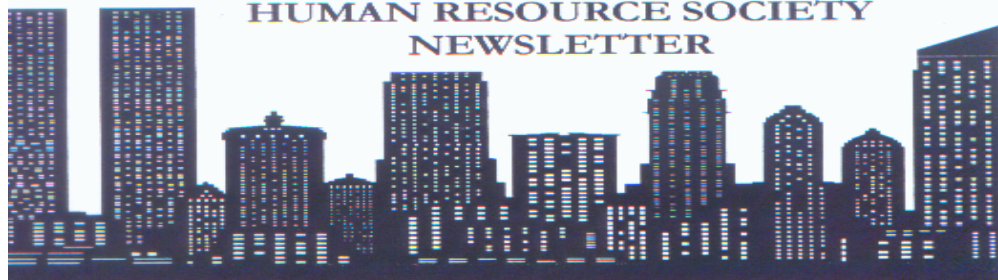


OKLAHOMA CITY
HUMAN RESOURCE SOCIETY
NEWSLETTER



March OCHRS 2008 Meeting

Topic:

Three Fears of Human Resources

Meeting Agenda:

11:15 – 11:30 Registration

11:30 – 12:00 Chapter News and Lunch

12:00 – 1:00 Entertainment

Presented by:

David Cobb

Date: Thursday, March 27, 2008

Place: Francis Tuttle Tech. Center
Reno Campus
7301 West Reno Ave.
Oklahoma City, OK 73127

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

SPONSORED BY:



2008 OCHRS Officers

Kathleen R. Lyons SPHR
President
The CIT Group, Inc.
945-1479

Scott Lowber, PHR
Past President /Treasurer
Chesapeake Energy.
227-8988

Lisa Fleming, SPHR
Vice President Workforce Readiness
Metavante Corporation
728-1534

Joy Pollock, MBA, PHR
Vice President Programs
CIT 945-1418

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

Melanie Thompson Stillinger
Vice President Membership
Director of Sales
HLP Solutions 286-6444

Cooper Johnson
Vice President Sponsorship
Maschino Hudelson &
Associates 359-0594

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

Janet Fisher
Vice Pres. Public Relations
Capital Distributing
521-1511

Lindsey Nichols
Vice Pres. Community Services
Nextep, Inc 292-1428

Stephany Wade-Tate, SPHR
VP Prof. Development/
Certification Chair
Chickasaw Nation Industries
253-8200

Bradley Davidson SPHR
Vice President Diversity
The Hartford 621-5011

Michelle Gibson SPHR
Vice Pres. Member Services
Pinnacle Business Solutions Inc
841-6730

Sharon Fulton
Chapter Administrator
sharonfulton@airosurf.com
706-6499

Letter from the President

Greetings OCHRS Members,

March is really a great time of year. We have passed the initial rush to get the year started in the right direction. It is now a time to anticipate spring and that brings hopeful thoughts into my mind. Hope springs eternal, right? As busy as the year always seems to be, it is good to plan ahead to make sure that we are continuously learning and building our personal bank of knowledge, skills and abilities. Sometimes, it can only be an hour, so what can we do in an hour?

One area many of us miss is the opportunity to participate in the SHRM webcasts. I have included a list of the new topics that are listed on the SHRM website for March below:

The Best Practices in Online Recruiting

Speaker: Peter Weddle, WEDDLE's LLC

Webcast sponsor: **Yahoo!HotJobs**

March 4, 2008, 2-3 p.m. ET

Workers' Compensation: Practical Overview and Recent Developments

Speaker: Dr. Richard Victor, Workers Compensation Research Institute

March 12, 2008, 2-3 p.m. ET

Are Your I-9s Up To Date?

Speaker: David Goldman, Littler Mendelsen Learning Group

March 25, 2008, 2-3 p.m. ET

A Guide to Wage and Hour Compliance in 2008

Speakers: Tammy McCutcheon and Lisa Schreter, Littler Mendelsen

March 27, 2008, 2-3 p.m. ET

In addition, there is actually a library of webcasts available for so many different areas of Human Resources that you can view whenever you want. And, more importantly, you are able to use these towards your PHR/SPHR recertification credits. Once again, a free, value added benefit to your SHRM membership that can be utilized in only one hour.

Please join many of our members in planning to attend the Oklahoma Human Resources Conference in Tulsa this year on April 16-18. "Spice It Up" is the theme and it really does sound like it is going to be a fun, interactive event. While this event can increase your knowledge, provide additional recertification credits and networking opportunities, it actually supports our local OCHRS chapter. We receive a portion of the profit based on the number of OCHRS participants who attend. Thank you for all of your support!

