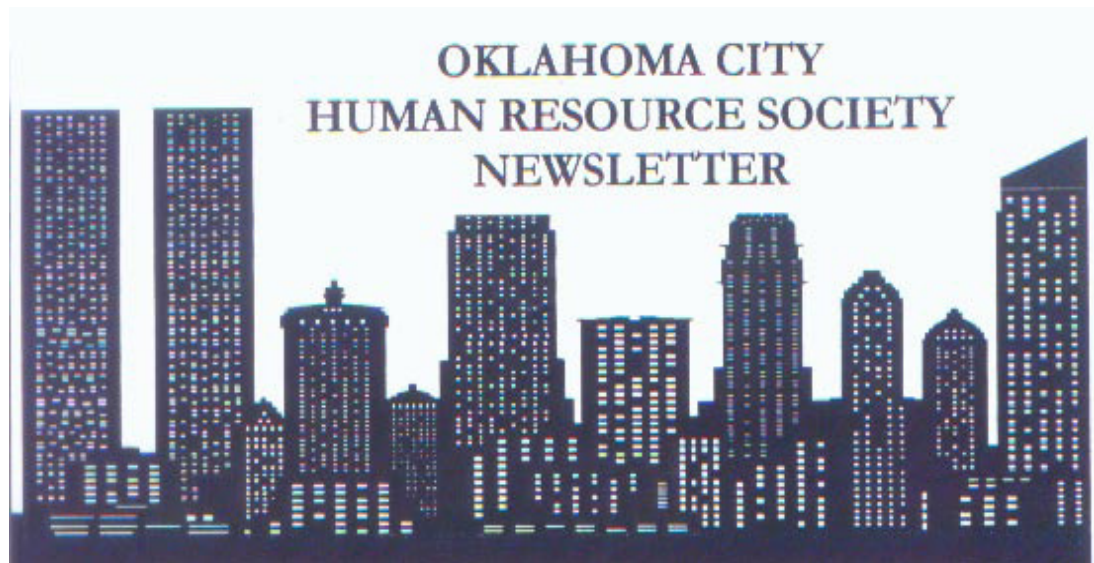


June 2009



### 2009 OCHRS Officers

Kathleen R. Lyons, MBA, SPHR  
President  
Vericrest Financial, Inc.  
945-1479

Lisa Fleming, SPHR  
Treasurer  
Metavante Corporation  
782-1534

J. Michelle Pollock, MBA, PHR  
Vice President, Programs  
Vericrest Financial, Inc.  
945-1418

Lynette Parmley, SPHR  
Vice President, Legislative Affairs  
C.L. Frates and Company  
290-5761

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

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

Stephany Wade Tate, J.D., SHPR  
President Elect  
CNI  
253-8200

Michelle Gibson, SPHR  
Vice President, Member Services  
LifeShare Transplant Donor Services of Oklahoma  
488-3509

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

Janet Fisher, PHR  
Vice President, Public Relations  
Capital Distributing  
521-1511

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

Kevin Brown, PHR  
Vice President, Development/Certification Chair  
Nabors Well Services, LTD  
842-7600

Bradley Davidson, SPHR  
Vice President, Diversity  
The Hartford  
621-5011

Chade Nash  
Vice President, Membership  
Gabbard & Company  
843-8810

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

Glenda Owens, PHR  
Vice President, Workforce Readiness  
Oklahoma Employment Security Commission  
203-2727

# Meet Our Officers!

## **Kathleen Lyons, MBA, SPHR** **President**

Kathleen Lyons, OCHRS President 2009

Kathleen has over 20 years in the human resources field in many different types of businesses including financial, banking, retail, call center, hospitality, sales and telecommunications. Kathleen is currently in the position of AVP, Human Resources for Vericrest Financial. Kathleen has achieved her Senior Professional in Human Resources certification and has maintained her senior level status since 2000. Kathleen has a BS degree from the University of Science & Arts of Oklahoma and her MBA from Oklahoma Christian University. Currently, Kathleen is active in the Employer Metro Council, SEHRF and on the LinkedIn Networking site. Kathleen has served as a volunteer on the OCHRS Board for many years including roles such as Diversity, Treasurer, President-elect and President. She will continue to serve as Past President for 2010.

## **Lisa Fleming, SPHR** **Treasurer**

Division Manager of Human Resources 2006 - present  
Metavante Corporation

Current member of following Professional Organizations:

SHRM

SEHRF (Senior Executive HR Forum)

Graduate:

Oklahoma State University – Bachelors in Economics

## **J. Michelle Pollock, PHR** **Vice President Programs**

J. Michelle Pollock is currently Human Resource Manager for Vericrest Financial formerly known as CIT Group. J. Michelle has over 17 years experience in the fields of banking, retail, restaurant and service and has been working in Human Resources directly for the past 7 years. Michelle holds a Bachelor of Business Administration in Human Resources from UCO and a Masters in Business Administration from Southern Nazarene University. Michelle is currently serving on the board of directors for the Oklahoma City Human Resource Society as Vice President of Programs and is the 2009 Oklahoma Human Resources State Conference and Expo Chair. Michelle is national certified with her Professional in Human Resources certificate.

