

October 2015

Issue 48



## Letter from the President

by Michelle Lehman



### National Diversity Awareness Month

Diversity, *noun*, di\*ver\*si\*ty \də-ˈvər-sə-tē, dī-\ "the state of being diverse; variety".

October is National Diversity Awareness Month...and it's the time of year that the leaves change colors and fall to the ground. Wouldn't it be nice if we allowed our perspective to do the very same thing and let our guards down and embrace diversity? Children are taught that the United States is a "melting pot" where people of all cultures, races, religions, disabilities, and socioeconomic groups contribute to society. By communicating this same philosophy with each other we can help foster an appreciation of both our differences and our similarities. Let's use this time to reflect on all aspects of cultural diversity. It is not only a chance to learn from each others differences; it is an amazing opportunity to discover what you have in common with others and build a stronger community. Change is good, no one wants a cookie cutter society.

I look forward to seeing you this month, have a GREAT day.  
Michelle

## October Program Meeting and Inclusion Workshop

Wednesday, October 21

**Program Meeting (lunch included) |11:15am - 1:00pm|**

**Inclusion by Design Workshop |1:30pm - 4:30pm|**

Renaissance Tulsa Hotel and Convention Center

***\*Both events approved for HRCI Business Credits!***



TAHRA is excited to be hosting Joe Gerstandt, a remarkable Diversity and Inclusion professional and thought-leader on October 21. He will be leading us in two events that day: a luncheon about unconscious bias and how to reduce its impact, as well as a workshop about designing inclusive organizations.

[Click here to see Joe in action!](#)

## Got Bias? Understanding the



Chapter 0175

## IN THIS ISSUE:

President Letter

Program Meeting and Inclusion Workshop

Learning Lab

Annual Employment Law and Practices Seminar

Certification Updates

Legal Updates

2015 Disability Employment Law Conference

TAHRA Annual Awards

Scholarship Applications

ATD State Conference

Extraordinary Teams

Diversity Awareness Month

TAHRA Board & Chairs



## New Science of Bias and Inclusion

*Are you a "good person," or a "bad person?"*

We cling to a very antiquated and binary idea regarding bias; that there are "good people" in the world and they are open-minded, nonjudgmental and free of bias, and then there are "bad people," and they are closed-minded, judgmental and dripping with bias. This approach to bias conveniently leaves most of us, as "good people," with nothing to do but maybe help to point out the "bad people." Fun, at times, sure, but not terribly effective. And fundamentally flawed, as we know enough today about human behavior and specifically the human brain to know that there is no such thing as a non-judgmental human being. We are naturally, even automatically, judgmental. This is not inherently a good thing or a bad thing, but more importantly it is a true thing.

The great value of what new research tells us about bias is that it now gives us a framework for talking about bias without intentionally or unintentionally challenging anyone's intentions, values or beliefs. It also informs individual and collective action, rather than walking around quite proud of how non-judgmental we are, we are reminded that we each have work to do. We may all be part of the problem, but that only means we all get to be a part of the solution. This session will help you get started.

### [Click here to register for Program Meeting](#)

Immediately following the October Program Meeting, Joe will conduct a 3 hour workshop on **Inclusion by Design**. This event will also be held at the Renaissance from 1:30pm - 4:30pm.

This session will focus on better understanding and pursuing inclusion. While more and more organizations aspire to be "inclusive," they often struggle to explain what exactly it even means. If you cannot explain, clearly and concisely what something is, there is a pretty good chance you are not actually doing it. In many organizations, and for many leaders "inclusion" continues to be a vague, abstract idea, involving notions of respect and tolerance, themselves fairly vague and abstract concepts. This sessions makes the idea of inclusion much more tangible, by providing participants with some working definitions, some insightful questions for reflection, a model of what inclusion is and what it is not. This provides a valuable and actionable foundation for more easily identifying inclusive individual and collective practices and for identifying valuable metrics.

The fee for the Inclusion by Design Workshop is \$30 per person and registration is **separate** from the program meeting. Please note that nonprofits are eligible for a 50% discount. Just use the code "npdiscount" when registering.

### [Click here to register for Inclusion by Design Workshop](#)

**Also, as part of Diversity Month, continue the conversation with Mosaic and TAHRA at a free networking event with Joe that**



Follow TAHRA!