Sincerely,

Kathleen Lyons, SPHR
OCHRS President 2008-2009



The SHRM Foundation Regional Scholarship Program will award a total of \$100,000 to working SHRM members this year. We would like to acknowledge the generous support of the J. J. Keller Foundation in underwriting this program for 2008.

Please publicize these scholarships to your members and encourage them to apply. A printable [scholarship flier](#) is available online. You may also request a supply of printed scholarship brochures from Sandi Peyton at speyton@shrm.org.

The awards program is designed to assist HR professionals in meeting their career goals. Individuals may apply for either a \$1375 education scholarship or a \$750 certification scholarship. A total of 100 scholarships will be awarded.

Application Deadline: July 15, 2008

Eligibility: National SHRM professional, general and associate members pursuing a college degree or working towards PHR, SPHR, GPHR or California certification are eligible to apply. SHRM student members and local-only members are not eligible for these awards. Chapters and state councils may also apply for scholarship funds to support certification training programs.

Awards: 60 certification scholarships of \$750 each and 40 academic scholarships of \$1375 each will be awarded. Applications will be judged in the following five groups:

- Northeast Region
- Southeast Region (includes former Caribbean Atlantic Region)
- North Central Region
- Southwest Central Region
- Pacific West Region (includes former Asia Pacific Region)

Each region has a total of \$20,000 to distribute which guarantees that there will be 20 scholarship winners (12 certification awards and 8 academic awards) in each group.

How to Apply: Visit [Regional Scholarship Program](#) to print out an application or learn more about the scholarships.

We appreciate your assistance in publicizing these scholarship opportunities to your members. Thank you!

Beth M. McFarland, CAE
Manager, Special Projects; SHRM Foundation

You are receiving this message because you are listed as a SHRM volunteer leader.

PRIVACY STATEMENT: SHRM member e-mail addresses are confidential. SHRM and the SHRM Foundation do not sell these addresses or furnish them to advertisers or sponsors. The SHRM Foundation is a 501(c)3 affiliate of the Society for Human Resource Management. Contributions to

the Foundation are tax-deductible. For more information visit www.shrm.org/foundation. SHRM Foundation, 1800 Duke Street, Alexandria, VA 22314.



MTM RECOGNITION®

Those Who Succeed Deserve Their Time in the Spotlight

MTM Recognition is *The One* company that offers a complete Strategic Recognition™ solution. Your organization can experience a positive impact where key behaviors are recognized, reinforced and repeated.

See us today for your recognition needs. Our Corporate Headquarters and First Impressions Room are based right here in your neighborhood.

MTM RECOGNITION
*the corporate recognition
division of Midwest Trophy*

405-609-6900
3201 SE 29th Street
Oklahoma City, OK 73115

www.mtmrecognition.com

Recognition...lifts the human spirit®

College Relations Update

State HR Games Competition

Three students from the University of Central Oklahoma competed in the first annual Oklahoma HR Games State Competition.



Pictured above from left to right (Pradhan Manohar, Jennifer Harper, Megan Metzler, Dr. Renee Warning)

The team finished in second place.

Upcoming UCO HR Society Meetings

March 25 – 2:00pm

April 17 – 4:00pm

April 29 – 2:00pm

All meetings are held on the UCO campus in the business building. They are always looking for speakers for their meetings. If you are interested and available to speak, please contact them at uco_hrsociety@yahoo.com