## **Chade Nash** **Vice President Membership**

**Chade Nash works for Gabbard and Company as the VP of Business Development.** She serves on the Board of Directors for the Oklahoma City Human Resource Society as the VP of Membership, the Board of Directors for The Employers Council and also serves on the Board of Directors for the Oklahoma Business Ethics Consortium. Chade is also on the HR Advisory Committee for Francis Tuttle. She is a member of the OKC, Edmond and Moore Chambers. Chade holds a Bachelor of Arts degree in Public Relations/Journalism from the University of Central Oklahoma. Her work includes management of national and global projects for clients, and marketing and delivering programs in corporate career transition and organizational consulting.

## Meet Our Officers, continued.

### **Glenda Owen, PHR** **Vice President Workforce Readiness**

Glenda Owen is Chief of Workforce Service Division with the Oklahoma Employment Security Commission. She has been employed with the agency for nearly thirty years. She has presented workshops at both state and national level for the Oklahoma State HR Conference, National Conference for Workforce Development Professionals, International Association for Workforce Professionals, US Department of Labor ETA Summit and the Workforce Oklahoma Partnership Conference.

### **Kevin Brown, PHR** **Vice President Professional Development**

Hello, my name is Kevin Brown. I am honored to serve you as your Vice President of Professional Development/Certification. I graduated from the Wichita State University with a Bachelor of Business Administration (Go Shockers!). My class was the last class to have a major designated as "Personnel Administration" (that tells you how old I am). I have lived in the Oklahoma City area since 1998. I got my "break" into HR as a Personnel Assistant with the Arizona State Schools for the Deaf and Blind in 1996. I jumped at the chance to move back to the Midwest and worked at a couple of manufacturing firms here in OKC and am currently working for Nabors Well Services (an oil and gas well servicing company). I received my PHR in 1999. I have been married to my wonderful wife, Amy, for over 7 years and we have three girls (a 5 year old and twin 3 year olds). I take great comfort in knowing that there are other HR professionals out there possibly experiencing the same trials and joys and I am in our profession. If you have not ever contemplated becoming certified, I strongly encourage you to do so (if I can pass the test-you can too). If you don't do it for your company, do it for yourself. It has been well worth it to me. Feel free to contact me anytime.

### **Janet Fisher** **Vice President Public Relations**

With a Bachelors degree from the University of Central Oklahoma, Janet built a strong foundation for training and communication skills after seven years in education. An unexpected opportunity to join the business world allowed her to begin her career towards becoming an HR professional with a national company who chose Oklahoma City, for a start up facility in March, 1995. She is currently in the position of HR Manager/Safety Coordinator for Capital Distributing which is the Coors and Miller distributor for the Oklahoma City area. Janet had the opportunity to serve as the Oklahoma State Chair for the Oklahoma State Conference 2007 and is currently serving as the VP of Public Relations for the OCHRS Board of Directors.

### **Lindsey Nichols** **Vice President Community Services**

Lindsey works directly with the student SHRM chapter at the University of Central Oklahoma . In this role she assists the students in finding speakers for their monthly meetings, communicating job/internship opportunities, and serves as a link between our professional chapter and their student chapter. She has served on the OCHRS board since 2007.

Lindsey has worked for Nextep since 2005 as a Human Resources Consultant. Nextep provides payroll administration, benefits administration, human resources consultation, and risk management for small to mid-sized companies.

Lindsey holds a BBA in Human Resources Management from the University of Central Oklahoma . She is also a certified Professional in Human Resources (PHR). She also serves as the College Relations Co-Core Leader for the Oklahoma State Council for Human Resource Management.

If your company is interested in sponsoring an HR internship or providing a speaker for the UCO student chapter meetings, please contact Lindsey at [lnichols@nextep.com](mailto:lnichols@nextep.com).

## Meet Our Officers, continued.

### **Stephany Wade Tate**

#### **President Elect**

Stephany Wade Tate is a native Oklahoman whose background includes working for various organizations in developing Human Resources programs to achieve organizational excellence and individual employee development initiatives. Stephany serves as the Chief Human Resources Officer for Chickasaw Nation Industries, Inc. (CNI). CNI is a federally chartered 8(a) tribal business corporation that promotes economic development for the Chickasaw Nation. Stephany and her husband James recently became the proud parents of beautiful twins, Tyler Wade and Kaeli Joy, and reside in Guthrie, Oklahoma.

### **Bradley Davidson, SPHR**

#### **Vice President Diversity**

Bradley Davidson is the Director of Human Resources at The Hartford Financial Services Group. In this role, he has human resource leadership accountability for all four of The Hartford's Personal Lines Service Operations Centers across the United States. Brad earned his Bachelor of Science degree in Human Resource Management from Southern Nazarene University and his Master of Science degree in Industrial & Organizational Psychology from Kansas State University. He is also a graduate of Coach U, one of the country's primary personal and executive coaching schools. Brad is a certified Senior Professional in Human Resources and is working on his Associate Certified Coach credential through the International Coach Federation.

Brad's professional interests include strategic planning, talent planning and development, and diversity & inclusion. Outside of work, he is a musician, having played the piano for 41 years and served as church pianist for the past 25 years. Brad lives in Oklahoma City with his partner and his pack miniature dachshunds.

