

2006 OCHRS Officers

Scott Lowber, PHR
President
4-Star Trailers Inc.
324-7827

Lisa Fleming, SPHR
Vice President
Coppermark Bank
lfleming@coppermarkbank.com
945-8100

Stacey Scott, PHR
Past President/Treasurer
Maschino Hudelson & Associates
359-0594

Jeremy Hornbuckle, PHR
VP Programs
Seagate 324-3042

Lynette Parmley
VP Legislative Affairs
C.L. Frates and Company
290-5761

Melanie Thompson Stillinger
VP Membership
Manpower 949-1414

Cooper Johnson
VP Sponsorship
Maschino Hudelson &
Associates 359-0594

Gayle L. Barrett
General Counsel
Crowe & Dunlevy
235-7700

Susan Leonard
VP Public Relations
Jacobi Kelley Search
917-1773

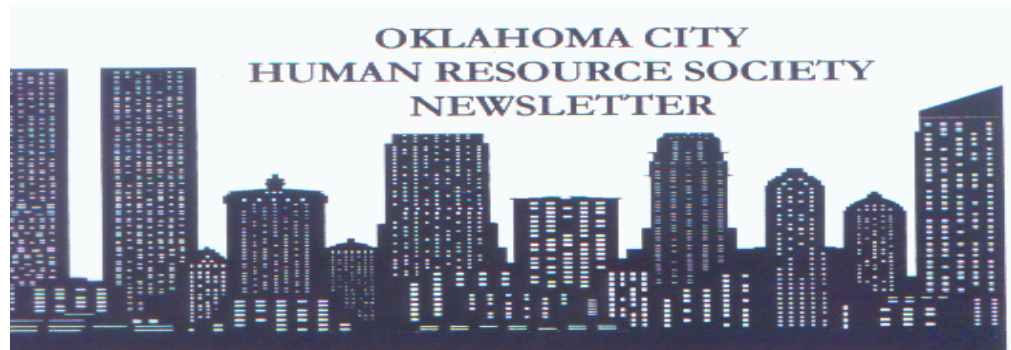
Michelle Gibson, PHR
VP Community Services
Pinnacle BSI 841-6730

Stephany Wade-Tate, SPHR
VP Professional
Development/Certification
Chickasaw Nation Industries
767-8900

Kathleen Norman, SPHR
VP Diversity
The CIT Group 945-1479

Joy Pollock, PHR
VP Member Services
Hudiburg Auto Group
737-6641

Jamie Schuman
President, UCO HR Society
jschuman@ucok.edu
613-3304



Don't forget No May Meeting! June OCHRS 2006 Meeting

Topic:

**Becoming a "Mediating" Organization:
Transforming Conflict into Productivity**

Speaker:

Gayla R. Sherry

Date:

Thursday, June 22, 2006

Place

Embassy Suites Hotels
1815 South Meridian
Oklahoma City, OK 73108

Time:

11:30 a.m.

Cost:

\$18 for members
\$25 for non-members
\$9 member-student

***PAY & REGISTER ON-LINE or PAY AT MEETING
Must RSVP by Monday, June, 19th, 12:00 P.M.***

SPONSOR:



About Gayla R. Sherry...

With a reputation as a highly skilled consultant, trainer and facilitator, Gayla Sherry brings knowledge and warmth to client projects. One participant describes his experience in one of Gayla's seminars: "Gayla was very knowledgeable and responsive to all the concerns and questions we had. Equally impressive was her ability to connect with participants as a very warm and sincere facilitator."



Gayla owns an Oklahoma City-based consulting firm, which was established in 1995. The firm specializes in human resources consulting, organizational development, facilitation, training and workplace mediation. All projects are based upon a mutual agreement of the client's needs. As a result of Gayla's business and consulting experience, she is skilled in working with a wide range of clients, including nonprofit organizations, financial services organizations, small businesses, corporations and government agencies. Previous and current clients include: General Motors Corporation, BancFirst Corporation, The Salvation Army, Superior Financial Corporation, the Oklahoma Department of Human Services and Planned Parenthood Federation of America.

Gayla's career has spanned 30 years in human resource management, marketing, customer service and bank operations. Her business experience includes staff positions at General Electric Credit Corporation and senior management positions with the former Liberty National Bank in Oklahoma City and the Federal Reserve Bank of Kansas City, Oklahoma City Branch.