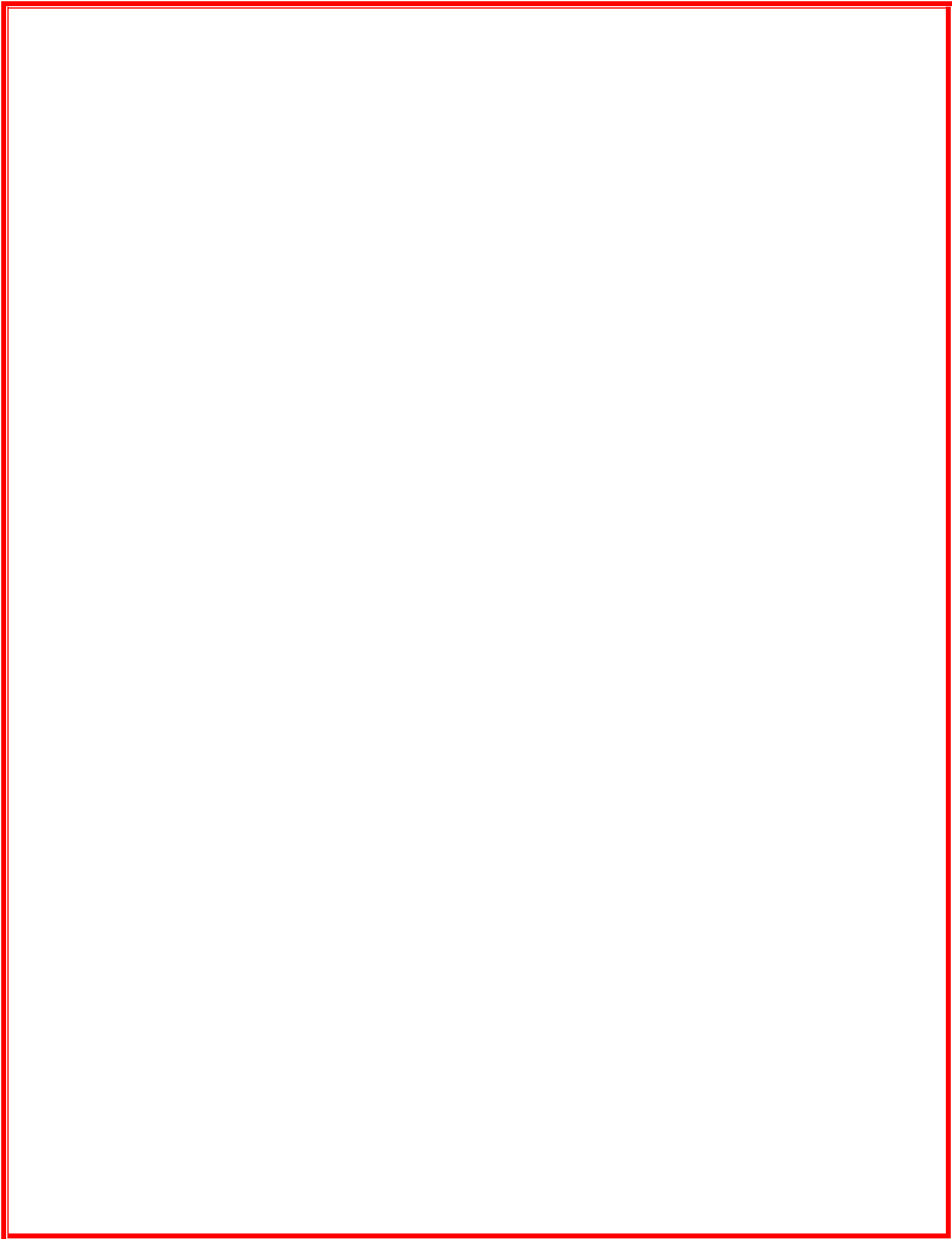
OCHRS is the professional sponsoring chapter for the UCO HR Society. If your company is interested in finding a Human Resources Intern, please contact us.

VP Community Services, OCHRS

Lindsey Nichols, PHR

E-Mail: lnichols@nextep.com

Phone: 405.928.2325





What: “JA in a Day” is a special Junior Achievement delivery method that facilitates the partnership between a business and an elementary school. Like all JA programs, business volunteers involved in this program help to educate and inspire youth about free enterprise, business, and economics.

“JA in a Day” is different from other JA programs only in that the entire JA elementary school program is covered in the course of one day in the school. At the end of the school day, the students will have completed all 5 JA lessons and will have earned their JA certificate. Normally, this process would take 5 weeks to complete. Classes can be conducted at any grade level, Kindergarten through 6th grade. At least two grade levels must be included or a minimum of 8 classes must be included for JA to facilitate this delivery method.

Why: A company’s volunteers have an opportunity to be role models and to teach some important business ideas that will help the children progress as future members of the workforce.

“JA in a Day” takes only one workday of the volunteer’s time, rather than the 5 one hour visits usually used over 5 weeks to complete an elementary school program.

Where: A company may have an opportunity to choose from among several identified schools. “JA in a Day” is only conducive to an elementary school setting because these students do not change classrooms during the normal school day.

JA’s Responsibilities: JA staff will work with the company to: identify a school, schedule a date, match volunteers with classes and train volunteers about their respective programs. In addition, JA staff will help identify a contingency plan that will work best within their organization.

Staff will also work with the identified school to: coordinate the date for the program, arrange a teaching schedule for the day, train teachers, and arrange for appropriate school accommodations for volunteers during the day of the program.

