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October 2011

Issue 8



Chapter 0175

Dear Bryan,

The volunteers of TAHRA have been busy planning events for the remainder of 2011. We have an exciting line up to finish out the year and are currently accepting scholarship applications and nominations for the 2011 TAHRA Awards. Our first Career Fair is quickly approaching and we are in the process of finalizing the agenda for the Annual Employment Practices and Law Seminar in November. This newsletter is full of activities and tools to help you make the most of your 2011 TAHRA membership.

Some Thoughts from the President

by Bryan Wempen

I just returned from the HR Technology Conference in Las Vegas this week; it was interesting for many reasons. I was very excited to visit with several Senior Executives from the Silicon Valley start-up to global Enterprise HR technology companies.

It was encouraging to see many companies launching mobile and iPad applications as well as some "gaming" for benefits, payroll, talent, engagement, recruiting, recognition, wellness and learning. It seems the technology vendors in the HR arena are finally looking forward and concentrating their efforts around social tools and becoming more mobile and portable for the HR professional.



One item that concerned me was that many of the vendors had not done enough discovery and actually visited with the HR practitioners who will be using these tools and solutions every single day. Several of the mobile solutions, in my humble opinion, will possibly never get to market and if they do they will never enjoy high adoption and use by HR. Luckily, there were a few start-ups and big names who seem to have done their homework and developed some very cool, simple and functionally useful applications. Bravo!

After learning what is new in the marketplace for HR technology, I have included a few tips to help you get started:

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Join us on...



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- Ask to speak with the CEO about their product. I was impressed with a few of the CEO's who came to meet with me to talk about their company and product.
- Have the vendor show you the product using their mobile or iPad product in a real life scenario.
- If you have to pay for training, ask them why, why, why... because you should not have to.

In summary, great new applications have launched especially around sourcing, recruiting and engagement. Always do your homework because I also saw a lot of existing functionality with a new wrapper.

October Program Meeting -

Approved for 1 hour General HRCI Credit

Wednesday, October 19 | 11:15am - 1:00pm |

Members - \$20, Guests - \$30

Register today!

Leading From the Inside Out: Managing Talent For the Emerging Workplace

presented by Teri Aluph



Talent management is a complex collection of connected HR processes that delivers a simple fundamental benefit for any organization. We all know that teams with the best people perform at a higher level. Leading organizations know that exceptional business performance is driven by superior talent. People are the difference. Talent management is the strategy.

Learn how to identify and implement People Processes that will embed talent management into the way you do business every day and

position you to lead your company from the inside out.

Teri Aluph is an author, speaker and independent business consultant committed to providing leading edge HR expertise based on over 15 years of demonstrated success.

What sets Teri apart is her ability to provide cutting edge practices customized for her clients to meet their unique needs. Her primary role is to assist her clients in identifying challenges, developing an action plan and facilitating change to enhance success.

Sponsored by:



There will be a New Member Orientation immediately before this program. If you are a new member and have not attended an orientation please make plans to attend. Registration is separate from program. **Click here to register.**

October Learning Lab



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.](#)

Meet our TAHRA Partners...



TAHRA 2011

Thursday, October 27 | 2:00pm - 4:00pm
University of Phoenix - Tulsa Campus

Strategic Management: The Theory and Its Organizational Application

presented by Bill Webb, MA, SPHR



October Lab will be a lesson in Strategic Management. Bill Webb will be presenting an overview of Strategic Management, Defining Strategic Goals and Objectives, Why and How to Achieve Mission and Vision, Key areas of Strategic HR Planning and the SWOT Process.

Register today!

Bill Webb has over 30 years of experience in all areas of Human Resources and is currently the Director, Human Resources for ORU and the Principal Consultant for SuPremeHR, LLC. He has a Masters in Organizational Management and is certified as a Senior Professional in Human Resources (SPHR). In addition, Bill has been an adjunct instructor in human resources at OSU-Tulsa, Tulsa Community College, and Northeast Technology Center in Afton. He has also been facilitating the PHR/SPHR Certification Exam preparation course at Tulsa Technology Center since January, 1999.

An active member of the Tulsa Area Human Resources Association since 1982, Bill was President for the years 2000-2001. He is also an active member of SHRM and was the State Director for the Oklahoma State Council for Human Resource Management for the years 2003 through 2005.

