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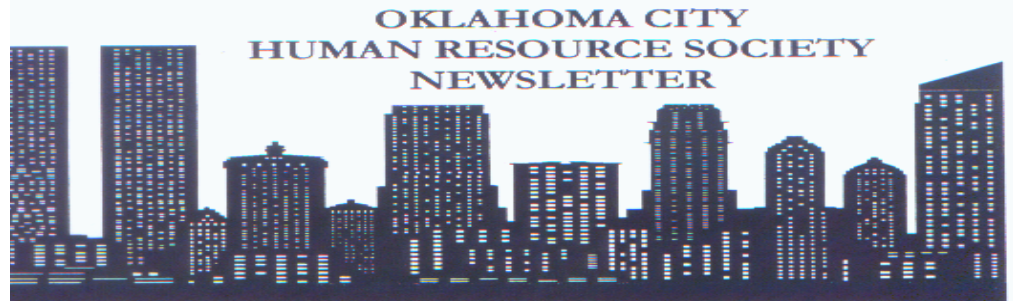
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May OCHRS 2007 Meeting

General Meeting Topic:

Conflict Resolution Strategies and Tactics

Meeting Agenda:

11:15 – 11:30 Registration

11:30 – 12:00 Chapter News and Lunch

12:00 – 1:00 Program

Speaker:

Nathan B. Mellor

Date: Thursday, May 24, 2007

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



Nathan B. Mellor

Nathan Mellor is the Executive Director of the Academy of Leadership and Liberty and an Assistant Professor of Leadership at Oklahoma Christian University (OC) located in Edmond, Oklahoma.

Mr. Mellor holds the Bachelor of Arts (1995) and the Master of Education (1997) degrees from Harding University, located in Searcy, Arkansas. He earned the Master of Dispute Resolution (2005) degree from Pepperdine University School of Law, located in Malibu, California and is scheduled to graduate in June 2007 with the Doctor of Education in Organizational Leadership degree from Pepperdine University Graduate School of Education and Psychology.

Prior to joining the faculty of OC, Mellor was the Assistant Director of the prestigious Straus Institute for Dispute Resolution at the Pepperdine University School of Law. The Straus Institute is currently ranked by *U.S. News and World Report* as the number one Dispute Resolution program in America.

As a professional consultant and trainer, Mellor has collaborated with organizations throughout America on the topics of leadership, ethics and dispute resolution. He has worked with organizations in nineteen states and his most recent clients have included: Bechtel National, California State University, Chico County Courts, the Department of Energy, the International Brotherhood of Electrical Workers, International Association of Heat and Frost Insulators and Asbestos Workers, Lexis-Nexus and Nationwide Insurance.

Mr. Mellor is a member of the Association for Conflict Resolution, the American Bar Association/Dispute Resolution Division and the American Society for Training and Development. He has participated in non-academic training programs in negotiation and managing workplace disputes at the Program on Negotiation at the Harvard School of Law and is a licensed Church Health Consultant.

Nathan and his wife Christie moved to Oklahoma in the summer of 2006 and have two young daughters, Annalise and Arden.

Contact Information:

Oklahoma Christian University
Nathan Mellor
Box 11000
Oklahoma City, OK
73136-1100

e-mail – nathan.mellor@oc.edu
phone – 405.425.5563

LETTER FROM THE PRESIDENT

Thank you! I feel the need to say that to all the board of directors for doing such a great job. I know their hard work before, during and after the meetings is one of the reasons the meeting attendance is growing each month. Our goal is to provide an excellent learning experience for our members and I think we are accomplishing that. We have some really great programs scheduled for May, June and July. Below is a preview of these meetings so that you can plan ahead. As always you may register online via the OCHRS website at www.OCHRS.org.

Our May meeting will feature Nathan Mellor who will speak about conflict resolution. Mr. Mellor is the Executive Director of the Academy of Leadership and Liberty and an Assistant Professor of Leadership at Oklahoma Christian University (OC) located in Edmond, Oklahoma.