## TAHRA 2015 Board & Committee Chairs

Michelle Lehman  
President

Heidi Hartman, MHR, SPHR,  
SHRM-SCP  
President Elect

Billie Fisher Callahan, SPHR  
Past President

Nancy Gunter, SPHR  
VP Programs

Kristi Spaethe, PHR  
VP Membership

Brandon Brazeel, SPHR,  
SHRM-SCP  
VP Leadership Development

Rachel Crawford, J.D.  
VP Legislative Affairs

Dixie Agostino, SPHR, CPC  
VP Public Relations

Justice Waidner Smith, MA  
VP Diversity

Shane Norrid, MBA  
VP Education

Donna Fletcher, PHR, CCP  
Treasurer

Sarah Phelps, J.D., PHR  
Fundraising Chair

Nikki Parker  
Community Relations Chair

Matthew Pockrus

evening from 4:30pm-7:00pm at McNellie's South ([click here for more info](#)).



The **program meeting has been approved for 1 Business** recertification credit hour and the **workshop has been approved for 3 Business** recertification credit hours toward California, GPHR, HRBP, HRMP, PHR, and SPHR recertification through the HR Certification Institute. Please be sure to note the activity ID on your recertification application form. For more information about certification or recertification, please visit the HR Certification Institute website at [www.hrci.org](http://www.hrci.org).

The use of this seal is not an endorsement by the HR Certification Institute of the quality of the activity. It means that this activity has met the HR Certification Institute's criteria to be pre-approved for recertification credit."



This program has been approved for **1 professional development credit** and the workshop has been approved for **3 professional development credits** toward SHRM-CP and SHRM-SCP. The program number is 15-M47CI. For more information please visit <http://www.shrm.org/certification/pages/default.aspx>.

**Sponsored by:**

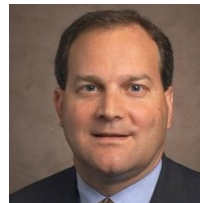


## October Learning Lab

Thursday, October 29 |2:00pm - 4:00pm|  
Location: OSU Tulsa North Hall

### Double Jeopardy: How to Analyze and Respond to Difficult HR Issues

*Presented by Randall J. Snapp  
Crowe & Dunlevy*



This presentation will test your skills in an interactive discussion of actual employment law decisions and fact patterns. This lab will educate participants regarding recent court determinations of employment law cases as well as provide a process and tools for analyzing difficult employment issues. Attendees will learn best practices for responding to employment issues and determining a course of action for actual employment law problems so that they can apply these skills in the workplace.

**[Register now!](#)**

**Randall Snapp**, a graduate of the University of Kansas (B.A., 1981; J.D. and M.B.A., 1985), joined Crowe & Dunlevy's Tulsa office in 1993. Snapp is the co-chair of the firm's Labor & Employment practice group and has focused his practice extensively in employment law, workers' compensation law and commercial litigation since 1987 and restricts his employment law practice to

Website/Technology Chair

[Kerry Hope](#)  
Registration Chair

[Amanda Espino, PHR](#)  
College Relations Chair

[Vacant](#)  
Workforce Readiness Chair

[Alyse Galarza](#)  
Hospitality Chair

[Christy Ptak, SPHR,  
SHRM-SCP](#)  
Certification Chair

[Jackie Evins, PHR](#)  
SHRM Foundation Chair

[Kari Dean, PHR](#)  
Sponsorship Chair

[Denise Reid](#)  
Chamber Liaison

[Julie Odom](#)  
Chapter Management  
Professional

representation of management and employers. He is listed in Best Lawyers in the field of employment law and labor and employment litigation and has been listed in Chambers USA Directory since 2008. His practice includes counseling and litigation involving a full range of employment issues and he has tried cases in both federal and state courts and before administrative agencies.



**Thursday, November 5, 2015**

**7:55am - 4:30pm**

**Renaissance Tulsa Hotel and Convention Center**

**Registration has opened for our  
Annual Employment Law and Practices Seminar.**

**[Sign up to attend today!](#)**

This event is a full day of informative and interactive presentations by experienced attorneys who will be speaking on a number of very important human resources topics, including:

- HR's Dream: The On-Time, Always Present and Fit for Duty Employee
- Wage & Hour Issues
- NLRB Update
- Transgender/Sexual Orientation
- Social Media
- Hiring & Selection
- Digital Forensics and Document Preservation
- Internal/External Investigations
- Stump the Lawyer: What Are Your Burning Employment Law Questions?
- and other important and timely topics that every HR practitioner or attorney should know and understand.

Lunch will be provided at the seminar at no additional cost to participants, and the seminar will provide valuable continuing education credits for Human Resources Professionals and Attorneys.

