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April 2011

Issue 4



Chapter 0175

Dear Bryan,

This issue is packed with resources that we hope you will find valuable. Not to mention, info on the upcoming TAHRA networking event at Drillers' stadium! Read on...

Some Thoughts from the President

by Bryan Wempen

I'm coming to you this time from Lafayette, Louisiana, deep in the heart of Cajun country. Home of great food and drive-thru daiquiris stands. (wow) April is turning out to be social media learning month as we've stacked up the learning at the program meeting and learning lab all about Social Media.

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TAHRA April Video Newsletter

Please make sure that you take a look and consider attending the State HR Conference in Norman in a few weeks. The venue, the programs, the speakers and education credits will be better than we ever seen. (Even better than last year in Tulsa, hard to be believe but they DID IT!)

**April Program Meeting -
approved for STRATEGIC credits!**



**State HR Conference
May 4 - 6, 2011
Norman, OK**

Call for VOLUNTEERS

The State Human Resources
Conference in Norman on May 4
- 6 is in need of Volunteers!

Hilton Southern Hills, April 20 @ 11:15am

How Social Media is Changing HR

presented by Jessica Miller-Merrell, SPHR

The social media boom is the biggest shift since the Industrial Revolution.

At this program, Jessica Miller-Merrell will discuss the big three in social media - Twitter, Facebook, and LinkedIn and demonstrate how social media can help as well as hurt your organization. Learn about social media trends, current and upcoming legislation, and what your employment lawyer doesn't know about social media.



Jessica will also focus on how to develop a social media policy that aligns with your organization's goal while evolving with your organization and technology changes.

Jessica makes the case for why human resource professionals need to understand and engage in this new online world and how it can help develop their teams, increase employee engagement, and position their HR team as a strategic, income generating department and partner within their organization.

[Register now to attend!](#)

Jessica Miller-Merrell, SPHR known as @blogging4jobs is an Internet television host, author, speaker, new mother, and human resources professional with a passion for recruiting, training, and all things social media. Jessica is a leader in the HR social media community and has over 10 years of experience in human resources and recruiting. She hosts the first and only Internet webshow for job seekers on Mingle Media TV called Job Search Secrets. Her book, Tweet This! Twitter for Business was released in February 2010.



This program has been approved for 1 (Specified-Strategic Business) recertification credit hours toward PHR, SPHR and GPHR recertification through the HR Certification Institute. Please be sure to note the program ID number on your recertification application form. For more information about certification or recertification, please visit the HR Certification Institute website at www.hrci.org.

The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's

criteria to be pre-approved for recertification credit.

Sponsored by:



April Learning Lab

Tulsa Technology Center Lemley Campus - Career Services Center
April 28 | **Extended Hours 1:00p.m. - 5:00p.m.** |

They are looking for people willing to introduce speakers, hand out and collect surveys, work at the registration desk, etc. If you can volunteer for a few hours during the event, the Committee will be happy to work around your schedule.

If you are interested in helping out, please contact OKHR Volunteer Chair, Lesley Hofberger at 580-213-2788 or

lesley.ctr.hofberger@okdhs.org

Join us on...



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LinkedIn



TAHRA Partners

TAHRA Partners are regular supporters of TAHRA and helps our organization continue to develop and present quality continuing education programs, create opportunities for peer networking and enhance our overall contribution to the human resources profession.

For information on becoming a TAHRA Partner [click here.](#)

Social Media Bootcamp

presented by Jessica Miller-Merrell and Carrie Corbin

Join TAHRA this month for a **special 4 hour lab**. This lab is a preview of the course that Jessica Miller-Merrell and Carrie Corbin will be presenting at the SHRM National Conference in Las Vegas - Social Media Bootcamp! The fee to attend this special Lab will be our usual rate of \$15 for members and \$25 for guest and will be held from 1pm-5pm at Tulsa Tech - Lemley Campus.

During this course, Jessica and Carrie will cover social media basics for the Human Resource professional including creating and using Twitter, Facebook, Youtube, Blogging, and LinkedIn. This course is a foundational social media course specifically designed for the strategic human resource professional that is driven to understand the new online landscape and mitigate organization and corporate risk.

Attendees will receive a complete workbook that provides a social media investigation toolkit, social media policy guidelines and best practices, as well as online blogs and resources written by other human resource professionals.

[Click here for complete details and to register.](#)



This program has been approved for 3.5 (Specified-Strategic Business) recertification credit hours toward PHR, SPHR and GPHR recertification through the HR Certification Institute. Please be sure to note the program ID number on your recertification application form. For more information about certification or recertification, please visit the HR Certification Institute website at www.hrci.org.

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Membership Update

by Chris Cable, VP Membership

I am excited to announce that we continue to grow and have added 27 new members to TAHRA in the past month. The Membership Committee has been busy planning events to maximize your TAHRA membership. New Members won't want to miss the New Member Orientation and all TAHRA Members will want to attend the Tulsa Drillers Baseball Networking Event!