A JA staff member will be present at the school the entire day of the scheduled event.

Company’s Responsibilities: The Company will identify a Volunteer Coordinator to recruit and sign up volunteers, maintain communication with JA staff, schedule a volunteer training session, and make arrangements for transportation and lunch on the day of the event. The Volunteer Coordinator will also adequately communicate to the volunteers the importance of attending the “JA in a Day” program for which they have registered.

Cont.

The Volunteer Coordinator will develop a plan for covering all classes scheduled and matched with a volunteer

** One suggestion is that the Volunteer Coordinator recruits several “teams” of volunteers who will team-teach on the day of the program. This will also provide a pool from which to draw if some volunteers have to cancel.

** Another suggestion is that each volunteer identify a “buddy” who can cover for him/her if the volunteer has a sudden change of plans that day.

School’s Responsibilities: The school will identify a liaison to work with JA staff. The liaison will: facilitate teacher requests, maintain communication with JA staff, schedule with JA staff a teacher training, and arrange for appropriate classroom and break room accommodations for the volunteers. The liaison will also ensure that the principal supports the event.

Sample “JA in a Day:” The following is a sample schedule for this unique JA program. The times will vary, depending on the school’s hours and any allowances for special classes (i.e. art, music) students may have scheduled during the day. Final agenda will be provided once agreed with the school.

- 9:15-9:40 Sign in at office and set-up room
- 9:45-10:30 1st Lesson
- 10:30-10:40 Break
- 10:40-11:25 2nd Lesson
- 11:25-12:15 Lunch
- 12:15-1:00 3rd Lesson
- 1:00-1:10 Break
- 1:10-1:55 4th Lesson
- 1:55-2:05 Break
- 2:05-2:45 5th Lesson

Further Information: Please call the Junior Achievement of Greater Oklahoma City, Inc. office at 405-235-3399.



JAIAD Spring 2008 (OKCPS)

| <u>School</u> | <u>Date</u> | <u>Volunteers Needed</u> |
|---|-------------|--------------------------|
| Chisolm Elementary 2300 E. 33 rd Street Edmond, OK (East Edmond) | April 24 | 23 |
| Clegern Elementary 601 S. Jackson Street Edmond, OK (East Edmond) | April 30 | 12 |
| Overholser Elementary 7900 NW 36 th Bethany, OK (Far West OKC) | May 2 | 8 |
| Rockwood Elementary 3101 SW 24 th Oklahoma City, OK (Southwest OKC) | May 7 | 16 |
| Horace Mann 1105 NW 45 th Street Oklahoma City, OK (Central OKC) | May 13 | 17 |
| Hayes Elementary 6900 S. Byers Oklahoma City, OK (South OKC) | May 16 | 15 |

If you are interested in participating, please contact:

Paula McDade

Phone: 405.235.3399

E-Mail: pmcdade@jaokc.org

W o r k f o r c e R e a d i n g s s

How You Can Make An Impact!

Your involvement is needed to help prepare the future workforce through **Job Shadow**, a yearlong national effort to enrich the lives of students by acquainting them with the world of work through on-the-job experiences and a carefully crafted school curriculum that ties academics to the workplace. The effort helps young people understand how what they learn in the classroom leads to success in the workplace. It is an academically motivating activity designed to give kids the unique opportunity of an up-close look at the world of work and provide the answer to the commonly asked question, "Why do I have to learn this?"

Beginning with a nationwide kickoff on Friday, February 1, 2008, and continuing throughout the school year, students across America will "shadow" workplace mentors as they go through a normal day on the job. The program invites students to see firsthand how the skills learned in school relate to the workplace. The benefits for the participating employers are many – so why should you get involved?

- To proactively prepare the workforce of tomorrow
- Show students career possibilities in different industries
- Demonstrate a tangible commitment to supporting and improving the community
- Create a feeling of personal satisfaction that comes from mentoring a young person
- Promote potential long-term mentoring relationships

Job Shadow 2008 is led by the National Job Shadow Coalition and is a coordinated effort of Junior Achievement, America's Promise, DOL, US Dept of Education with national partners such as SHRM, Cisco Systems and the Association for Career and Technical Education. For more information and to learn how you can participate, visit www.jobshado.org

TAKE YOUR DAUGHTERS AND SONS TO WORK DAY

Designed to be more than a career day, the Take Our Daughters And Sons To Work[®] program goes beyond the average "shadow" an adult. Exposing girls and boys to what a parent or mentor in their lives do during the work day is important, but showing them the value of their education, helping them discover the power and possibilities associated with a balanced work and family life, providing them an opportunity to share how they envision the future and begin steps toward their end goals in a hands-on and interactive environment is key to their achieving success.