In addition to owning her consulting firm, Gayla is a member of the senior faculty of The University of Phoenix for the Oklahoma City and Online campuses. She participates as a content expert to advise the University of Phoenix regarding the Human Resources curriculum. She is a regular columnist for *The Oklahoma Banker*, and is an expert guru with Bankers Online, a nationwide, web-based information and education service.

In 2003, Gayla was recognized as a Certified Consultant in Workplace Conflict and a Certified Mediator in Workplace and Community Mediation by Mediation Training Institute. She is a member of the Society for Human Resources Management and The Institute of Management Consultants. Gayla is accredited as a Senior Human Resource Professional (SPHR) by the National Society of Human Resources Management and as a Certified Management Consultant (CMC) by the Institute of Management Consultants. Gayla is a frequently requested speaker by professional organizations for conferences, luncheons and dinner meetings.

Gayla holds an MBA and a BBA from the University of Central Oklahoma. She is an honors graduate of the Graduate School of Banking at the University of Colorado at Boulder.

**Gayle L. Barrett
Crowe & Dunlevy, P.C.
OCHRS General Counsel**

**WHAT YOU KNOW CAN HURT YOU —
DON'T STICK YOUR HEAD IN THE SAND**

A recent case out of New Jersey is a warning to employers who have knowledge of an employee's illegal use of the company's computer but fail to take action.

Facts of the Case

A law enforcement search of an employee's company computer found that the employee had stored and transmitted nude pictures of under age girls, including pornographic images of his 10 year old stepdaughter, on the company computer. A check of the employee's web viewing history also revealed visits to pornographic sites. The company was sued by the stepdaughter's mother for negligence. The mother claimed that the company had a duty to report its employee's criminal activity committed on its property during work hours and because it failed to do so, the employee was able to continue molesting his stepdaughter. Although the employer did not know the breadth of criminal activity on the part of the employee, it did know that he visited pornographic websites. In fact, it had counseled him not to do that.

The court ruled that a jury could conclude that if the company had properly investigated its employee's use of the company computer it would have gained an understanding of the extent of the employee's criminal activity. And, that once the company was aware of the extent of the employee's criminal activity, it would have had an obligation to report the employee to law enforcement officials, thus minimizing the likelihood of harm to the stepdaughter.

Practical Pointers

Employers should take specific steps to avoid a similar conclusion by an Oklahoma court. Employers should, with the advice of their attorney, create or revise, and distribute, internet and e-mail policies that among other things; 1) clearly communicates that the electronic communications systems belong to the employer, not the employee; 2) eliminates any expectation of privacy; 3) clearly prohibits the use of the employer's property for any personal or criminal activity; and 4) defines a clear disciplinary policy for breach of the rules. Employers should also periodically monitor internet activities to determine whether an employee's use of the computers, website visits, or e-mail patterns create unlawful activity or other violations of the company policy. If the monitoring discloses criminal or other inappropriate use of company property, the employer should act appropriately with discipline, or in the appropriate situation, report criminal activity to the appropriate legal authorities. All employers should confer with their legal counsel not only in the development or revision of an e-mail policy, but prior to taking any action against an employee for violation of the company's policy or the law.

This article is intended to advise OCHRS members regarding legal developments of which they should be aware. It does not constitute legal advice and should not be used to resolve legal questions. Readers should contact their employment counsel with regard to specific factual situations before acting with regard to the subject matter of this article.

Fred's Catering

(405) 341-3639

Visit us at: fredscatering.com

- ✓ All You Can Eat
- ✓ Free Delivery (Limited Area)
- ✓ 24 Years in Business



Choices of 3 Meats:

- Beef (Brisket)
- Smoked Ham (95% Fat Free)
- Smoked Polish Sausage
- Chopped Pork
- Smoked Turkey Breast (96% Fat Free)
- Italian Chicken Breast
- Smoked Chicken
- Chicken with Mushroom Sauce

Price:

50 — 200 persons\$6.50 per person
201— 3000 persons \$6 per person

Choices of 3 Side Dishes:

- Tossed Salad
- Cole Slaw
- Green Bean
- BBQ Bean
- Corn or Corn on the Cob
- Macaroni & Cheese
- Macaroni Salad
- Potato Salad
- AU Gratin Potatoes
- Baked Potatoes
- Mashed Potatoes & Gravy
- Raisin Rice

Other services:

- Traditional Menu
- Dessert Menu
- On site grilling: Hamburgers, Hot Dogs & Relish. \$4.99 per person

From the President:

Scott Lowber, PHR



I am pleased to inform you that OCHRS has been awarded the 2005 Superior Merit Award. This award recognizes excellence in chapter operations and a commitment to providing meaningful programs and services to our members.