### **Michelle Gibson, SPHR**

#### **Vice President Member Services**

Michelle Gibson is the Director of Human Resources for LifeShare Transplant Donor Services of Oklahoma since July, 2008. Michelle previously worked for Arkansas Blue Cross Blue Shield/Pinnacle Business Solutions, Inc. where she had worked for nearly 7 years as a Human Resource Coordinator.

Michelle has an AA in Political Science/Pre-Law from OCCC, a BBA in Human Resources Management from UCO, and an MBA from the University of Phoenix.. Michelle is very active in the Human Resources community and has served on the Board of Directors of the Oklahoma State Council for HR Management in the Core Leadership Area of College Relations from 2007-2009. Michelle has been a member of the Oklahoma Society of Human Resources since 2000, and she has served on the Board of Directors since 2003, where she has held roles in both College Relations and Member Services. She also currently maintains her PHR (Professional in Human Resources) certification which she has had since 2003, along with a SPHR (Senior Professional in Human Resources) certification since 2006. Michelle has been a member of the Society for Human Resource Management since 2000 and a member of the Metro Employer's Council since 2001.

Michelle's husband is Jason, and they have been married for almost 8 years. They are currently expecting their first child, a boy—Parker, due July 2nd.

She is very involved in her church, Oak Hills Church, where she volunteers in the nursery, and serves as the children's church leader. She also enjoys singing with the church's Worship Team.

Michelle's goals for her role here at LifeShare include creating a rapport with LifeShare staff so that each member feels a level of comfort with both her and the HR department as a whole, and providing a method of evaluating individual performance through LifeShare's newly developed performance evaluation system.

## Meet our Officers, continued

### **Sharon Fulton** **Chapter Administrator**

I've worked part-time for this society for the past two years. I am here to assist you with any questions/concerns you might have. If I can't help you, I will direct you to the right person. You will see me at the meetings helping at the registration table. I've enjoyed seeing and talking to quite a few of my past clients/friends at the lunch meetings and look forward to meeting each of you. Please let me know if I can ever be of assistance. My phone number is 706-6499 and email is [sharonfulton@airosurf.com](mailto:sharonfulton@airosurf.com).

Prior to working for OCHRS, I was a full-time Mom for 6 years and helped Human Resource professionals with their staffing needs for 15 years--12 years in sales and 3 years in placement and management.

On a personal note, I'm a born and raised Okie! My husband and I are both OSU grads and will celebrate 28 years of marriage this month. We have one child, an eleven year old daughter, who keeps us busy. Our family loves to escape to the lake to rest, relax, swim, ski and fish. I also enjoy reading, gardening, tennis and biking.

### **Melanie Thompson Stillinger, SPHR** **Vice President Membership**

Before joining HLP Solutions in October of 2006, Melanie enjoyed a successful career as a Branch Manager for Manpower beginning in 1988. She has worked with clients all over the United States in many different industries – including Banking, Healthcare, Finance, Manufacturing, Distribution and Contact Centers. She has served on the board of the Oklahoma City Human Resource Society since 1999 as Vice President of Membership. She currently is a member of the Greater Oklahoma City Chamber of Commerce and serves on the HR Advisory Board for Francis Tuttle Technology Center. Melanie also serves as an Emeritus Board member for the Oklahoma City Metro Employers council, having served as Vice Chair, Chair and Executive Board member since 1999. In addition, she has served as a Stephen Minister for Crossings Community Church, as a volunteer mentor with Big Brothers/Big Sisters of Oklahoma City and as a board member for Opportunities Industrialization Center. During 2007-2008, she was a member of EWF International.

In June, 2007 Melanie achieved the Senior Professional Human Resources Certification offered by the Society for Human Resources Management.

HLP Solutions, founded in 1999, is a Recruiting and Staffing Search Firm specializing in placing Information Technology, HR, Mortgage, Accounting, Engineering, and Professional consultants nationwide into contract, contract to hire, and direct positions.

### **Cooper Johnson** **Vice President Sponsorship**

Cooper joined MHA in the spring of 2003 after spending one year in personal lines insurance with a P & C Agency. His clients range from small fully insured businesses to large self-funded companies. He has been very active in providing the total corporate benefit analysis to which MHA adheres. Cooper also serves on the board of the American Diabetes Association and the Oklahoma City Human Resource Society. In addition, he is also a volunteer on the Total Resource Development Campaign for the Oklahoma Chamber of Commerce. He has his BBA in Finance from the University of Oklahoma.

## Meet our Officers, continued

### **Lynette Parmley** **Vice President Programs**

Lynette Parmley is Vice President, Human Resources, for C. L. Frates and Company and Banclnsure, Inc., reporting to the COO / CEO, respectively. She manages a staff of 6 professionals engaged in HR services for approximately 200 insurance industry professionals nationwide. Prior to joining Frates, she was Corporate Manager, Management Services, for Northrop Grumman Technical Services, Inc., a wholly owned subsidiary of Northrop Grumman Corporation, with Corporate Human Resources responsibility for over 4,000 employees in 35 states.