**TAHRA would like to thank
 Mercer for for being a TAHRA Partner!**



Scholarships Available!

by Sarah Phelps, College Relations Chair

TAHRA has established a scholarship program to promote the pursuit of a career in the field of human resources management and to recognize outstanding achievement of students in the field. Up to two undergraduate and/or graduate students will be selected and each will receive an award of \$500.00 for the fall and/or spring semesters.



The award will be granted subsequent to the submission of evidence of enrollment in courses relevant to human resources management or participation in a course of study that leads to the award of a degree with the major field of study being human resources management.

Review the eligibility requirements and access application by

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 Fundraising Chair

[Denise Reid](#)

[clicking here.](#)

Chamber Liaison

Applications and Transcripts must be received by **Monday October 31, 2011 and must be e-mailed to sphelps@samson.com.**

[Julie Odom](#)
Chapter Management
Professional

TAHRA 2011 Award Nominations Now Being Accepted - Nominate a Colleague Today!

by Stanna Brazeel and Bill Young



NEW PROFESSIONAL AWARD

This special award is designed to recognize an outstanding new professional in our organization. Any TAHRA member with five years or less in the human resources field, with the exception of the Awards Committee participants, is eligible to be nominated. Self-nominations are allowed and encouraged.

Recipient Receives:

\$300 cash donation to the charity of the recipient's choice

A commemorative plaque.

A special biographical sketch detailing the individual's accomplishments will appear in the TAHRA newsletter and on line directory.

RICHARD J. MESSER EXCELLENCE IN HUMAN RESOURCES MANAGEMENT AWARD

This special award was designed to recognize outstanding leadership and achievements in the human resources field. Any current member of the Tulsa Area Human Resources Association, with the exception of the Awards Committee participants, are eligible to be nominated.

Recipient Receives:

\$500 cash donation to the charity of the recipient's choice

A special commemorative plaque.

A special biographical sketch detailing the individual's accomplishments will appear in the TAHRA newsletter and on line directory.

Click Here for Eligibility Requirements for Both Awards

Please forward nominations to Bill Young at 293-0500 or bill@cdpartnersinc.com or Stanna Brazeel at 918-447-5517 or stanna.brazeel@tdwilliamson.com.

Deadline for nominations is October 14, 2011.

INCONSISTENT APPLICATION OF POLICIES COSTS EMPLOYER SUMMARY JUDGMENT

by Kirk Turner, VP Legislative Affairs



The Ninth Circuit Court of Appeals, in the case of Earl v. Nielsen Media Research, Inc., has reversed summary judgment in favor of the employer in an age discrimination case due to the employer's inconsistent application of its policies.

Christine Earl ("Earl"), the plaintiff in this case, was a recruiter for Nielsen Media Research, Inc. ("Nielsen"). Earl violated several company

policies over time. She was placed on a Development Improvement Plan ("DIP"), an informal, non-disciplinary tool used to notify an employee that his or her performance fell below company standards. Earl ultimately was fired. She filed suit, claiming that her termination was based on her age (59). The United States District Court for the Eastern District of California granted summary judgment in favor of Nielsen.

The Ninth Circuit reversed the lower court's granting of summary judgment on Earl's age discrimination claim, finding that younger employees violated the same policies without getting fired. Since the younger employees were sufficiently similar employees (same positions, same policy violations), they were adequate to satisfy the "similarly situated" requirement for comparing employees.

The court's second point was that Nielsen did not apply a Performance Improvement Plan ("PIP") to Earl, which it had done for other employees. While Earl's DIP stated that her failure to meet company expectations in the future "may result in the implementation of the disciplinary process," a PIP states that failure to meet expectations "may result in further disciplinary action, up to and including termination." In other words, the possible consequence of termination was not clearly explained to Earl.

The court rejected Nielsen's argument that it employed people "at will" and could deviate from the progressive discipline system. In May 2006, Nielsen did not terminate a younger recruiter with extremely serious performance issues because he had received only a DIP. In an email exchange with other company officials, Bob Burns wrote: "As much as it sounds reasonable to terminate him without a PIP, it would not be consistent with our procedure." Thus, the court found that Nielsen's insistence on a PIP for a younger employee in the name of consistency raised a factual question.

Practice Pointer: Consistent application of policies and disciplinary procedures is critical. It is important for managers and supervisors to understand that if you make an exception, you risk a claim of disparate treatment unless you can explain why employees who receive different treatment are not similarly situated.