Our June meeting will be a very exciting meeting. Our speaker will be Dr. Price Pritchett. Dr. Pritchett is a best selling author on change management and is known internationally as one of the clearest and most authoritative voices on mergers, corporate culture, and organizational change. We are very proud and excited to have Dr. Pritchett speak at our June meeting.

The July meeting will feature Troy Evens an ex-con who was in prison for 13 years. Facing the obstacles, pressures and violence of prison life, Evans was determined that his time behind bars would not be wasted. He chose Education as his saving grace. Since his release, Evans has taken the Corporate, Association and Education speaking platforms by storm. Audiences are stunned by his endurance, accomplishments and remarkable personal transformation. With straightforward, real life examples, Evans shows how the keys to his success in prison are the keys to his success today, and how these lessons can be applied to escaping the “prisons within ourselves”. He renews an appreciation for what is really important in all of our lives and motivates each and every person to overcome adversity, adapt to change, and to realize their full potential.

I know you will get a lot out of these meetings so plan ahead to attend.

Scott Lowber, PHR
President, OCHRS

WELCOME

Hi, I'm Sharon Fulton, the new Chapter Administrator for this organization. I've been out of the professional workforce for the last six years. Prior to becoming a full-time Mom, I worked 15 years in the staffing industry—12 years in sales with Olsten and 3 years in placement and management with Norrell.

On a personal note, I'm a born and raised Okie! My husband, Bill, and I are both OSU grads and recently celebrated 26 years of marriage! We have a very precocious 9-year-old daughter, Cassie, who keeps us busy. We recently built a home in Edmond (never again!) after living 21 years in the country near Luther. Our family loves to escape to the lake to rest, relax, play, ski and fish. I also enjoy reading, gardening, hiking and tennis.

I've enjoyed seeing quite a few clients/friends from my past and am looking forward to meeting everyone else currently involved in this wonderful organization.

Please let me know if I can be of assistance.

*Sharon Fulton
Chapter Administrator
Oklahoma City Human Resource Society
405.706.6499
sharonfulton@airosurf.com*





OCHRS Membership Renewal

Attention: All OCHRS Members – Membership Renewal Reminder

We appreciate your participation and support of our SHRM chapter. Our chapter has experienced fantastic growth this year and has had record meeting attendance. Many of our members participated in the recent Oklahoma State HR Conference in downtown OKC. In January, we sent out a Membership Renewal Notification by email. This email format takes the place of paper invoices that you may have received in past years. We have made it possible for you to renew your membership quickly and efficiently through our online software and credit card payment.

Thus far, we have a large percentage of members who currently have NOT renewed their membership for 2007. If you have not renewed your membership, we urge you to do that today. We are currently updating our membership database and don't want you to miss any important communication about our chapter and events. If you have questions about membership or about our chapter, please feel free to contact me or our Chapter Administrator, Sharon Fulton at 706-6499 or sharonfulton@airosurf.com.

We look forward to seeing you at our May meeting.

Melanie Thompson Stillinger
Vice President, Membership
405-286-6444
Melanie.thompson@hpsolutions.com

WHERE

Oklahoma City Human Resource Society
PO Box 271875
Oklahoma City, OK 73137
USA

FEE

Event Registration

Affiliate Member (Non-SHRM)	\$100.00
SHRM Member	\$35.00
Student	\$25.00



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Good News for OCHRS Certification Program

We have received an award from SHRM for the Oklahoma State University sponsored Certification Prep program for 100% pass rate for SHRM for the May/June 2006 session as well as an additional award for doubling our enrollment. Congratulations to all on a job well done!

PHR and SPHR Certification and Recertification Frequently Asked Question's

Should I take the PHR or SPHR Exam? Those interested in sitting for the PHR, SPHR or GPHR exams must have at least two years of exempt-level HR experience. PHR candidates should have between 2-4 years exempt level experience with a focus on implementation of HR programs implementing programs at a general level. SPHR candidates should have ultimate accountability for HR programs, designing and developing HR initiatives and broad planning responsibilities. SPHR candidates should also have a higher level of business acumen including managing relationships, partnerships and negotiations across their organization.