Professional outreach includes serving as VP Legislative Affairs and Board Member, OCHRS; past SHRM State Legislative Director and Board member, Oklahoma HR State Council. Lynette also chairs the State Chamber's Human Resources Committee. She has also served as a Governor's appointee for Business to a special legislative council.

As a strong advocate for fair and equitable employment law initiatives, affordable quality health care, and knowledge based economic growth, she welcomes every opportunity to inform and support fellow HR professionals, employers and the business community on legislation impacting these areas. She holds a B.S. degree in Business Administration.

### **Gayle L. Barrett** **General Counsel**

Gayle L. Barrett is a shareholder and serves as the Chair for the firm's labor and employment law section. She received a Bachelor of Science degree in social studies education in 1969 from the University of Oklahoma and a Juris Doctorate degree with high distinction in 1982 from Oklahoma City University. Her practice includes representation of management in employment and labor law matters.

Ms. Barrett has been listed in The Best Lawyers in America (Labor & Employment Law) since 1999 and as one of the leading attorneys in Oklahoma in employment law by Chambers & Partners, Legal Publishers in Chambers USA America's Leading Business Lawyers 2003-2008. She was selected as one of the Top 25 Women Lawyers by Super Lawyers in 2007 and as one of "50 Making a Difference" in 2007 by The Journal Record. She was awarded The Journal Record Leadership in the Law award, 2008. Ms. Barrett is General Counsel for the Oklahoma State Council for Human Resource Management and General Counsel for the Oklahoma City Human Resource Society.

There has been much discussion up at SHRM headquarters about trying to get more attendees at the conference in New Orleans. Our numbers are down and we are working feverishly to get them higher. We know that each of you are also concerned about your own conference, but we are asking you to support us as well.

**HR Leadership for the New Economy**  
**The SHRM Annual Conference & Exposition**  
**June 28 – July 1, 2009 | New Orleans, LA**  
**Find out more at [www.shrm.org/conferences/annual](http://www.shrm.org/conferences/annual)**

Below is a link to a pandemic planning toolkit:

<http://www.pandemictoolkit.com/preparing-flupandemic/pandemic-continuity-plans.aspx>

Hopefully, you already have plans in place to respond to the potential swine flu epidemic.

If you don't, this should help you prepare.

For those of you who have an interest, I would like to start a discussion thread on our SEHRF LinkedIn site about this topic.

Perhaps we could help each other in the event that this becomes an even more serious threat.

Warm regards,

Donna Miller  
SPHR of Executive Resource Center  
255-9289



## Membership Corner

Please welcome our new members who joined since last newsletter!

Terri Annalla - Dell, Inc.  
Jennifer Blue - Benefit Vision, Inc.  
Brock Bowman  
Thomas Buckley - Long Wave, Inc.  
Nancy Bucklin - Metro Technology Centers  
Julie Burbank - Express Employment Professionals  
Debra Charles - Oklahoma Supreme Court/AOC  
Ron Cordell, SPHR - Wood Group ESP  
Colleen Dame - Chesapeake Energy Corporation  
Rebecca Deal, PHR  
Kimberly Delk - Rose State College  
Lisa Dokmonovich - Wood Group ESP  
Kinlee Farris - Shawnee Convention & Visitors Bureau  
Craig Ferron - Wood Group ESP  
Virginia Forbes, PHR - AT&T  
Brooke Forrester - JW Operating Company  
Tricia Gaddis - Waldenbooks  
Kari Gifford, SPHR - FreshPoint  
Beverly Glover, SPHR - York/Johnson Controls  
Tucker Gray - Communication Solutions  
Chris Greene - The Alcott Group  
Marsha Gunn - F&M Bank  
Angela Harris, PHR - Regional Food Bank of Oklahoma  
Nathan Howell - Affiliated Movers of Oklahoma City, Inc.  
Gracen Johnsen, SPHR - Johnsen Corporate Services  
Janice Johnson - Cox Communications  
Linda Johnson - Hunziker Brothers  
Debra Jones, PHR - Cameron Valves and Measurement  
Kelly Kinsella, PHR  
Liah Klinski - Remy International, Inc.  
Donna Lamprecht - MTM Recognition  
Linda Lumen  
Jasmine Majid - Crowe & Dunlevy  
Carrie Mason, PHR - Oklahoma Heart Hospital  
Dan Matthews, PHR - Oklahoma County