New Member Orientation will take place on April 20 @ 10:30 a.m. before our monthly Program Meeting at the Hilton - Southern Hills. Registration for this event is FREE and is separate from the Program Meeting. Please [RSVP](#) for both events online at our website. Please contact me at ccable@gdhconsulting.com if you have any questions.

After Hours Networking Event - Come out Thursday, April 21st and enjoy the Tulsa Drillers vs. Springfield Cardinals game. You will be treated to a pre-game picnic feast, networking and a great game, all FREE for TAHRA Members!! You may also bring guests with

**Meet our TAHRA
Partners...**

BenEx
Employee Benefit Experts

choose
TulsaJobs
.com
sponsored by the Tulsa Metro Chamber

F&M MORTGAGE
The extra effort is on the house

MERCER
Consulting. Outsourcing. Investments.

the people group

THE ROWLAND GROUP
PROFESSIONAL STAFFING SPECIALISTS

TAHRA 2011 Board & Committee Chairs

[Bryan Wempen](#)
President

[Chris Wright, PhD](#)
President Elect

[Bill Young, SPHR](#)
Past President

[Diem Lewis, SPHR](#)
VP Programs

[Chris Cable](#)
VP Membership

[Jennifer Remmert, MHR, SPHR](#)
VP Leadership Development

[W. Kirk Turner, JD](#)
VP Legislative Affairs

[Georgeanna McCombie](#)
VP Public Relations

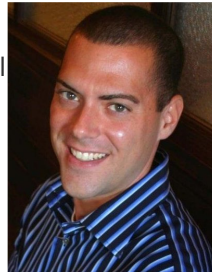
[Grover Hall, MPA, PHR, MHCS](#)

you to enjoy all festivities. Your first guest is only \$10.00 and additional guests are only \$20.00 each. [Click here to register.](#)

Membership Survey Results are In!

By Chris Wright, President Elect

The TAHRA Board would certainly like to thank all of our members who participated in 2011 TAHRA Membership Survey. Your feedback is so valuable in helping shape our goals and activities each year. We achieved a 25% response rate on the 2011 survey with 126 members participating. A few of the positive findings worth noting are:



- 95% of survey participants rated the monthly program meetings as "Good" or "Excellent"
- 60% of survey participants rated the learning labs as "Useful" or "Very Useful"
- 81% indicated they were "Satisfied" or "Very Satisfied" with the TAHRA website
- 84% indicated they were "Satisfied" or "Very Satisfied" with the format of the monthly newsletter

As TAHRA is always striving to improve, we are focusing our efforts by reviewing member suggestions for improvement. Each TAHRA committee is reviewing survey results that are related to their activities and will be developing a specific action plan to address member suggestions. TAHRA committees will be reporting on their specific action plans throughout the coming year. Thank you again for participating and helping shape the future of TAHRA.

College Relations Committee

by Sarah Phelps, College Relations Chair

*Looking for a way to connect to campus?
Interested in helping a student complete their education?*

Here is your chance - Lauren Robertson, PhD student in the I/O program at TU needs your help!

Lauren's dissertation research concerns the business outcomes related to the implementation and use of work-life policies. She is currently seeking participants currently in HR or related roles to participate in interviews on work-life balance and/or conducting outcome and ROI analysis for organizations.

If you have questions, would like more detailed information, are interested in participating, or would like to recommend someone to participate please contact Sarah Phelps at sphelps@samson.com.

"View My Account" - TAHRA Website Resources

by Lisa Johnson, Website/Technology Chair

We often have requests from you, our TAHRA members, for invoices or receipts for courses you have attended as well as HRCI

VP Diversity

[Marsha Casebeer](#)
VP Education

[Donna Fletcher, PHR, CCP](#)
Treasurer

[Brandon Brazeel](#)
Golf Tournament Chair

[Justice Waidner-Smith](#)
Community Relations Chair

[Lisa Johnson](#)
Website/Technology Chair

[Sarah Phelps, JD](#)
College Relations Chair

[Ann Ferguson](#)
Registration Chair

[Belen Burkhalter, PhD, CRC](#)
Workforce Readiness Chair

[Anita Fangmeier, CCP, PHR-CA](#)
HRCI Chair

[Travis Jones](#)
Hospitality Chair

[Stanna Brazeel, SPHR](#)
SHRM Foundation Chair

[Susan McGinnis, RHU](#)
Fundraising Chair

[Denise Reid](#)
Chamber Liaison

[Julie Odom](#)
Chapter Management Professional



numbers for those courses. We have great news for you! This information is available for you on our TAHRA website! After logging into your account, locate **View My Account** on the right side of the page. This link provides you with a Transactions Overview that details courses in which you have registered, the status of payment for those courses, and the payment amount for each course.

If you attended a course, the HRCI number associated with that course will also be available as well as the number of approved credits earned for each specific course. From this page, you will also have the ability to view, email, and print invoices and receipts. We make it easy for you to obtain your information quickly and efficiently! That's just one more benefit of the TAHRA website!