How many people sit for the exam during a test window period? The exam is offered twice during the year; during May-June and again from December-January. For the May/June 2007 exam window 12,681 HR practitioners have registered nation wide for the May/June 2007 test window period. Interestingly, about 50% of those test takers will actually sit for the exam during the last two weeks of the exam window (the last two weeks of June).

Are applications really audited? Yes, about 2% of the total number of applications submitted are audited. Approximately 10% of those audited are not eligible to sit for the exam (typically because they do not have two years exempt level experience).

Who do I contact if I have additional questions? Additional information is available at www.hrci.org. You may also contact Stephany.wade.tate@chickasaw.net for assistance.



DIVERSITY FOCUS

Dear Fellow OCHRS Members:

In this month's "Diversity Focus", I am sharing the article "Outcomes of Diversity Initiatives" which focuses on the outcomes that can be achieved through diversity initiatives and the connection between workplace diversity and organizational goals. Again, for the sake of space, I have edited this article; however if you would like to read the article in its entirety, you can access it at www.shrm.org/diversity.

Have a good month!

Bradley Davidson, SPHR
Vice President, Diversity

OUTCOMES OF DIVERSITY INITIATIVES

Workplace Diversity Series Part II

By Nancy R. Lockwood, SPHR, GPHR, HR Content Expert

Introduction

"The most innovative, profitable organizations are filled with people who express a wide variety of worldviews, values, customs, norms and styles in an increasingly diverse and global marketplace." In an increasingly diverse marketplace, diversity management is becoming an organizational strategy for competitive advantage. HR is instrumental in helping companies better understand the types of outcomes that can be achieved from diversity initiatives, the benefits for the organization and the connection between diversity management goals and organizational performance.

Diversity Concepts

The facets of diversity touch both personal and organizational lives. Not only is diversity a business strategy, it is a way of life, a value, a belief and is reflected in everyday behavior. By respecting people who are different than us and being willing to understand how those from other backgrounds see the world, new concepts open up. Yet there is no best way to be successful in the workplace. Concept such as differing personal styles, different approaches to life and work, and personal styles that reflect personal traits and cultural norms allow us to see the world differently, find new ways to do and accomplish, relate and be productive. For example, the substance of performance (e.g., through relationship-building, goal achievement) matters more than an individual's style, and it contributes to the organization's business goals and objectives.

Connecting Diversity Programs With Organizational Goals

Determining the outcome of diversity initiatives requires connecting diversity programs to organizational performance processes and systems (e.g., strategic planning, performance management, compensation, human resource development).

