

2008 OCHRS Officers

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945-1479

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227-8988

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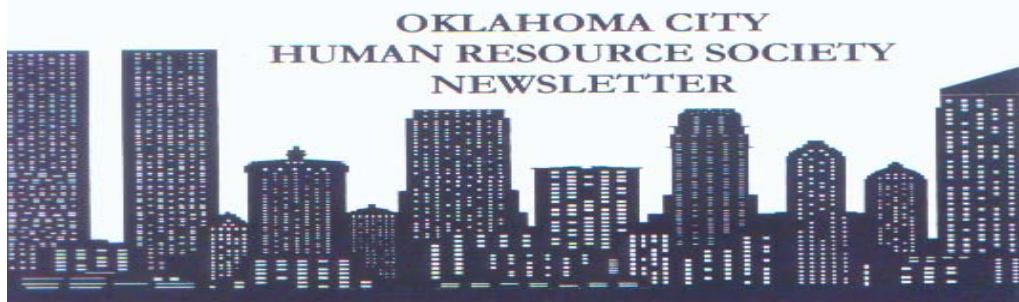
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253-8200

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488-3509

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



November OCHRS 2008 Meeting

Topic: WorkKeys Credentials The New Currency of Employment

Meeting Agenda:

11:15 – 11:30 Registration

11:30 – 12:00 Lunch

12:00 – 1:00 Program

Presented by: Jo Richter

Date: Thursday, Nov. 20, 2008
Place: Francis Tuttle Tech. Center
Reno Campus
7301 West Reno Ave.
Oklahoma City, OK 73127

Cost: \$20 for members
\$25 for non-members
\$9 member-student

SPEAKER

Jo Richter

Jo Richter is a Program Manager with the Oklahoma Employment Security Commission. She is an Authorized Job Profiler for ACT and performs Job Analysis in Central and Southwest Oklahoma. Jo manages the Workforce Oklahoma office in Chickasha. Jo is passionate about WorkKeys and its' potential. Jo led a team in Grady County that sought an endorsement from the Oklahoma Department of Commerce signifying that their community is "work ready". The criteria is that 25% of the available workforce has a credential, 3% of the potential workforce has a credential, and the youth in our high school graduate at least 82% of those beginning the 9th grade, or 82% have a credential when leaving high school. Chickasha met this goal and was recently named the first work ready community in the state, and surprisingly enough though other states are attempting to get the same program off the ground, Chickasha is the first in the nation! Jo has a great partner, a close family, and four grandchildren who take much of her weekends. Jo has a bachelors degree in Psychology from the University of Science and Arts of Oklahoma, and a Master's degree in Human Relations from the University of Oklahoma. Jo is active in her community and mans the domestic violence hotline and serves on the rape response team in her county.

Letter from the President.....

Greetings OCHRS Members,

November is a month to give many “thanks” for all the good in our lives. I am thankful that I have a great family and a challenging career with my company. I am thankful that I have been given this opportunity to lead the OCHRS group which has been an exciting and rewarding challenge all by itself. I am thankful to each of you for helping make our society a success. I am truly looking forward to 2009 to see what happens next. . . aren't you?

The meeting this month will be on the topic of workforce readiness and the presentation is very up to the minute on the topic of WorkKeys, the current program available within the state agencies today. Please visit the OCHRS website for more details. You should get a very good value for your money on this meeting.

This month, I would like to mention the incredible growth of the OCHRS group and the wonderful job that the Membership group have done to increase our membership. It is truly amazing! Although, each one of this group has provided so much in this area, I would like to give a special “thank you” to Melanie Thompson-Stillinger, who has been in the role for almost 10 years. Melanie is so enthusiastic and it is contagious. Sadly, this will be Melanie's last year as an OCHRS Board member but she has graciously agreed to stay with the membership group for another year so we can have a smooth transition for 2009. The programs and initiatives that Melanie has brought to our group are without a doubt, in my mind, critical to our success as a professional society. Melanie, Thank You! Thank You and Thank You!