## Membership Corner, continued

Shavon McNack - Oklahoma Heart Hospital  
Lora Miller - Bellevue Health Center  
John Milligan - Division of Commerce/Riverwind Casino  
Dawna Mitchell, SPHR - Robertson Ceco Corporation  
Katie Nicholas - SSM Healthcare of Oklahoma  
Vicki Owens - ResourceMFG  
Dawn Patton - Riverwind Casino  
Gena Perry - Chesapeake Energy Corporation  
Stephanie Pohlman - Great White Pressure Control  
Mickey Quoetone - Pro Fab, Inc.  
Jenna Richardson - Crafts, Etc!  
Megan Rose, PHR - JW Operating Company  
Dara Ross - Associated Wholesale Grocer  
Molly Scalf - Francis Tuttle Technology Center  
Katy Semtner, PHR - Oklahoma City Thunder  
Kathy Sercel - Altex Energy Corporation  
Dr. Paul Shelton - University of Central Oklahoma  
Cheri Shepard - Chesapeake Energy Corporation  
Keith Stout, SPHR - Oklahoma Department of Transportation  
Michelle Stull, PHR - ResCare Oklahoma  
Bill Swigert - Oklahoma City Air Logistics Center  
Bryan Timsah - Love's Travel Stops and Country Stores  
Monica Tippitt, PHR - Superior Well Services  
Maurice Tyler, PHR - Dell, Inc.  
Don Van Curen - Love's Travel Stops and Country Stores  
Ashley Warne, PHR - Principal Technologies  
Jaime Watts, JD, SPHR  
Katrina Wiley, PHR - The Professional Basketball Club, LLC  
Kathy Wynn, PHR - HCM Consulting

### OCHRS Experienced Tremendous Growth in 2008!

Thanks to all of you who contributed to OCHRS' 42% growth in 2008!

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:  
[Michelle.Gibson@lifeshareok.org](mailto:Michelle.Gibson@lifeshareok.org) Thank you for your support!

*The deadline for membership renewal was **January 31, 2009**. If you have not yet renewed, please make it a point to do so as soon as possible in order to enjoy OCHRS member benefits!*

**“Make Workforce Readiness a Business Priority”**  
**Glenda Owen, VP—Workforce Readiness**

What is workforce readiness? SHRM has defined it as being the “preparation of a qualified workforce through public schools, vocational and technical colleges, adult education opportunities; remedial employee training, and continuing professional development.” Why should you as a HR professional be concerned? Thomas Friedman, author of “The World Is Flat”, reminded readers that America faces more competition for jobs than ever in this global economy.

America’s high school students are not prepared to be the skilled workers needed in the today’s workplace and tomorrow’s economy. Students are simply not prepared. Skills are too low. Our curriculum standards are too low compared to other countries in the world. In 2003, only 28% of 25-29 year olds held a bachelor’s degree while the fastest future growing occupations and highest-paying jobs require post-secondary education. Coupled with the present skill shortage is our aging workforce. The first group of Baby Boomers turned 62 in 2008. Regardless of our present economic woes, we have an aging workforce and not enough of skilled replacement workers to fill the gaps created with job growth or filling job vacancies.

“America’s Perfect Storm: Three Forces Changing our Nation’s Future” (2007) Irwin Kirsch stated that three forces are changing our future: divergent skill distribution, changing economy, and demographic shifts. The U.S. has a wide disparity in literacy and numeracy skills among our school-age and adult populations. Disadvantage minorities have only about a 50% graduation rate. Skills are not evenly distributed across groups defined by race/ethnicity, origin of birth and socioeconomic status. 50% of America’s adults lack the literacy skills needed for the 21<sup>st</sup> century.

The second force—a changing economy—has a labor market much different from earlier decades. Employment in jobs associated with post-secondary education has grown by some 20 million, accounting for 66% of job growth. Thirdly, the U.S. labor force demographic trends are growing slower—none of which is predicted from native-born workers 25-54 years of age. Immigrants account for more than 50% of the growth. The fastest growing population—Hispanics will increase by 20% by 2030. 57% of the 16-64 year olds are foreign-born. 50% lack a high school diploma. 80% report they do not speak English well or none at all.

The result of the demographic and skill distribution over the next 25 years or so, as better-educated individuals leave the workforce will be replaced by those who, on average, have lower levels of education and skill. Over the same period, 50% of projected job growth will be concentrated in occupations associated with higher education and skill levels. **The results of this will be that millions of students and adults will be less able to qualify for higher-paying jobs.**

“Are They Really Ready to Work?” report released in 2007 reported that high school graduates have enormous areas of deficiency and are sorely lacking in the skills that employers want in new hires. Graduates of 2- and 4-year colleges are also often lacking essential skills. SHRM 2007 Symposium on the Workforce Readiness of the Future U.S. Labor Pool stated that:

Workforce development leads to economic development.

There is an acute shortage of skilled labor that’s worsening.

K-20 education system is not producing the workers that employers need.

Those in the workforce will need ongoing training to keep their skills updated.

What are the key points? The business community needs to articulate what is needed for the educational system to produce. Workers need both basic and applied skills. Collaboration efforts are required between the public/private sectors on both a national/local level. We don’t live in a vacuum. We must form coalitions to drive change. The business community needs visible leaders who will take on the mission of pushing the education system in the U.S. to change.

Students are a product of the educational system. Companies need to define the product specifications for the workers they need: exactly what attributes, skills and capabilities are necessary in the workforce of tomorrow. That information needs to be communicated to the educational system so it understands what kinds of graduates is needed to produce in order for the nation to compete.

Continued on page 10

## Workforce Readiness, continued

What can you do to improve workforce readiness? Be a part of a collation to create a clear direction and principles for workforce readiness—define it! Convince leaders to articulate a strong vision and a rallying cry around workforce readiness. Define the specific workforce skills and capabilities needed. Learn from successful programs and get evidence on what works. Develop and implement programs that assist the dislocated, immigrants, and older workers. Provide individuals with tools to analyze their own competencies and readiness gaps. Change how reimbursement takes place for company-funded tuition reimbursement programs. Reports show that employees are more likely to attend training and complete it when companies pay the training institution directly rather than through reimbursement to the employee. Often employees lack the finances to pay and then be reimbursed.