**Register by October 23 and receive the discounted rate of \$180 per person! Register 3 or more from one entity by October 24 for \$140 per person.**



This activity has been approved for 7.50 (HR General) recertification credit hours toward California, GPHR, HRBP, HRMP, PHR, and SPHR recertification through the HR Certification Institute. Please be sure to note the activity ID on your recertification application form. For more information about certification or recertification, please visit the HR Certification Institute website at [www.hrci.org](http://www.hrci.org).

The use of this seal is not an endorsement by the HR Certification Institute of the quality of the activity. It means that this activity has

met the HR Certification Institute's criteria to be pre-approved for recertification credit.



This program has been approved for 7.5 professional development credits toward SHRM-CP and SHRM-SCP. For more information please visit <http://www.shrm.org/certification/pages/default.aspx>.

Not everyone wants to be a manager...



...but that doesn't mean they're not a LEADER.



*This is a paid advertisement.*

## Certification Updates

by Christy Ptak, SPHR, SHRM-SCP  
Certification Chair

**Fall is officially here, school is back in session, and so is Professional Certification Preparation.**



SHRM Professional Certification News:

The TAHRA Study Group for the New SHRM Certification started two weeks ago. We do still have room for two more participants and you could still "catch up" if interested. The cost of the materials is \$460.00. We meet on Thursday nights from 5:30 to 8:30 at 61st and Mingo for twelve weeks. Call Christy Ptak at 918.688.1011 if interested.

Another alternative was the course offered at Tulsa Community College beginning Oct 7th...this is a three day rapid paced course.

### **APPLY NOW FOR THE WINTER EXAM WINDOW -**

Regulation application deadline is October 16th and late applications will be accepted until November 13th. The window for winter testing is Dec 1, 2015 to Feb 15, 2016.

The results of the Inaugural Certification for SHRM are in - the pass rates were 69% for the CP exam and 53% for the SCP exam - both rates "are within industry standards" according to Alexander Alonso, from SHRM. Nearly 60,000 HR professionals have also obtained the new certification via the SHRM Online Tutorial Pathway.

**YOU too can still obtain the new certification via the pathway if you currently hold a certification from HRCI as long as you complete it online by December 31st. You do not have to relinquish your current credentials to become SHRM certified.**



HRCI Certification News:

**HRCI** - The course historically taught by Bill Webb is in full swing via Tulsa Technology Center. While Bill's course is closed at this time, contact him if you are interested in a future preparation course.

The HRCI PHR/SPHR/GPHR testing window late application period ends October 16, 2015 for winter testing.

I hope to have the total number of Certified Professionals in Oklahoma for both Certification Tracks by year end. Congratulations to all who presently hold one or both!

## **Proposed FLSA Overtime Exemption Rule Amendments Demand Overtime on Part of Employers**

*by Rachel Crawford  
VP - Legislative Affairs*



Employers may need to work overtime in the upcoming months to ensure compliance with the proposed Fair Labor Standards Act ("FLSA") overtime exemption rule, which once finalized, would more than double the minimum salary threshold necessary to exempt an employee from the FLSA overtime regulation that requires employers to pay FLSA-covered employees overtime in the amount of time-and-a-half their regular rate of pay for any time they work in excess of 40 hours in a single workweek. Currently, certain employees who primarily perform executive, administrative, professional, outside sales and computer ("EAP") duties are exempt from the overtime requirement if they earn at least \$455 per week or \$23,660 per year. According to the Department of Labor ("DOL"), \$23,660 is below poverty level for a family of four.

"[T]o ensure that the FLSA's intended overtime protections are fully implemented, and to simplify the identification of nonexempt employees, thus making the EAP exemption easier for employers and workers to understand," the proposed rule increases the salary threshold to equal

the 40th percentile of earnings for full-time salaried employees. 80 Fed. Reg. 38515 (July 6, 2015). In 2016, when the rule will likely go into effect, the DOL anticipates this amount will be \$970 a week or \$50,440 per year, which is more than double the present salary threshold. The rule would also increase the annual salary level required for an employee to qualify for the highly compensated employee ("HCE") exemption from \$100,000 to \$122,148.

If made final, the proposed overtime exemption rule will leave employers with difficult decisions regarding whether, among other things, to reclassify employees, decrease or increase pay, reallocate workload, and/or revise job descriptions, as well as force employers to expend hours of labor reviewing, considering, and revamping policies and payroll practices to ensure not only compliance with the amended regulation but also that any such modifications will serve their needs effectively and not endanger employee productivity and morale. Undoubtedly, the proposed rule will demand significant time from and strategic planning on the part of the employer. For this reason, it is not too soon for employers to begin contemplating the consequences of such a rule now, rather than waiting for its effective date.