Remember, it is time to update your membership again for next year. You can do this right on the OCHRS website. Don't wait until January, the time to do it is right now! Also, December 4th is the date of our next meeting which is the member appreciation luncheon. You, as a valued member, are the reason we are all here and we are gathering to give “Thanks” to all of us! There are some special plans which should be announced at the November meeting. Hope you can make it!

Your comments and suggestions are very helpful. We do review these comments each month so we can try to add value and information that is relevant and important to you. Although, we cannot please everyone all of the time, we do want to be able to please most of the membership most of the time. Also, we do try to provide you with many reasons to want to be part of the Oklahoma City Human Resource Society. Please continue to respond to the short survey requests after each meeting so we continue to hear your feedback.

We are excited about the meetings we have started planning for next year. It is hard to believe that we are already planning for 2009 meetings and beyond. As always, we do welcome your feedback and suggestions. Please contact myself or any member of the Board if you have questions or comments.

See you at our next meeting!

**Kathleen Lyons, SPHR
OCHRS President 2008-2009**

CRG

LABORATORIES

a Division of The Compliance Resource Group

CRG Laboratories offers the following services:

- *5-10 Panel Laboratory Drug Test (pre-employment, court-appointed, personal)*
- *Physical Exams**
- *Hair Drug Testing*
- *Alcohol Testing*
- *Background Check Services*
- *Fax / E-mail test result option*
- *Full Employee Background Checks*
- *GC/MS Confirmation Testing*
- *Complete MRO Service*
- *Adulterant Testing*
- *Audiograms**
- *Pulmonary Function Testing (PFT)**
- *D.O.T. Services (drug screen, breath alcohol test, physical exams*)*
- *Consortium Management Program*
- *On-Site Testing Services Available (including out of town or out of state)*
- *DNA Paternity Testing*



*Service available at North office only

OccuHealth Associates, Inc.

“CHANGING THE STATUS QUO”

D.O.T and non-D.O.T. Description of Services

J. Kevin Lee, M.D.

- **Primary Injury Care**
Immediate diagnosis and treatment of non-emergency injuries.
- **In-House X-Ray**
- **Monitored Physical Therapy Referrals**
OccuHealth Associates will not have in-house physical therapy, thus removing any non-medical incentive for the physician to generate referrals. Rather, therapy referrals will be sent to multiple designated providers and monitored by Dr. Lee to ensure the patient is receiving the prescribed treatment and progressing appropriately.
- **Specialist Referral Network**
In the event of an injury that is beyond the scope of OccuHealth Associates, referrals can be made through our extensive network of Specialists. Employer authorization will be obtained prior to specialist referral.
- **Physical Examinations**
No appointment required, minimal wait times. PFT and Audiograms available.
- **Functional Capacity Testing**
Job-specific screening challenges to ensure the employee possesses the physical capabilities to perform the essential functions of their job.
- **Drug and Alcohol Testing**
Directly adjacent to CRG Laboratories, which allows for non-DOT drug screen results in 2 hours! DOT and Breath Alcohol Services also available.
- **Employee Wellness Programs**
Customized programs allow employers to proactively promote employee health, well being, and productivity.

For More Information Contact:

**Brenda Arambula – Business Development
405.943.6465, ext. 301**

e: mail: www.barambula@occuhealthassociates.com

www.thecrginc.com

www.occuhealthassociates.com

START LEADING LARGE

[stop playing small]



AN INTERACTIVE WORKSHOP FOR OKLAHOMA WOMEN IN BUSINESS

In this power-packed workshop, you will learn how to lead with insight, wisdom, depth, understanding, strength, courage and skill AND

- Reveal YOUR own HIDDEN MECHANISMS that keep you playing small so you can experience success and leadership from the inside out!
- Take radical personal responsibility - YOUR secret BLUEPRINT for success and powerful leadership
- Gain insight into your excuses and justifications to play and stay small so you can put them behind you once and for all and LEAD LARGE
- Develop insights into the subconscious mind so that you can lead from a PLACE OF AWARENESS rather than default
- Put the POWER of your rational mind to work for you and by-pass all the drama of the work place
- Harness the power of deep desire and learning to LEAD LARGE
- Become the person and leader you have always wanted to be...LEAD LARGE!