Should you have any questions regarding the information contained in this article, please do not hesitate to contact Kirk Turner at (918) 587-0101, or by email at kturner@newtonoconnor.com.

"Moving Beyond Diversity/Inclusion 201"

by Grover Hall, VP Diversity



The D/I Committee has been up to some great things this year. I wanted to share some of the progress, recognize a few of the committee members for 2011, and highlight our next upcoming event. Please visit our [webpage](#) to keep up to date on our progress. If you have any questions or would like to become involved with our committee, please contact me at grover.hall@williams.com.

D/I 2011 Goals and Outcomes

- Create a TAHRA Diversity/Inclusion vision and mission statement by September 30th.
- Increase attendance at the Diversity/Inclusion Roundtables by average of 25 to 40 participants. *Results: In July, we had 50 plus people to attend the diversity roundtable.*
- Integrate D/I programs with the TAHRA Education Committee and TAHRA Program Committee. *Results: Diversity Learning Lab on September 29th and Diversity Expo on November 16th.*

2011 Diversity/Inclusion Committee-

Diversity/Inclusion Chair - Grover Hall

Tulsa Area Diversity Network/Communication - Denise Reid and Audrina Phillips

Diversity/Inclusion Expo - Barbara Ware

ROI Summit - TBD

Diversity/Inclusion Roundtables - Mary Rose Hart

Upcoming Diversity Event

Wednesday, November 16 - TAHRA Program Meeting & Diversity EXPO - in conjunction with the November Program Meeting.

Dr. Steve L. Robbins will present the keynote presentation from SHRM D/I conference 2010.

Hilton Southern Hills |10:30am - 1:30pm|

Register to attend at www.tahra.org.

To reserve FREE booth space for the Diversity EXPO Resources Exhibit, please contact Barbara Ware at Barbara.ware@dtag.com or 918-669-2390



On behalf of the Workforce Readiness Committee, I would like to thank the following employers who signed up for our Career Fair:

Tulsa Housing Authority	US Cellular
Great Plains Coca-Cola	City of Tulsa
Saint Francis Hospital	FMS Inc
Kelly Services Inc.	CommunityCare
WorkSource	Magellan Midstream Partners, LP
Northeastern State University	Phoenix Residential Services
Premier Staffing	Tulsa County

ORS Nasco
Part Time Pros
SERVAGroup
DIRECTV

Norris
Goodwill Industries
Pinpoint Personnel
Unit Corporation

There are only 8 booths remaining for employers and today, October 7th is the last day to register! The fee is \$299 and you can register online at www.tahra.org.

This career fair is open to the public and we are primarily targeting veterans, senior citizens, people with disabilities, displaced workers, graduating/new graduates, and unemployed or underemployed individuals from minority backgrounds. There will be career workshops for attendees on interviewing, resume preparation, presenting yourself to the employer and completing electronic applications from 8:00am - 10:00am presented by Oklahoma State University Career Services and the Department of Rehabilitation Services.

(download event [flyer here](#))

If you have any questions please contact me at 918-581-2083 or bcburkhalter@okdrs.gov.

Thank you,
Belen Burkhalter PhD, CRC
Workforce Readiness Committee



TAHRA Annual Employment Law and Practices Seminar

Registration Now Open!



The 2011 Employment Law and Practices Seminar will be held on November 3, at the prestigious Renaissance Hotel and Convention Center. Experienced and knowledgeable attorneys will present legal topics that affect employers and human resources professionals.

[Register Today!](#)

Complete Agenda Available soon!

\$190 - Registration Fee

\$170 - Early Payment Option (If paid by October 21)

\$130 - Per Person for Entities Registering 3 or more by October 21

To register a group larger than 8 please contact Julie Odom at admin@tahra.org.

If you have any questions or need additional information, please contact W. Kirk Turner, Vice President of Legislative and Legal Affairs, at (918) 587-0101 or at kturner@newtonoconnor.com.

To volunteer to help with this seminar, please contact Ann Hollowell at ahollowell@mpsolutions.com or Dana Lebold at dlebold@zebco.com.

Membership Update

by Chris Cable, VP Membership

As we roll into October, I am pleased to report that we are experiencing another record year for membership. Our membership base has grown to 550 members! We were at approximately 510 members last year at this time, with a strong boost in new members, to the tune of a 61% increase in new members in 2010. As we head into the 4th quarter, we still need your help to refer new members and be mindful of renewals for 2012. We encourage everyone to take advantage of this opportunity to refer and connect TAHRA with HR professionals not engaged with our group!