Indeed, the proposed rule will demand considerable time, energy, and analysis from employers, but on a more positive note, the rule also gives employers the opportunity to examine their FLSA classifications to ensure they comport with current requirements and the proposed amendments without necessarily prompting questions from employees about previous practices and classifications.



 **ATTORNEY GENERAL SCOTT PRUITT**  
*presents the*  
**2015 DISABILITY EMPLOYMENT LAW CONFERENCE:**  
**FROM DISABLED  
TO ENABLED**  
**OCTOBER 20, 2015 | OKC METRO TECH | STREAMING LIVE**

A charitable event benefitting Oklahomans with disabilities and Oklahoma employers by offering practical strategies for successfully employing people with disabilities in compliance with disability employment laws.



**Nominations now being  
accepted for the Annual TAHRA  
Awards!**

### **Richard J. Messer Excellence in Human Resources Management Award**

This special award was designed to recognize outstanding leadership and achievements in the human resources field. Any current member of TAHRA, with the exception of the Awards Committee participants, are eligible to be nominated.

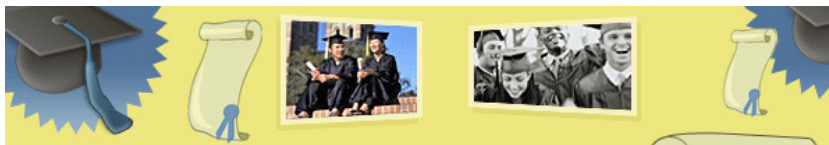
### **New Professional Award**

This special award is designed to recognize an outstanding new professional in our organization. Any TAHRA member with five years or less in the human resources field, with the exception of the Awards Committee participants, is eligible to be nominated.

Self nominations are allowed and encouraged.

Criteria for the awards include: categories of self development; chapter contributions; community and civic involvement and leadership.

As a TAHRA Member you have the opportunity to recognize a fellow member by nominating them for these prestigious awards. To nominate someone, please first speak to them to gain their permission, then please contact Brandon Brazeel, VP of Leadership Development at [brandon.brazeel@spxht.com](mailto:brandon.brazeel@spxht.com) by Friday, October 23rd and we will do the rest!



### **Now Accepting Scholarship Applications!**

TAHRA is excited to offer scholarships to students pursuing a career in human resources. Applications are due by **Friday, October 23rd!**

Information and application form available [here](#).



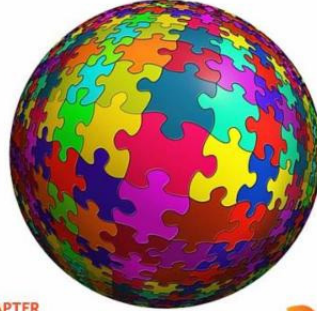
# CONNECT!

Culture - Network - Engage - Technology

## 2015 ATD Oklahoma Statewide Conference

Tulsa Technology Center – Owasso Campus

October 29<sup>th</sup>, 2015



**atd** TULSA CHAPTER  
Association for  
Talent Development  
[www.tdtulsa.org](http://www.tdtulsa.org)

**atd** CENTRAL OKLAHOMA  
CHAPTER  
Association for  
Talent Development  
[www.tdokc.org](http://www.tdokc.org)



## 8 Indicators of Extraordinary Teams

by Heidi Hartman, SPHR, SHRM-SCP  
President-Elect

As HR professionals, we could all most likely come up with this list, and may have additions of our own. This is an excerpt of an article by Geoff Bellman from T+D magazine.

In the month of our focus on diversity, number 5 is key. With differing points of view and a work environment where people can bring their whole selves to work we gain so much more for our organizations.

1. Compelling purpose: We are inspired and stretched in making this group's work our top priority.
2. Shared leadership: We readily step forward to lead by demonstrating our mutual responsibility for moving our group toward success.
3. Just enough structure: We create the minimal structure necessary to move our work forward.
4. Full engagement: We dive into our work with focus, enthusiasm, and passion.
5. Embracing differences: We value the creative alternatives that result from engaging differing points of view.
6. Unexpected learning: We are excited by what we learn here and how it applies to other work, other groups, and our lives outside of work.
7. Strengthened relationships: Our work leads us to greater trust, interdependence, and friendship.
8. Great results: We work toward and highly value the tangible and intangible outcomes of our work together.

We can utilize this list to assess the health of our teams, and determine the areas of opportunity for our organizations. This is one of the many ways we can bring value to our own teams as well as the organizations we support.