Become a part of the solution! Volunteer your time mentoring students, be a speaker at your local school, college, or technology center, participate in Job Fairs—be the glue that holds it all together! Support programs such as Junior Achievement, YMCA, and Youth Councils. Get employees involved. Allow employees volunteer time—tutoring/mentoring. Support/educate employee involvement in schools. Match contributions for educational programs and scholarships. Everyone benefits from improving workforce readiness. Business benefits from reduced training and remedial costs and reduced turnover. HR professionals benefit having more talented skilled workforce recruited. Educational benefits having developed curriculum that's directly relevant to career placement and employment success. Students benefit by acquiring a connection to the “real” world of work. Communities benefit with a higher quality of life, increased tax base, and greater ability to attract and retain business and industry and businesses. In the words of Jack Welch, former CEO General Electric, *“If we don't get the people thing right, we lose; it is the most important thing in all our businesses.”*

Don't forget to check out the 'Careers' section of the website!

## *Memoriam*

### **Gregory Mark Davis**

(October 8, 1952 - May 11, 2009)

Gregory Mark Davis, 56, passed away from this world on May 11, 2009 at his home in Midwest City, Oklahoma. Greg was born on October 8, 1952 in Springfield, Missouri and graduated from Ozark Missouri High School. He attended St. Josephs Old Cathedral Church of Oklahoma City. Greg was employed by Clements Foods Co. in Oklahoma City as the Director of Human Resources. He was an avid OU fan and loved playing both the piano and the organ. He is preceded in death by his beloved mother, Doris E. Davis. Greg will be survived by his very close friends and will be deeply missed by all that knew and loved him. Services will be held 11:00 am Friday, May 15, 2009 at Cathedral of Our Lady of Perpetual Help of Oklahoma City under the direction of Ford Funeral Service. Burial will follow at Resurrection Cemetery.

It is with deep sadness that OCHRS mourns the passing of Greg Davis . Greg was a 20 year HR veteran whose leadership steered OCHRs through difficult transition periods. Greg served on the Board of Directors for OCHRS for over eight years and held the positions of Treasurer and OCHRS President in 2002 and 2003. Gregory was the Executive State Conference Chair for two Oklahoma State HR Conferences and served as a Board Member on the Oklahoma State Council for Human Resource Management. Gregory was also on the Board of Directors for Big Brothers and Big Sisters and the Funding Board for United Way . He was recognized for Outstanding Leadership by the Governor of Oklahoma and Department of Labor for his contributions in the Human Resources and Safety arenas



MENTAL  
HEALTH  
FIRST AID

# Mental Health First Aid

## Imagine for a moment:

A person who feels alone, frightened, they feel unable to cope. Their despair and sadness is taking over their whole body. They don't know how to handle the intensity... they're close to panic. They look up from their computer and decide to give it one last try and talk with their supervisor, you.  
But you're ready...

There's a new resource coming to the State of Oklahoma. Join us as we bring this new program to your organization and community. The Innovation Center is looking for individuals to "Champion" this program as trainers and as a member of the **Oklahoma State Mental Health First Aid Steering Committee**. The steering committee will oversee the implementation and delivery of Mental Health First Aid within the State of Oklahoma. We are looking for individuals with a mental health background and training experience. The first train the trainer class will be held July 27-31 2009 in Oklahoma City.

## About the program:

Mental Health First Aid: the help provided to a person developing a mental health problem or in a mental health crisis. The first aid is given until appropriate professional treatment is received or until the crisis resolves.

*This aim of MHFA is to prepare graduates to:*  
*Preserve life where a person may be danger to themselves or others*  
*Provide help to prevent a mental health problem from developing into something more serious*  
*Promote recovery*  
*Provide comfort*

A 5-day Train the Trainer Course

An evidence-based program

Contact:

Dane Libart MSW  
Screening Consultant  
State Dept of Mental Health and Substance Abuse  
2401 N. W. 23<sup>rd</sup> St. Suite 76A  
Oklahoma City, OK 73107  
405-522-1440  
dlibart@odmhsas.org

### Staples Offers Free Business Cards and Resumes

Now through June 13, Staples stores across the country will print 20 copies of your resume and 40 business cards for free as part of the office giant's Job Stimulus Program. For details and store locations go to [www.Staples.com/freeresume](http://www.Staples.com/freeresume) <<http://women.c.topica.com/maam3LqabP2Z1bpNDZgeaeOyCV/>>. There, you'll also find a weekly job-hunting Tip of The Week from Tory Johnson.