- *We have an upcoming New Member Orientation on Wednesday, October 19th at 10:30 a.m. before our regularly scheduled meeting. This month's meeting is at Driller's Stadium. If you are interested in attending (new members are strongly encouraged to attend), please [register online](#).*
- *We will announce our Fall Networking Event soon as details are finalized. This will take place in early November and we look forward to seeing everyone there!*

Growing, Retaining & Attracting Tulsa's Workforce

by Denise Reid, Chamber Liaison

Recruiting & Staffing Resources

If you are planning on staffing up or expanding operations we have a number of tools and resources to assist with your recruiting. We are also doing targeted search engine marketing with our ChooseTulsaJobs.com website to help drive skilled and professional level candidates to our community. Let us know what you need!



Tulsa Area Employer Council

Review of Changes in Workers' Compensation Law
October 11, 2011 | 8:30a.m. - 10:00a.m. |

Doubletree Downtown

RSVP Required - No cost to attend and breakfast is included

Employer Workforce Outlook

October 19, 2011 | 8:30a.m. - 10:00a.m. |

Holiday Inn - City Center

Panel discussion to include Adult Learning/Prior Learning Assessments, Career Pathways & Internship Programs - creating our talent pipeline.

RSVP Required - No cost to attend and breakfast is included

Bud To Boss Workshop - New Supervisor Training

October 24, 2011 - Block I: The Essentials

October 25, 2011 - Block II: Beyond the Basics

Holiday Inn - City Center

Presented by Kevin Eikenberry - expert on team and leadership development and author of bestselling books Remarkable Leadership and Vantagepoints on Learning and Life.

TYPros Diversity Crew Annual D2: Diversity and Dialogue

November 16, 2011 |6:00p.m. - 9:00p.m.|

Gilcrease Museum - Vista Room

RSVP Required - No cost to attend, drinks and appetizers are included

Tracy Brown - President of Diversity Trends, LLC. She's the author of "Breaking the Barrier of Bias", "71 Ways to Demonstrate Commitment to Diversity" and several audio-learning programs, including "Diagnosis Diversity."

Misperceptions of Tulsa - changing the course of our community dialogue to launch Tulsa to the forefront of diverse and inclusive communities nationwide especially as it relates to attracting and retaining talent. Event includes a collaborative "ice-breaker" to start the evening, three rounds of world café dialogue to generate impactful ideas to deliver to change makers and Tracy Brown's presentation.

If you would like more information about programs mentioned above contact Denise Reid with the Tulsa Metro Chamber at denisereid@tulsachamber.com or (918) 560-0255.



The TAHRA Annual Golf Tournament took place on September 22 at the beautiful Battle Creek Golf Course. We had over 20 sponsors and 58 players participate in the tournament. Proceeds from this tournament are used to provide education and training for our members, support area SHRM student chapters and other events that promote our profession. This was a terrific event that would have not been possible without our sponsors. We would like to offer a gracious thank you to all who participated.

The following companies generously donated to this year's tournament:





RELIANT



Welcome to our Newest Members!



Brett	Lane	Lockton Companies
Ryan	Pietila	BOK Financial, NA
Jason	Haynes	Walgreen Co.
Becky	Powell	Navistar
Daphne	Applegate	Webco Industries, Inc.
Brian	Miller	University of Tulsa - Career Services
Shane	Norrid	University of Phoenix
Mike	Wise	CREOKS Behavioral Health Services
Michelle	Mitchell	University of Tulsa
Kyle	Liggans	

Calendar of Events

October

10/13 - [TAHRA Career Fair](#)

10/19 - [New Member Orientation](#)

10/19 - October Program Meeting - [Leading from the Inside Out](#): Managing Talent for the Emerging Workplace

10/27 - October Learning Lab - [Strategic Management](#): The Theory and Its Application

November

11/3 - [TAHRA Annual Employment Law and Practices Seminar](#)

11/16 - November Program Meeting & Diversity Expo - [Homie-Sapiens](#): What Brain Science Tells Us About Why We Hang Out with Our Homies, Love Our Comfort Zones and Like to Be Close Minded

December

12/1 & 12/2 - December Extended Learning Lab - [Mental Health First Aid](#) - 12 Hour Course

12/14 - December Program Meeting - [Leaders in Gear](#)

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

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