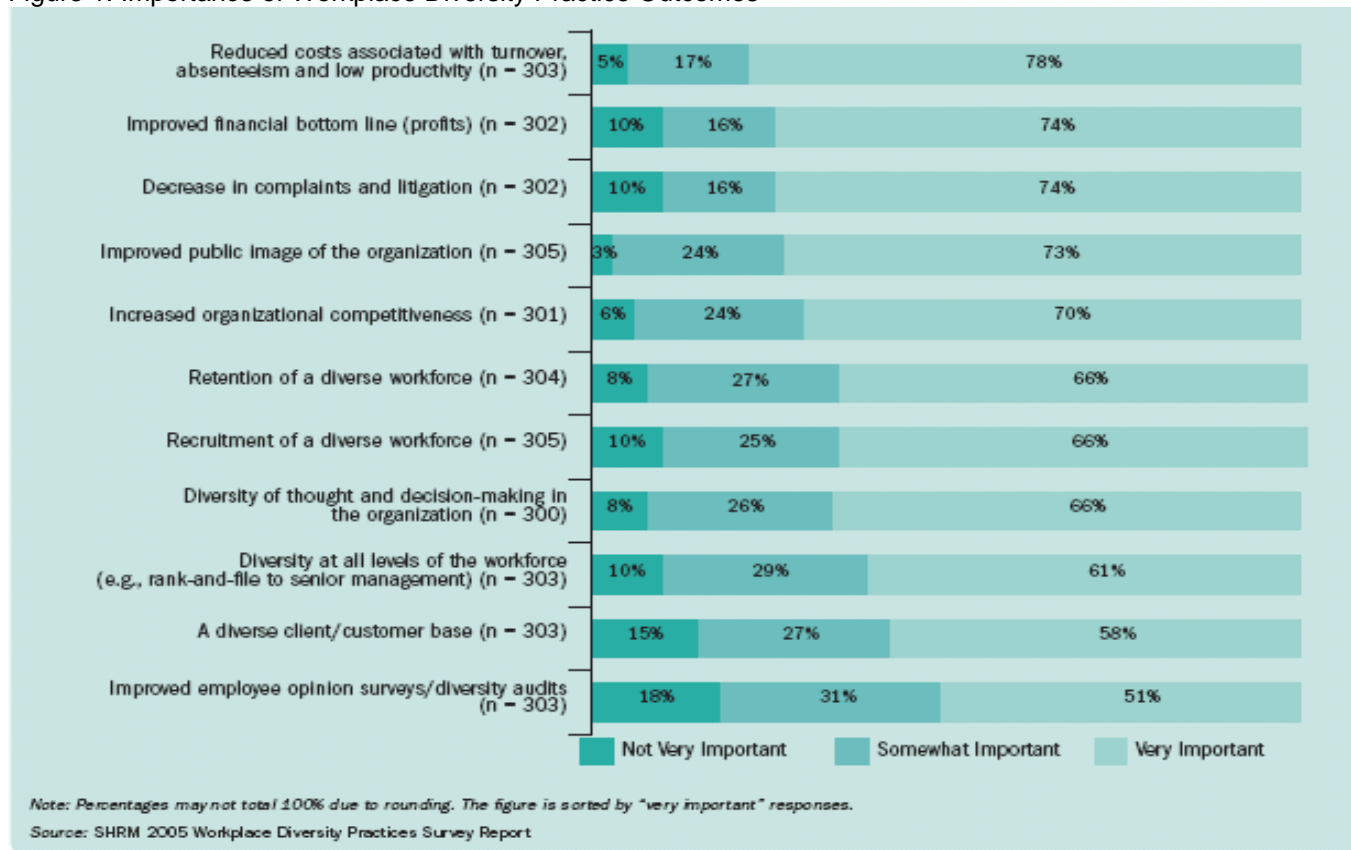
The five steps listed below help to systematically connect, measure and determine impact of diversity initiatives on organizational performance:

1. Clarify the benefits of the diversity program.
2. Identify SMART goals (explained in more detail below).
3. Develop action plans.
4. Define performance expectations.
5. Evaluate impact on performance.

Workplace Diversity Practice Outcomes

Diversity concepts such as those noted above can result in organizational benefits that affect a number of critical performance indicators, ranging broadly from financial performance to organizational standing in the community. Research shows that these benefits are seen in terms of reduced costs associated with turnover, absenteeism and low productivity, improved financial bottom line (profits), a decrease in the number of complaints and litigation, improved public image, etc. (see Figure 1).

Figure 1: Importance of Workplace Diversity Practice Outcomes



Organizations utilize a number of diversity practices to educate, inform and promote awareness and respect for differences. As reported by HR professionals, below are three top diversity practices utilized by their companies.

1. Allowing employees to take unpaid leave to observe a religious or cultural holiday not already observed by the organization (85%).
2. Using recruiting strategies designed to help increase diversity within the organization (79%).
3. Engaging in community outreach related to diversity (74%).

In addition, many organizations offer diversity activities that promote awareness and celebrate cultural events (e.g., Black History Month, Older Americans Month).

Determine and Evaluate SMART Goals, Action Plans and Performance

Establishing goals helps specify desired end results and provides a basis to evaluate progress. The SMART method utilizes five characteristics for a well-written goal (specific, measurable, achievable, relevant and time-bound) and offers two benefits: 1) ensures objectives of the program are unambiguous and well-defined; and 2) allows to determine if goals have been accomplished and allows for easy measurement and progress.

