



Newsletter

Letter from the President

Happy May TAHRA Peeps!

You know that old saying, "April showers bring May flowers"? Well, I'm switching it up this year to, "April HR Conferences bring May energy"!



I hope you had the opportunity to attend the OKHR State Conference in April. There was so much information presented and attendees are still able to log-in to the Whova app to watch the other recorded sessions for added PDCs. There is a wealth of knowledge and insight to help you run your departments as well as support your employees and management. Please take advantage of this opportunity to gain more credits than ever.

Speaking of the OKHR Conference, did you know **TWO** TAHRA members were presented awards at the conference? Shala Andrews, PHR, received the Diversity, Equity and Inclusion Award and Brittany Currier, SHRM-CP, received the Emerging Leader Award. **BIG KUDOS** to Shala and Brittany for making Tulsa and TAHRA look good!

I also want to remind our members, that happening this month and most of next month is The Centennial of the 1921 Tulsa Race Massacre. There are many opportunities to recognize and commemorate the historical events of our City's past. Activities that you can participate in are listed in the [events calendar](#) shared by the 1921 Tulsa Race Massacre Centennial Commission. Please join me in taking time to learn about the Race Massacre and its impact on the city, state and the nation. If you need tools or help with ideas to commemorate this with your workforce, please reach out to TAHRA or Shala Andrews and the DE&I team.

Sincerely,

Rhonda Siex, SHRM-CP, PHR
President

May Program Meeting

**Wednesday, May 19 |12pm - 1pm|
Zoom Meeting**

**Wellbeing: The Importance of your Self Care
and Mental Health**

Presented by Michael Dickerson



In this presentation you will learn about strategies to good self-care and positive mental health for employees. Essentially, wellbeing is about the whole person and their capacity to flourish at work and in life. It is important for organizations and HR professionals to understand wellbeing because current and future employees will demand their wellbeing be taken seriously.

Sponsored by:



[Register](#)

**May Learning Lab
Thursday, May 27 |1pm - 3pm|
Zoom Meeting**

**Building a Kinder Kind of Workplace: Infusing Meaning &
Preventing Burnout in a COVID-19 World & Beyond**

Presented by David Shar, SHRM-SCP; MPS I/O Psychology

The workplace climate can positively or negatively affect the important work you do. As HR professionals, you have the unique opportunity and challenge to drastically impact your work culture. When times are tough, it is up to each member of the team to rally and support one another. But how? When each member of the team has different biases, backgrounds, and needs, can you work together to get the most out of your team and your organization?

In this lab, burnout and meaningful work expert David Shar uses the power of story, humor, interactivity and the latest research in Industrial / Organizational Psychology to explore tactics for building a workforce that is energized, mobilized and passionate about their mission.



MAY 2021 MEMBER SPOTLIGHT
ROBERT 'BOB' STEPHENS

How did you end up in HR?

It took me a while to get to HR. I actually started out as Pre-med in college, but gradually worked my way to Business, and eventually graduated with a BA in Business with a concentration in HR Management from UNT. Shortly after graduating, I got a job in Benefits, and have worked in Benefits for 16 of my 21 years of HR.

What do you enjoy most about your HR Role?

Without a doubt, my most rewarding aspect of my HR career is helping people. Whether it is helping a current employee with a benefit issue, or helping them understand what they need to do if they need to take a leave, or offering them a job that is going to change their and their family's lives, being able to help someone makes it all worth it in the end.

Why did you join TAHRA?

I moved to Tulsa from the Dallas area in 2015. I was doing recruiting at the time, and one of the HR Generalists I hired told me about an organization she was a member of called TAHRA. All of my current coworkers were members of another Tulsa HR group at the time, but I decided to give TAHRA a chance. At the first meeting I was amazed at the professional differences, and the topics of the meetings were more to my interest, so I joined immediately as soon as I got back to my office.

How do you blow off steam?

To keep myself sane, I am a runner. I'm not bringing home awards anymore, but I still like to go out and run. My current goal is to do a half marathon in all 50 states and DC, and I have 26 states down. While training for those races, I still do 5ks, 10ks, trail runs, etc. when they fit in my training schedule.



WANT TO BE FEATURED AS OUR NEXT MEMBER SPOTLIGHT?
REACH OUT TO US AT ADMIN@TAHRA.ORG!

Creepy Manager May Have Caused Frightful Liability for His Employer

by Kirk Turner, VP of Legislative Affairs

The Tennessee Court of Appeals has issued a decision in *Phelps v. State* (Tenn. Ct. App. 3/10/2021) finding that an employer may be liable for sexual misconduct by its managers during an after-hours private party sponsored by the employer.

Kelly Phelps was employed as a server at a Tennessee state park facility. She attended a Halloween party organized by restaurant managers and attended by employees. An assistant park manager, Josh Walsh, became intoxicated at the party and “proceeded to grope, molest and make uncomfortable” several female party attendees. A lap dance contest was held during the party and Walsh served as the judge. When the party ended, Phelps, some other employees and non-employees attended an “after-party” at a maintenance

worker's residence, where Walsh allegedly rubbed himself against Phelps and made other lewd acts toward her.

Four employees, including Phelps, made complaints of sexual harassment against Walsh. Instead of taking the complaints seriously, the head park manager "blamed the women and suggested Walsh's behavior was acceptable." Phelps alleged that Walsh began driving by her house after hours and acting "in an intimidating, harassing and hostile manner" during her shifts.

[Read entire article here.](#)

Get Connected...to Resources & Services

by Denise Reid, Community Relations

Great things are happening in Tulsa. We have an incredibly rich group of community partners providing resources and services that benefit our community, as well as employers and HR professionals.

