.norrid@phoenix.edu or call 918-906-5746.

Growing, Attracting & Retaining Talent Creates Greater Good

By Denise Reid, Chamber Liaison

The chamber continues to foster and build connections with businesses, education and training partners along with workforce professionals to create solutions and services for the business community. We've recently experienced quite a few big wins with company expansions and relocations announcements like Verizon, Sawyer Manufacturing, Borets Weatherford & SWEF just to name a few. The success we have experience is a reflection of the incredible Tulsa Region Workforce Consortium partners. If you would like more information about how we can assist you with growing, attracting or retaining your talent let me know. (denisereid@tulsachamber.com)

H1-B Technical Training Skills Grant

The next round of H1-B Technical Training Skills Grant funding will be announced soon. The Tulsa region workforce consortium is putting together another grant application for incumbent workers and dislocated workers. We are looking for partner employers.

Seeking:

- Business owners, IT Leaders or HR/Recruiting professionals supporting IT groups; small, medium or large groups of IT professionals/workers.
- Diversity, Veteran & Women Business Owners in high tech industries - includes some manufacturing
- Need small and minority owned businesses to strengthen our application

Grant funding will provide:

- Paid training for your existing/incumbent workers in IT and technical field
- Paid training for dislocated workers to provide potential pipeline for future IT and technical hiring needs

We will need to know about your "employers" specific needs related to IT training for your existing workforce and new hire candidates

- Certifications, Associates & Bachelor
- Advanced training - skilling up degreed or skilled workers

If you would like more information about this opportunity please contact Denise Reid at denisereid@tulsachamber.com.

Mosaic - Diversity Business Program Mission - Mosaic will educate, lead, and influence businesses on creating diverse and inclusive workforce cultures to enhance their competitive advantage.

How to get involved:

- Monthly Meetings are held at OkEq, 8:00a.m. to 9:00a.m.
- Join a committee - Membership, Legislative, Business Services or Communications

For more info go to www.MosaicTulsa.com

Tulsa Collegiate Job Fair

April 10, 2013

1:00p.m. to 4:00p.m.

TU's Don Reynolds Center

Event is co-sponsored by TU, TCC, OU-Tulsa, OSU-Tulsa, ORU, Langston, RSU, NSU and Bacone.

To register got to www.hireTUgrads.com, click on "Golden OpporTunities" and then click on "Employers". Cost is \$250.00. For more information contact Cheryl Elias at cheryl-elias@utulsa.edu

Rapid Response Services (layoff/downsizing)

If you may be experiencing any type of layoff, downsizing or redeployment there

are several organizations across the region that can offer services and resources to your affected employees. There is no cost associated with these services. Customized Programs & Services to meet needs of employer/employee:

- Market Information - Pay Rates - by relevant job title(s), Labor Market Information, Available Jobs, Area Power Sectors and Training Certificates or Credentials
- Finding a Job - Resume Writing, Interview Skills, Dressing for Success, Job Networking, Online Job Search Tools, Job Fairs, Workforce Service Provider
- Education & Training - Prior Learning Assessments, Career Readiness Certificate, Certificate/Credential Opportunities, Education Fair, Financial Assistance and Services, Career Interest Inventory, Demand Occupation listing & Wage and Hour information and Skills Mapping.
- Counseling Services - Navigating the emotions of being laid off, Change Management Specialist - counsels on grieving process, navigating transition and refers for more intensive services if necessary - Moves individuals on to job coach when appropriate and Credit Counseling, Financial Management & Planning.
- On-Site Job Fair - Held on location or at a nearby facility with area employers interested in hiring.

If you would like to discuss more specific needs you may have please feel free to contact me at denisereid@tulsachamber.com or (918) 560-0255.



Join TAHRA in Welcoming our Newest Members!

Melanie	Stillinger	HLP Solutions	John	Ledterman	American StaffCorp
Paula	Morehead	Cytec Industrial	Sara	Rommel	Accent Staffing
Cheryl	Foster	Atlas Pipeline	Kathy	Fox	Enclosables LLC
Maureen	Ziskind	Dollar Thrifty	Amanda	Blevins	Conoco Phillips
Karen	Clark	FW Murphy	Chelsea	Dupree	Tactical Electronics
Debra	May	CRTS	Chyrel	Fortner	Pan Pacific Products
Alisha	Buss	Part-Time Pros	Stacy	Currier	Webco Industries
Natasha	Postras	Student	Cory	Minter	Trinity Employment Specialists
Ronnye	Sommerville	Center 4 Change LLC	Sandra	Kell	Dish Network
Bradley	Helton	Mid Continent Recruiting LLC	Katherine	Oliver	Student
Nia	Schell	AFLAC	Megan	Williams	ClearPath Screening
Allison	Little	WPX Energy	Kriss	Kieslich	Newfield Exploration
J'Anna	Jacobson	Triple Crown Energy	Jessica	Jensen	Doerner Saunders
Kevin	Cruts	Home Depot	Lorri	Salyards	Doerner Saunders
Kelli	Staub	Willbros Engineers LLC	Sean	Kilian	Strecker & Associates P.C.
Kathy	Burrows	Saint Francis	Nancy	Austin	Matrix Service Company
Vonchelle	Singleton	ONEOK	Erin	Wilson	WPX Energy
Robin	Buffington	Hyatt Regency	Lonna	DeTello	Self
Sara	Stephens	Persimmon Group	Michelle	McGill	City of Bartlesville
Alyse	Galarza	Direct Connect			

TAHRA Awards and Recognition Ceremony

On January 22, TAHRA hosted the 2012 TAHRA Awards and Recognition Ceremony. This event was held at the beautiful and historic Ambassador Hotel in downtown Tulsa and is a celebration for volunteers who have dedicated time and service to TAHRA in 2012. Also recognized at the event were TAHRA past presidents and members who celebrated a milestone (5 Years, 10 Years, etc.) anniversary.

Chris Wright presented the 2012 President's Award to Barbara Ware and Denise Reid for their tireless efforts in planning the 2012 ROI Summit and CEO Breakfast. This event is a collaboration of many agencies and organizations in Tulsa and takes extended amounts of time to prepare. At ROI 2012, Denise and Barbara brought in nationally renowned Diversity & Inclusion speaker, Dr. Steve Robbins who presented a mini version of his Diversity and Inclusion Boot Camp. This event received phenomenal reviews and attendees left with an increased understanding of what it means to be an inclusive leader and about the business impact and competitive advantage of putting a focus on diversity and inclusion in the workplace. Congratulations on a job well done!



Chris Wright, Denise Reid, Barbara Ware and Brandon Brazeel. Denise and Barbara received 2012 Presidents Award. Great job, ladies!



Jim Gifford and Chris Wright. Jim was recognized for being a 40 year TAHRA member! Thank you, Jim!

Calendar of Events

February

20 - Program Meeting - [Vital Lessons from 2012 Litigation and the EEOC's New Enforcement Plan: HR Compliance Strategies for 2013](#) presented by Chris Thutchley, J.D., SPHR and Courtney Bru
28 - Learning Lab - [Portfolio Careers for HR Professionals](#) presented by Jane Mudgett

March

20 - Program Meeting - [Future of Talent Management](#) presented by Jason Lauritsen
28 - Learning Lab

Tulsa Area Human Resources Association
admin@tahra.org
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