By achieving this award, OCHRS distinguishes itself as an outstanding organization dedicated to serving the needs of our members and to the advancement of the human resource management profession.

This is a great achievement for our chapter and we will continue to work hard to bring the OCHRS membership meaningful educational programs.

Membership

If you have not renewed your membership for 2006, please take a moment this week to do this. If we do not receive it soon, you will be removed from the roster. The membership renewal form is available on our [website](#). If you have questions about membership, you may contact me by phone or email. Thanks to all who have already renewed for 2006!

Melanie Thompson Stilling
Vice President, Membership
949-1414 or melanie.thompson@na.manpower.com

ALSO.....

Welcome New Members

- **Linda Snodgrass, Account Executive, MTM Recognition/Midwest Trophy**
- **Chade Nash, Client Services Consultant, Right Management Consultants**
- **Sabra Meyer, HR Assistant, Crowe & Dunlevy**
- **Jessica Miller, Director-Human Resources, United Petroleum Transports**
- **Cynthia Waisner, Managing Partner, Catalyst Consulting Partners, LLC**
- **Tara Hart, HR Assistant, Oklahoma Foundation for Medical Quality, Inc.**
- **Leslie Farha, SPHR, Human Resources Manager, Ben E Keith Foods**
- **Kevin Maxwell, OG&E**

“UCO Honors Human Resource Society”

**By
Pamela Mullins**

The UCO Human Resource Society was honored at UCO's annual banquet April 14th with the UCO's Most Outstanding Organization for Community Service and Philanthropy Award. At the ceremony, our sponsor Professor Lee Tyner was there to accept the award along with this year's president, Jamie Schuman, and the Vice President of Merit Awards, Sheri McGuire (pictured below). This year the UCO HR Society has gone above and beyond to serve the Edmond Community. Our club has made numerous donations to the National Society for Human Resource Management (SHRM), Hurricane Katrina Fund, UCO Career Services, and Edmond Hope Center. The HR Society at UCO has committed to their mission to help students at the University of Central Oklahoma learn about the field of human resource management and to enhance their effectiveness in their work, particularly if they intend to pursue a career focused on human resource management. Along with giving every student here at UCO the opportunities to internship and mentor with local professionals, we have also offered two scholarships to students. Last Christmas many of the officers volunteered to sponsor ten underprivileged children at UCO's Annual Children's Christmas Party. Also, this spring the club presented a resume workshop to the Mustang High School DECA program. One of our greatest achievements is donating the funds to repaint Edmond's water tower near campus, which includes a picture of UCO's mascot, the broncho. All of our members and officers have worked extremely hard to qualify for this award and we were very pleased to be recognized. The UCO Human Resource Society would like to thank our sponsor, Mr. Lee Tyner. He has guided us throughout the year with his time, advice, and leadership. Also, we would like to thank the Oklahoma City Human Resource Society for all of their support.



SPONSOR OPPORTUNITIES

2006 OKLAHOMA HUMAN RESOURCE STATE CONFERENCE AND EXPO

If your organization would like to be a **sponsor** of the 2006 Oklahoma Human Resource State Conference and Expo, please contact Brian Kirtley, (405) 521-2541. To be an **exhibitor** at the Conference, please contact Tory Santille, (405) 321-1555. Sponsorship forms and Exhibitor forms are available for download from www.okhr2006.org.



OCHRS
P O Box 30993
Midwest City, OK 73140-3993
Tel: 706-6499
[**hr@4startrailers.com**](mailto:hr@4startrailers.com)

AFFILIATE OF



SOCIETY FOR
HUMAN
RESOURCE
MANAGEMENT