College Park

College Park is a four-year university experience coming to downtown Tulsa through a partnership with TCC and OSU-Tulsa. OSU-Tulsa has a commitment of \$500,000 to help fund scholarships for College Park students. To learn more about this program and how to apply visit - [College Park](#) - (collegeparktulsa.com)

Campus Tulsa

Campus Tulsa is modeled after a highly regarded and successful program in Philadelphia. Campus Tulsa was launched in 2020 to help with supporting, attracting, and retaining degreed talent in the Tulsa region. The goal is to grow the number of internships being offered in the region and provide connections and professional development to college students. They have three main areas for connecting 1) college students 2) partner employers and 3) community partners. See link to learn more and how to get connected with Campus Tulsa - [Home | Campus Tulsa](#)

Mental Health Association of Oklahoma

I attended a QPR (Question, Persuade, and Refer) Suicide Prevention Training last month and was very impressed with the online class. The training was a little over an hour long and was provided virtually. Extensive resources and services were shared with attendees once training was completed. The training is offered through the Mental Health Association of Oklahoma at **no cost**. Below is quick overview of general information and requirements for the training. Karen LaPlante was the trainer and her contact information is provided too.

1. Training utilizes PowerPoint - participants must connect to the training using a device that allows them to view the presentation (no audio-only participation, please).
2. Participants are asked to leave their cameras on while present in the training room.
3. Due to the sensitive nature of the training, and to minimize disruptions, participants will not be permitted to enter the training room after the first 15 minutes of training time has elapsed.

Karen LaPlante, Director of Education, Mental Health Association
Oklahoma

klaplante@mhaok.org | Direct Line: 918.382.2411 | Cell: 918.857.2668

If you have areas of need or questions related to getting connected to service in the Tulsa community, feel free to reach out to me at denise@denisereid.com or (918)633-0073.

Tulsa Area Human Resources Association Awarded For Elevating Human Resources, Improving Workplaces

Tulsa, OK, April 15, 2021 — SHRM (the Society for Human Resource Management) recently awarded Tulsa Area Human Resources Association its prestigious EXCEL Platinum Award for the chapter's accomplishments in 2020.



The EXCEL award is given to SHRM state councils and chapters to recognize major accomplishments, strategic activities, and tactical initiatives that elevate the HR profession.

“So much of SHRM’s positive impact on our workplaces can be traced back to the dedication of our chapters and state councils like Tulsa Area Human Resources Association. I’ve seen firsthand how these leaders drive meaningful changes to build workplaces where employers and employees can thrive together,” said Johnny C. Taylor, Jr., SHRM-SCP, president and chief executive officer of SHRM. “The Platinum EXCEL Award not only honors TAHRA’s accomplishments in 2020, but it’s also a testament to the hard work it took to get there.”

The EXCEL Award can be earned at four levels: bronze, silver, gold and platinum. Each level has a prescribed set of requirements and accomplishments that must be met. TAHRA will receive recognition in SHRM publications and at conferences, a logo to display on its website, and information to share with its members about the significance of this award.

For more information about TAHRA, visit tahra.org.

Media: For more information, contact Julie Hirschhorn at Julie.Hirschhorn@shrm.org or 703-842-5152

About SHRM

SHRM, the Society for Human Resource Management, creates better workplaces where employers and employees thrive together. As the voice of all things work, workers and the workplace, SHRM is the foremost expert, convener and thought leader on issues impacting today's evolving workplaces. With 300,000+ HR and business executive members in 165 countries, SHRM impacts the lives of more than 115 million workers and families globally. Learn more at SHRM.org and on Twitter [@SHRM](https://twitter.com/SHRM).



Our workforce needs us. Now, more than ever, we need to deepen our understanding of workplace issues and solutions to help employers and employees thrive.

Attend #SHRM21 for a can't-miss experience with renowned speakers and session formats that suit every learning style.

In-person and discounted virtual passes are now available:

<https://shrm.co/qvwk9a>

Join a statewide network of Veteran-ready organizations.

Join the Oklahoma Veteran Champion Employer Network and learn how to become a veteran-ready organization by taking our survey between April 6 through May 24, 2021.



Six criteria for Veteran Employer Champion recognition:

- 1 Veteran recruiting and hiring
- 2 Veteran specific employee programs
- 3 Community support of veteran programs and events
- 4 Supports and referral services for veterans
- 5 Executive sponsor leading veteran strategies
- 6 Guard and reserve employee supports

Learn more & take
the survey at:
[CSCTULSA.ORG/
VEC](https://CSCTULSA.ORG/VEC)

LEARN MORE & TAKE THE SURVEY:
CSCTULSA.ORG/VEC

FOR MORE INFORMATION:
Please email Denise Reid
at denise@denisereid.com



Welcome New Members!

Karen White - YMCA of Tulsa
Sarah Critchnau - Who's Your HR?
Kasey Varner - Cleveland Area Hospital
Christina Black - CHRA NAF

Mark Your Calendar

Tuesday, May 18 - HRIS Meetup Group

Wednesday, May 19 - Program Meeting

Thursday, May 27 - Learning Lab

- Congratulations to Chris Hurst, our In Person/Virtual Meeting Survey gift card winner!
- Beginning this month, guests will be charged \$15 to attend our virtual Program Meetings and Learning Labs. TAHRA members will continue to receive free program meetings and learning labs while we are in a virtual format.
- We are in the planning stages of returning to in person events with a hybrid option. Stay tuned!

Calendar



[SHRM Website](#)

[HRCI Website](#)

[OKHR Website](#)

Tulsa Area Human Resources Association | PO Box 140958, Broken Arrow, OK 74014

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