The national date for the Take Our Daughters and Sons to Work program is on the fourth Thursday in April. Save the Date – the 2008 program will be on Thursday, April 24th. For more information, materials, and ideas on how to plan this special day in your workplace, go to <http://www.daughtersandsonstowork.org>



Membership Corner

Please welcome our new members who joined in January 2008:

- Connie Newport – Oklahoma Medical Research Foundation
- Dionda Browder – Metro Transit
- Matt Thompson – Love’s Travel Stops
- Theresa Ewing – Norman Regional Health Systems
- Tisha McCourry – CompOne Services
- Terri VanHooser – The Journal Record
- Christine Cave – Meyer Cave PLLC
- Sarah Chessmore – Fife Corporation
- Richard Bottner – Intern Bridge, Inc.
- Louis Delaney – Stinger Well Head Protection, Inc.
- Megan Metzler – University of Central Oklahoma Student
- Theresa Stewart – Chaparral Energy
- Bonnee Johnson – SWJ
- Melanie Maree – University of Central Oklahoma
- Bryan McGaha – Love’s Travel Stops

Would you like the opportunity to get to know your fellow members? We are seeking **VOLUNTEERS FOR MEMBER REGISTRATION**. If you are interested in helping during our busy meeting registration on a regular or occasional basis, please contact: Melanie.thompson@hlpolutions.com. Thank you for your support!

REMINDER: 2008 OCHRS Membership Renewals were due 1/31/08. If you have not renewed your chapter membership for 2008, please visit our website to renew.

The new dues for 2008:

- Member Renewal Fee (SHRM Member): \$50.00
- Affiliate Renewal Fee (Non-SHRM Member): \$125.00

Each member should have received an emailed invitation to renew your OCHRS membership. Each member or new member has the opportunity to pay online with a variety of payment options. This format takes the place of paper invoices mailed in the past. Memberships are renewable each January.



Membership Corner

CONGRATULATIONS TO OUR MEMBERS

Our SHRM chapter has achieved Membership Superstar Status for the Southwest Central Region. We have been recognized for achieving 14.3% growth during 2007. Thank you for supporting our chapter and inviting your friends and associates!

Membership Certificates

This year we are adding another service for our chapter members. We will be creating personalized membership certificates which will be distributed at our chapter meetings and by mail. Look for more information soon.

For more information or questions regarding membership or membership status, please contact:

Melanie Thompson Stillinger, VP of Membership –
(405) 286-6444
melanie.thompson@hlp solutions.com.

Michelle Gibson, VP of Member Services –
(405) 841-6730
mjgibson@pinnaclebsi.com

Sharon Fulton, Chapter Administrator – (405) 706-6499
sharonfulton@airosurf.com

PHR/SPHR Certification

OCHRS is proud to report that of our 276 members we currently have 132 that have earned the PHR or SPHR designation. That is more than 47%! The State HR Council is currently offering a cash reward of \$375 to be presented at this year's State Conference along with a plaque to be given to the Oklahoma Chapter that has the highest percentage of certified members. The award is to be used to support local chapter certification initiatives and we have our fingers crossed that OCHRS will be the recipient this year. The spring Certification Prep Course kicks off March 24th and is filling up quickly. The spring exam window will be from May 1 – June 30th. The regular deadline date for the May/June testing window is approaching quickly. In order to avoid the \$50 late fee, your application must be submitted before March 14, 2008. Applications received after this time but prior to the late deadline date of 4/18/08 will be charged the \$50 late fee. Please feel free to contact stephany.wade.tate@chickasaw.com if you have any questions about the class, certification study groups or the certification process itself.

And the Winners are...

At our Feb28th OCHRS Meeting we gave out two \$100 discounts to OCHRS members towards the State HR Conference which will be held in Tulsa, April 16-18. We are going to give out two more at our March meeting so plan on joining us for a chance to win \$100 towards your registration.

The February winners for \$100 towards their registration:

Christine Cave – MeyerCave PLLC
Adam Harper – Grant Thornton LLP

Congratulations!



SHRM®



**SUPERIOR
MERIT
AWARD
CHAPTER**

2006

OCHRS

P O Box 271875

Oklahoma City, OK 73137

Tel: 706-6499

Kathleen.Lyons@cit.com

AFFILIATE OF



SOCIETY FOR

HUMAN

RESOURCE

MANAGEMENT