"If you are a woman in a leadership position, you owe it to yourself to attend this event. It will transform the way you run your business."

- Carrie Irwin, CEO Wet Ink

Early Registration Discount

Register by October 1 and receive \$100 off registration fee.

Laser Coaching Sessions

4 one-on-one training sessions with Mary Tucker.

If purchased on or before 11/6/08: \$500

If purchased after 11/6/08: \$650

Date: Thursday, November 6, 2008

Time: 8:30 a.m. - 5:00 p.m.

Location: The University of Phoenix

Cost: \$550 per person

Keynote Speaker: Darcie Harris, founder EWF International

Facilitator: Mary Tucker, owner Cultivate Your Life

Space is limited to 75 attendees. To make your reservation, please call (405)843-3934 or go online to ewfinternational.com



Presented by:



In partnership with:



We are pleased to donate a portion of our profits to the Oklahoma City YWCA, an organization devoted to empowering women.

Hello,

I recently sent out an invitation to our FREE best practices luncheon titled, "**Using a Tech Driven Talent Experience to Onboard and Retain Your New Employees.**" I received significant interest in the event, but due to a previously scheduled SHRM event on 10/23/08 many were unable to attend. As a result, **we have rescheduled the luncheon for 11/19/08.**

This will be a great opportunity to learn more about best practices related to effective onboarding of new employees. Effective onboarding not only ensures your new hires feel welcomed and engaged but reduces turnover, increases retention and vastly lowers administrative cost. Lunch will be provided **free** of charge.

For those who have not already done so, please RSVP with me via email at david.jacob@silkroad.com OR call me at 303-688-6026 (direct) or 720-289-5777 (mobile). Anyone who RSVP's by 11/5/08 will be entered into a drawing for an [iPod Touch](#) to be handed out at the luncheon! Joining myself, will be Brian Platz, COO of SilkRoad technology and Karen Perron, Director of Onboarding Strategies. You won't want to miss it!

Date: 11/19/08

Time: 11:30 am CT - 1:00 pm CT

Location:

Oklahoma City Marriott®
3233 Northwest Expressway
Oklahoma City, Oklahoma 73112 USA

A sampling of what you'll learn includes:

- How onboarding technology can be leveraged to immerse new hires in your company culture, build relationships across teams and instill company values from the very first contact
- Best practices you can utilize to retain your new employees with the use of technology
- How to create a memorable talent experience
- How onboarding technology can save you hard and soft costs, allowing your company realize a return on their investment shortly after implementation

If you cannot attend in person, we will have a web meeting setup. Please let me know if you are interested in attending via the web and I will send you the meeting access information directly. If you are unable to attend either in person or via the web, but still have an interest in the information presented, please let me know and I will follow-up with you after the meeting to provide all pertinent information.

Sincerely,

David Jacob
Regional Sales Manager
SilkRoad technology, inc.
office 405.463.5751
mobile 720.289.5777
david.jacob@silkroad.com



Upcoming UCO HR Society Meetings

Wed. Nov. 19th: 4:00 PM Room 113

Fri. Dec. 5th: 2:00 PM Room 207

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 to the student chapter, please contact them at uco_hrsociety@yahoo.com

One of their goals put forth by SHRM is to worksite visits at local businesses. If your company is interested in this opportunity, 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

RECERTIFICATION

TIPS FOR EARNING CREDIT HOURS

Earning recertification credit hours does not have to be costly or take you far from your work or home. You can earn many hours through your daily work responsibilities and other professional activities. In fact, you may already be doing activities that could count for recertification credit and not even know it!

WAYS TO EARN CREDIT HOURS

Sixty (60) recertification credit hours are required every three years to maintain your certification. Credit may be earned in the following categories:

Continuing Education	(no max)
Instruction	(20 hours max)
On-the-Job Experience	(20 hours max)
Research/Publishing	(20 hours max)
HR Leadership Roles	(10 hours max)
Professional Membership	(10 hour max)

OR you may take the exam again!