# The Mental Health First Aid Program

Prof Tony Jorm and Betty Kitchener, ORYGEN Research Centre, University of Melbourne

## Summary

- Mental Health First Aid is a training program for members of the public in how to support someone in a mental health crisis situation or who is developing a mental disorder.
- The program has solid evidence for its effectiveness from randomized controlled trials and qualitative studies. It increases knowledge, reduces stigma and, most importantly, increases supportive actions. It even improves the mental health of first-aiders.
- Mental Health First Aid training can assist in early intervention and in the on-going community support of people with mental illnesses. It is useful for people employed in areas which involve increased contact with mental health issues and for carers of people with mental illnesses.
- It is recommended that Mental Health First Aid training become a prerequisite for practice in certain occupations which involved increased contact with people having mental health problems, such as teachers and police.

## Overview of Mental Health First Aid Training

First aid training is widespread throughout the world to give members of the public skills to help an injured person before medical help arrives. However, first aid courses typically teach little or nothing about helping people with mental health issues. This is curious given how common these problems are. Most first-aiders would never get a chance to use their CPR skills, but they would have a good chance of having close contact with someone in a mental health crisis.

We have data from a national survey of Australian adults showing that many people lack adequate skills in supporting someone they know who has a mental health problem (Jorm et al., 2005). Because of the need for training in this area, we developed the world's first Mental Health First Aid (MHFA) course in Australia in 2000 (Kitchener & Jorm, 2002a). This course had its beginnings back in Canberra in June 1999 when we formed an Advisory Group to direct the curriculum of the MHFA course. The Advisory Group consisted of 3 mental health consumers, 2 mental health carers, 2 teachers, 1 psychiatrist, 1 psych nurse, 2 first aid instructors (Red Cross) and two mental health researchers.

The MHFA course is a 12-hour course that is usually run over 4 X 3-hour sessions. At the end of the course, participants receive a Mental Health First Aid certificate. The course can be taken by any member of the public. Most participants choose to do the course for one of three reasons: their work involves people contact, they have someone close who is affected by a mental health problem, or they see it as their duty as a citizen to learn first aid skills. We emphasize that the course is not therapy and that it is not a substitute for getting professional help. However, it is useful for people who may have experienced a mental health problem but are currently functioning reasonably well.

For more information and for this complete article, click on the following link: [www.mhfa.com.au](http://www.mhfa.com.au)

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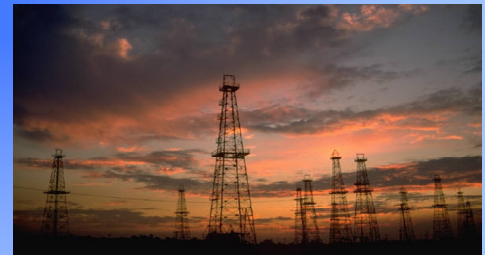
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**"THE GUNS AND THE BOMBS, THE ROCKETS AND THE WARSHIPS,  
ARE ALL SYMBOLS OF HUMAN FAILURE"**

**LYNDON B. JOHNSON**

Gayle L. Barrett  
Crowe & Dunlevy

General Counsel for Oklahoma City Human Resource Society

Regardless of how you feel about guns generally, the Oklahoma and the United States Court of Appeals for Tenth Circuit have spoken on the right of employers to infringe on an employee's right to possess a gun.

## ***Oklahoma Weapons Law***

In late 2008, the United States Court of Appeals for the Tenth Circuit lifted the injunction previously imposed on enforcement of Oklahoma's weapons law by the United States District Court for the Northern District of Oklahoma. The weapons law, passed by the Oklahoma legislature in 2005, prohibits an employer from banning employees, except convicted felons, from storing firearms on company property in a locked vehicle. The law is now in effect. In other words, employers may **not** ban employees from storing firearms in a locked vehicle on company property. The law does not prohibit employers from otherwise banning firearms, or other weapons, on their property.

### **II. Prohibition on Inquiries About Firearms**

On May 18, 2009, Governor Brad Henry signed into law a prohibition on an employer's inquiry about firearms. The new law which is now in effect, provides:

"It shall be unlawful for any private employer doing business in this state to ask an applicant for employment information about whether the applicant owns or possesses a firearm. Any private employer who violates the provisions of this section shall, upon conviction, be guilty of a misdemeanor punishable by fine of not more than One Thousand Dollars (\$1,000.00)"

Public employers are subject to the same prohibition. The penalty for a public employer or public official who violates this law is that such persons/entities shall be deemed to be acting outside the scope of employment and shall be barred from seeking statutory immunity from any exemption or provision of The Governmental Tort Claims Act.

**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.**

Next meeting June 18 at Francis Tuttle presented by:

#### **Dr. Mac McCrory**

Mac McCrory received his Doctor of Education degree in Health Science from Oklahoma State University. He graduated with honors and is a member and past President of Phi Kappa Phi Honorary Scholastic Fraternity.

As a principal partner in Development by Design, Inc. he empowers organizations by teaching and coaching them to be successful in fundraising, gift planning, strategic planning and customer relations. His innovative style sets the stage for major gifts and continued loyalty to the companies and institutions he serves.

Dr. McCrory is CEO of Custom R Solutions, an Oklahoma based LLC. CRS provides training, education, and professional certification for the customer service industry.