- Specific: the goal is precise and stated in performance terms.
- Measurable: it is easy to determine if the goal has been met.
- Achievable: the goal is set high, but is attainable.
- Relevant: the goal is tied to organizational performance needs.
- Time-bound: the goal has a specific time frame for completion.

In Closing The outcomes of diversity initiatives can be seen at many different levels of the organization. Research shows that organizations are continuing to establish diversity initiatives and are beginning to track results. Yet while some organizations are just at the beginning stages of diversity management, the understanding of how diversity can benefit the organization and the workforce at large continues to expand. Further, organizations seek ways to measure diversity strategies and programs that are appropriate for their workforce culture. Thus, HR's role to promote the importance of—and effectively measure—diversity goals is key to the overall success of diversity management.

Note: This article is published by the Society for Human Resource Management (SHRM). All content is for informational purposes only and is not to be construed as a guaranteed outcome. The Society for Human Resource Management cannot accept responsibility for any errors or omissions or any liability resulting from the use or misuse of any such information.



Taking the Grassroots Program into the 21st Century

Federal Legislative Action Alert!

YOUR ASSISTANCE IS NEEDED! The U.S. Senate is poised to begin consideration of comprehensive immigration reform next week. As part of this effort Congress will consider changes to the electronic employment verification system. Please contact your Senators and urge them to support electronic employment verification provisions that restore integrity to the hiring process.

Background

At present, HR professionals are responsible for verifying employment eligibility for all new hires within their organization. Existing work-site verification systems call for complex documentation and record maintenance, requiring employers to determine the authenticity of more than 29 different types of documents, with considerable resources devoted to paperwork completion, auditing records and verifying employment eligibility.

During the previous 109th Congress, the House- and Senate passed immigration reform bills calling for the establishment of an electronic employment verification system (EEVS) using the Basic Pilot Program, which is currently being tested voluntarily in the field roughly by 13,000 private-sector employers with an 86% success rate on initial verification requests.

Immigration reform legislation will be introduced and discussed in Congress next week. It is critical that Congress includes an employment verification system that works. Please write to ensure that any employment verification system put forth meets SHRM's priority principles.

SHRM's Position

SHRM supports an EEVS that is administratively easy to use, creates efficiencies, expedites the employment verification process, and restores integrity to our immigration system. SHRM is also the leader of the [HR Initiative for a Legal Workforce](#), a partnership of employee and employer organizations that are advocating to establish an improved electronic employment verification system that ensures that the U.S. labor force is legal and work authorized. Specifically, SHRM-strongly believes that any electronic employment verification system that becomes law must meet the following priority principles:

- **Shared Responsibility Amongst Government, Employers and Employees**—U.S. employers, employees and the federal government share responsibility for a reliable, efficient and accurate system to verify employment eligibility.
- **Fair Enforcement**—U.S. employers should be liable for their own hiring decisions, not for those made outside of their control.
- **Accuracy and Reliability**—Employers should not be forced to participate until the government provides assurances that the system is accurate and reliable.
- **Ease of Use**—The new verification system should be easy to understand and to implement at all work sites. The entire employment eligibility verification process should be conducted electronically to eliminate duplication and paperwork.
- **Deployment of Latest Technologies**—A new verification system must make false documents and identity theft ineffective. One way to achieve effective and efficient work-site enforcement is to include biometric or other state-of-the-art identifiers.

Action Needed

Write or call your elected officials in Washington today! Your legislators need to know your views on this important matter to ensure that effective electronic employment verification provisions are implemented that will help restore integrity to our immigration system. To write your elected official using **HRVoice**, follow these steps:

- 1) Log onto SHRM Online by [clicking here](#).
- 2) Sign in using your member number and last name.
- 3) Click on "Governmental Affairs," then go to "HRVoice" on the left side of your screen.
- 4) Choose "Write your elected officials."
- 5) Click on **"Include Electronic Employment Verification System Provisions"** under the heading "Take Immediate Action on these Hot Issues."



OCHRS
P O Box 30993
Midwest City, OK 73140-3993
Tel: 706-6499
hr@4startrailers.com

AFFILIATE OF