EXAMPLES OF LOW COST RECERTIFICATION ACTIVITIES

Did you know that you can earn up to 10 recertification credit hours by being a **national member of SHRM** or another national HR association? You can also earn up to 10 credit hours by holding a leadership position related to the HR field such as **mentoring** an HR professional or HR student or hold a **volunteer position** for a professional organization.

Many of your **on-the-job** HR responsibilities could be eligible for up to 20 hours of recertification credit hours the first time you perform the activity. For instance, you can receive credit hours for **creating an HR budget**, or **developing an employee handbook**, or any other activity that ties into the HR Body of Knowledge.

Have you ever **led an HR-related workshop or training session** at work or outside of your job? Teaching a sexual harassment workshop at work or leading a performance management seminar can earn you up to 20 hours for the first time you present the program.

Earning credit hours through continuing education courses does not have to cost you much money or take you out of the office. You can earn up to 20 hours from **on-line professional development courses** from shrm.org, hr.com or other professional organizations. Many web casts are offered as a benefit at no additional cost to members. These can be watched right from your PC or downloaded to your iPod. (Note: There is no limit to the number of credit hours that you can earn from classroom-style professional development sessions.)

WHERE TO FIND PRE-APPROVED PROGRAMS

The HR Certification Institute has pre-approved thousands of programs for recertification credit. Go to www.hrci.org/cepreapprovals/sdae and access our online directory of pre-approved programs to search for classes and activities near you.

OTHER HELPFUL RESOURCES

All recertification activities need to increase your HR knowledge. If you have questions regarding what the HR knowledge areas are for your certification please refer to their respective bodies of knowledge. They can be found in the *Recertification Handbook* at <http://www.hrci.org/recertification/book>.

Recertifying for the first time? Take the mystery out of how to enter your activities in your personal recertification record by watching a step-by-step virtual tour of the application process on the [hrci.org](http://www.hrci.org) website at <http://www.hrci.org/recertification/vrt/>.

HR Certification Institute
1800 Duke Street
Alexandria, Virginia, USA 22314
US Toll Free 1.866.898.4724
info@hrci.org
www.hrci.org



OCHRS Food Drive- Give and WIN!!

It's that time of year for all of us to give thanks for our many blessings, spend time with family and friends, enjoy the Holiday season, and indulge in numerous festive meals. It is also the time of year for us to think of others and give as we can. In conjunction with the December member appreciation luncheon, the OCHRS is having a canned food drive which will be donated to the Regional Food Bank of Oklahoma.

Their mission is to help the charitable community effectively feed people in need. In its last fiscal year, the OK Regional Food Bank distributed more than 25 million pounds of food, enough to feed 63,600 Oklahomans every week! This is a wonderful organization doing a world of good to help Oklahomans in need. Examples of items you can donate include:

- 1.) Canned goods
- 2.) Packaged goods (i.e. meal helpers)
- 3.) Personal hygiene items
- 4.) Cleaning supplies
- 5.) Paper goods

In addition to the gift of giving, for every item you donate you will be entered into a drawing for a **\$150** gift certificate to Mahogany Prime Steakhouse. Also, for every item donated the OCHRS will be donating 25 cents to the SHRM Foundation up to a maximum of \$250. The quick math there would be 1000 items donated to get to the maximum of \$250.

Can we get to a 1000? We can do it with your help! When you donate you are helping out Oklahomans in need, SHRM, and giving yourself a chance to win. Please help us give to others this holiday season by donating items during the December member appreciation luncheon. There will be receptacles provided by the Regional Food Bank to put your items in. Don't forget to have your items counted so you can be entered in the drawing! Thank you in advance for your participation and generosity.

Cooper Johnson- OCHRS Sponsorship V.P. and SHRM Foundation Chair



OCHRS
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Kathleen.Lyons@cit.com

AFFILIATE OF