He is an Adjunct Instructor in the Spears School of Business at Oklahoma State University. Dr. McCrory has over 25 years of experience in higher education teaching and administration. He teaches OSU graduate courses in Negotiation and Alternative Dispute Resolution

Mac has authored or co-authored over 25 professional publications. He has spoken at over 250 state and national conferences. As a retired Lt. Col. in the United States Air Force, Mac accrued over 2000 hours of flying time and was the Liaison Officer Commander for the Air Force Academy for the State of Oklahoma.

Dr. McCrory is a motivational speaker on a variety of topics, including Quality Customer Service, Leadership and Team Building, Communication, Conflict Management, Time Care™, and Stress Ease™.

Topic: Let's Just All Get Along: The "Ah Ha" Moments in Building Effective Teams

Time: 11:30 till 1:00

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## **FREQUENTLY ASKED QUESTIONS**

### **QUESTION:**

"Our company paid the 2009 OCHRS dues for an employee that has left the company. Is the OCHRS membership Company or individual based"?

### **ANSWER:**

The OCHRS membership is an individual membership and can not be exchanged or transferred.

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### **QUESTION:**

"I thought I recently paid my OCHRS (Oklahoma City Human Resource Society) membership dues and I'm getting another renewal. What's up"?

### **ANSWER:**

There seems to be much confusion between SHRM (our national organization—Society of Human Resource Management) and our local chapter, OCHRS (Oklahoma City Human Resource Society). Please note the following information:

OCHRS Membership/Dues: Currently \$50 for SHRM members; \$125 for non-SHRM members. OCHRS membership is on a January – December annual calendar renewal. You receive renewal information on-line from us.

SHRM Membership/Dues: Currently \$160; however, national membership is for a fiscal year renewing 1 year following the month you joined. Membership information will come directly from our national society, SHRM.

You can join our local chapter on-line by going to our website: [www.ochrs.org](http://www.ochrs.org). There is also a link to join our national organization, SHRM, or you may go directly to their website: [www.shrm.org/join](http://www.shrm.org/join).

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### **QUESTION:**

"Who can I contact regarding sponsorship, newsletter advertising, and/or purchasing a membership mailing list"?

### **ANSWER:**

Cooper Johnson, VP Sponsorships: [cjohnson@mha-ins.com](mailto:cjohnson@mha-ins.com)

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### **QUESTION:**

"Who handles job postings on the OCHRS website?"

### **ANSWER:**

Kathy Petito: [kathy.petito@chickasaw.com](mailto:kathy.petito@chickasaw.com)

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### **QUESTION:**

What is the policy for cancellations or unable to attend meetings?

### **ANSWER:**

You will receive a full refund if you cancel your reservation prior to Tuesday of the meeting week. Any cancellations or no shows after this time will be billed for the total amount due.

*We are pleased to announce that we are making some exciting changes to meet the needs of our members. This year we have added quarterly workshops held at Francis Tuttle Technology Center – Reno Campus at 7301 West Reno. Our next workshop topic will be MERGERS AND ACQUISITIONS on June 16 from 8:00 to 10:00*

## ***DIVERSITY FOCUS***

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Dear Fellow OCHRS Members:

As your Vice-President for Diversity, I am “on the lookout” for information and resources that we, as human resource professionals, can use to leverage diversity and inclusion in our workplaces. This month, I want to introduce to you a suite of tools – you can think of them as your “Diversity and Inclusion Toolkit” – that are available to you as a member of OCHRS and SHRM. In the meantime, if you have additional tools, resources, or best practices you would like to share, please let me know.

Have a great month!

Brad

***Bradley Davidson, SPHR***

Vice President, Diversity

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### **Introduction**

Business leaders determined to compete, much less survive, have learned that diversity is more than a passing catch-phrase made popular by impractical pundits and business philosophers. Rather, diversity is about the inclusion of differences for the promotion and advancement of an organization’s objectives. Diversity management is concerned with the strategic treatment of a diverse set of backgrounds, perspectives and experiences for the purpose of yielding a synergistic consequence. In modern business, differences in race, religion, color, national origin, gender, and more can work together to make and keep companies competitive and healthy. Diversity does not stop at making a company profitable. It is something to be valued and leveraged.

As a member of OCHRS and SHRM, you have access to the SHRM Diversity Toolkit, full of ready-made tools and resources for you to use with your business partners to advance diversity and your organization’s objectives. Here are just a few of the many resources available to you:

#### **Resources that help define diversity:**

*Articles and tools on Diversity and Creating a Diverse Workforce*

#### **Why is diversity relevant?**

*Strategic business case toolkit*

*Diversity Series on “Outcomes of Diversity Initiatives”*

#### **Recruiting for Diversity:**

*Articles and resources on hiring compliance, online recruiting, etc.*

#### **Advertising Resources:**

*Advertising resources and contacts for over 30 diversity publications.*

#### **Webcasts and Learning Opportunities:**

*Timely learning opportunities on topics such as “Intercultural English” and “EEO Rules and Your Diversity Initiatives”.*

#### **Plus Much Much More!**

#### **To Access These Resources:**

Go to [www.shrm.org](http://www.shrm.org), from the “Templates and Tools” link at the top of the home page, click the “Toolkit” option. From the toolkit list, select “Diversity”.

*Introduction reprinted with permission from SHRM.*