## Telling Our Story - Diversity Awareness Month

by Denise Reid  
Chamber Liaison

Our region has an incredible rich history of diverse people building and creating our thriving economy. Diversity and inclusion is central to our ability to attract and retain a skilled, educated and diverse workforce. Shifting demographics and millennials being our largest population in the work place makes telling our story that much more important. October is diversity awareness month so to celebrate we have several opportunities to get engaged. For the second year our region has created a calendar of events to help showcase our community's dedication to diversity and inclusion.

### **Mosaic Lunch & Learn - CEO Diversity Dialogue with Pierce Norton, CEO of ONE Gas**

October 15, 2015 |11:30am - 1:00pm|  
Tulsa Regional Chamber -Saint Francis Health System Conference Room  
RSVP - <https://mosaiclunchlearnoct2015.eventbrite.com>

### **Mosaic & TAHRA Networking Event**

October 21, 2015 |4:30pm - 7:00pm|  
McNellie's South  
RSVP - <https://mosaictahranetworkingoct2015.eventbrite.com>

### **Passport to Inclusion: "Intercultural Connections through Storytelling" featuring Kelli McCloud Schingen**

October 23, 2015 |7:00pm - 9:00pm| & Saturday, October 24, 2015 |9:30am - 4:00pm|  
Register - [http://www.treasureculture.biz/Kelli\\_Form\\_exported/Kelli\\_Form/events.html](http://www.treasureculture.biz/Kelli_Form_exported/Kelli_Form/events.html)

### **"Oh Yes We Did: Diversity in North Tulsa" IN-TENS Film-Making Class**

October 26 & 28, 2015 |6:00pm - 8:30pm|  
Rudisill Library  
Create a 2- to 10-minute video showing what you do to support diversity in Tulsa! Join filmmaker Frank Christel, TU director of broadcast services, to learn the basics of film-making on mobile devices. Learn about script writing, video camera techniques, basic lighting, and editing. Top films will be shown and awarded at the November 16 awards ceremony and film festival.

### **Mosaic Diversity Hiring Event**

October 27, 2015 |10:00am - 2:00pm|  
TCC Center for Creativity  
Register for booth -  
<https://mosaicdiversityhiringevent2015.eventbrite.com>

### **Mosaic Economic Inclusion Forum - Keynote speaker Noel Hornsberry with Kellogg Companies**

October 29, 2015 |8:30am - 10:00am|

Gilcrease Museum - Vista Room

RSVP - <https://mosaicinclusionforum2015.eventbrite.com>

For a full listing of events go to [www.MosaicTulsa.com](http://www.MosaicTulsa.com). You can also visit the [www.facebook.com/diversitymonthtul](http://www.facebook.com/diversitymonthtul) fan page.



Jeremiah Smith	Alorica	Lori Henderson	Evan Enterprises
Lisa Straubing	Healthy Living	Elissa Heimburger	WPX Energy
Scott Williams	OK National Guard	Calvin Moniz	TU - Collins College of Business
Carly Ragan	Houston Interest	Shelagh Starr	Abundant Solutions
Letha Martin	St.Francis Health System	Bernard Berrigan	SLPT Global Pump Group
Jessica Hughes	BirdDogHR	Kylee Martin	Catapult Staffing
Alison Kerr	Student		



**October 20 - OAG Disability Employment Law Conference** - OKC Metro Tech [http://www.ok.gov/oag/2015\\_Disability\\_Employment\\_Law\\_Conference.html](http://www.ok.gov/oag/2015_Disability_Employment_Law_Conference.html)

**October 21 - Program Meeting and Inclusion Workshop** - Joe Gerstandt

**October 21 - TAHRA and Mosaic Networking** - McNellie's South

**October 23 -OKHR Ready to Work Conference** - OK Sports Hall of Fame [http://www.okhr.org/2015-ready-to-work-conference--expo\\_id102.html](http://www.okhr.org/2015-ready-to-work-conference--expo_id102.html)

**October 29 - ATD State Conference** - Tulsa Tech Owasso  
<http://tdtulsa.org/event-1955036>

**October 29 - Learning Lab** - Randall J. Snapp

**November 5 - TAHRA Employment Law and Practices Seminar**

**[Click here to view our full calendar.](#)**

*\*We apologize for such a lengthy newsletter. We wanted you to be informed of all the current Tulsa HR events and have the latest information.*

**Tulsa Area Human Resources Association**  
**[admin@tahra.org](mailto:admin@tahra.org)**  
**(918) 344-4622**

**[Forward email](#)**



This email was sent to bryanw@peopleclues.com by [admin@tahra.org](mailto:admin@tahra.org) | [Update Profile/Email Address](#) | Rapid removal with [SafeUnsubscribe™](#) | [About our service provider.](#)



TAHRA | P.O. Box 140958 | Broken Arrow | OK | 74014