Workforce Updates & Resources Available

by Denise Reid, Chamber Liaison



Workforce Tulsa Updates

Tulsa Area Workforce Investment Board has gone through recent changes. Fred Perry is our Chief Local Elected Official. The Pawnee, Creek, Osage, and Tulsa County Commissioners are our Local Elected Officials. Our fiscal agent is Tulsa Community College. Our system services Tulsa, Creek, Osage and Pawnee counties providing services at our One-Stop centers.

We have recently hired new staff members to help take our program to the next level.

Fred Schnook - Executive Director (started 4/2/11)

Fernando Prato, Manager of Youth Services (started 3/28/11)

If you would like to learn more about the programs being offered through Workforce Tulsa please call (918) 796-1200.

Employer Training/Recruiting Resources

WorkKeys Oklahoma's Career Readiness Certificate -

profiles can be done specifically to match specific jobs for employer pre-employment hiring.

On the Job Training (OJT) program - allows employer to hire an individual, who would not otherwise qualify for the job, and to teach the individual the necessary skills needed to perform specific job.

Quality Jobs Program - a "cash-back" job creating incentive for business expanding in Oklahoma. Provides quarterly cash payments of up to 5% of new taxable payroll directly to a qualifying company for up to 10 years.

There are a number of programs that can assist employers with expansion, training and development. If you would like more information about potential resources please contact Denise Reid, director talent strategies and recruitment with Tulsa Metro Chamber at (918) 560-0255.

TAHRA Diversity/Inclusion Roundtable Updates Building a Culture

by Grover Hall, VP Diversity

WOW! Can you believe that we have successfully completed a six part series on Going beyond Diversity 101? We had 30 business leaders attend the panelist session on Building a Culture on March 31. The panelist session included three solid diversity/inclusion practitioners from the Tulsa area. They shared their insights on creating a diverse and inclusive culture in the workplace. You can view the [attached handout](#) for additional ideas and resources on building a diverse and inclusive culture.



I would like to recognize our panelists of Bob Hulsey (Williams Company), Linda Jenkins (Jenkins Consulting Group) and Justice Waidner (YWCA). Also, I truly appreciate Mana Tahaie for coordinating the event and delivering an effective program. In the next newsletter, we will share the timelines of our future events. The focus for the next events will be to understand the business and financial impact of a diverse and inclusive workforce. More to come!!!

If you have any questions or want to learn more about the TAHRA Diversity/Inclusion Committee, please do not hesitate to give me a call at 918-855-4855.

Welcome to our Newest Members!

Rhonda Wright	Zeeco, Inc	Loren Smoke	City of Claremore
Alison Vetal	The Williams Companies	Tamryn Cluck	City of Claremore
Casey Kidwell	DTAG	Megan Mooney	Rely Energy
Livia Bennett	News On 6	Summer Pittman	Inceed
Kristen Casey	The Addison Group	Jeff Fryer	Atlas Pipeline
Bianca Shannon	US Cellular	Shelta Sneed	SERVAgrouop
Tami Barbettini	Enterprise Holding	Tanja Cox	University of Oklahoma
Janet Faulk	CareerBuilder	Karen Cable	Legion Energy Services, LLC
Diane Hewitt	Key Personnel	Alicia Jordan	Student
Stacy Dixon	Key Personnel	Samantha Caldwell	Paycom
Renee Henshaw	Student	Bobbi Dobbs	St. John Health System
Jennifer Voss	Carrier Enterprise	Melodee Rinkel	Oklahoma Central Credit Union
Tonya Thompson	Blackhawk Industrial	Kerissa Stonebarger	Student
Lisa Gillilian	FMS, Inc		

MEMBER PHOTO OPS...



Members enjoying lunch at TCC

Jim Stovall offers insight
on productivity



Networking members

Thanks to Mercer for
sponsoring our March
program meeting!



*Congratulations to Ed Fager, P&B Live and
Linda Lyons, OSU Medical Center, the March winners of the
Oklahoma State HR Conference Give Away from TAHRA!*

Calendar of Events

April

- 4/20 - [TAHRA New Member Orientation](#) at Southern Hills Hilton |10:30am - 11:30am|
- 4/20 - April Program Meeting - [How Social Media is Changing HR](#) presented by Jessica Miller-Merrell at Southern Hills Hilton |11:15am - 1:00pm|
- 4/21 - [TAHRA and Tulsa Drillers Networking Event](#) at ONEOK Field |6:00pm - 11:00pm|
- 4/28 - April Learning Lab (Extended Hours) - [Social Media Bootcamp](#) presented by Jessica Miller-Merrell and Carrie Corbin at Tulsa Tech - Lemley Campus |1:00pm - 5:00pm|

May

- 5/4 - 5/6 - 2011 [Oklahoma State Human Resources Conference and Exposition](#), Norman, OK
- 5/26 - May Learning Lab at Tulsa Tech - Lemley Campus |2:00pm - 4:00pm|

Tulsa Area Human Resources Association
admin@tahra.org
(918) 344-4622

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