

STILLWATER AREA HUMAN RESOURCE ASSOCIATION

AFFILIATE OF
SHRM
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

2007 SHRM **SUPERIOR MERIT AWARD**
CHAPTER

WWW.STWAHRA.SHRM.ORG

April 2011



Thursday, April 21st

Part 2: Employee Discrimination & Sexual Harassment Investigations

Mackenzie Wilfong, Director of Affirmative Action, Title IX and ADA Coordinator for OSU, will return to present Part 2: Employee Discrimination & Sexual Harassment Investigations.

Mackenzie became Director of Affirmative Action at OSU in October 2009. As a strategic, collaborative, and proactive leader in OSU's commitment to provide a diverse work and learning environment free of prohibited discrimination and harassment, Mackenzie oversees all aspects of the Affirmative Action Program. She also investigates allegations of discrimination and harassment on campus, and provides awareness workshops on gender discrimination, sexual harassment, and diversity issues.

Mackenzie received her Juris Doctorate from Southern Methodist University, Dedman School of Law, and is licensed to practice in Missouri. Prior to joining OSU, Mackenzie was an attorney in private practice representing educational institutions in state court, federal court, and before administrative

agencies in Kansas City, Missouri. After leaving private practice, Mackenzie worked as an enforcement attorney for the United States Department of Education, Office for Civil Rights where she was responsible for compliance investigations and enforcement of laws prohibiting discrimination on the basis of race, color, national origin, sex, disability, and age.

Plan to join us at Joseppi's Italian Kitchen, 223 E Hall of Fame in Stillwater from 11:30 - 1:00 pm on Thursday, April 21st for Mackenzie's presentation. The cost is \$12 for members and \$14 for non-member/guests. Please RSVP to Tonisha Van Pelt at tonisha.van_pelt@okstate.edu to ensure your seat at the table!

Also at this month's meeting, purchase a chance to WIN A FREE OKLAHOMA STATE CONFERENCE REGISTRATION VALUED AT \$475!! The cost is \$1 per chance or \$5 for six chances to win. All proceeds benefit the SHRM Foundation.

Dates to Remember:

Wednesday-Friday, May 4-6

2011 Oklahoma State Human Resources Conference
& Exposition * The Embassy Suites Hotel and
Conference Center * Norman
"HR - The Profession of Champions"



*For additional information
or to register, go to:*

<http://www.okhrconference.com>

Dates to Remember (Cont.):

Sunday – Wednesday, June 26–29

SHRM 2011 Annual Conference & Exposition * Las Vegas Convention Center * Las Vegas, Nevada
Guest Speakers include Sir Richard Branson & Michael J Fox. Entertainment includes Keith Urban.

OESC Semi-Annual Spring Job Fair

The Oklahoma Employment Security Commission will be hosting their 29th Semi-Annual Spring Job Fair. This year's fair will be held at the Coca-Cola Bricktown Event Center, 425 E California, on Friday, April 29th from 10:00 am – 3:00 pm.

The central location along with the large number of job seekers and business leaders has made this job fair extremely successful. If you would like to participate in one of the most successful job fairs in Oklahoma City, please get your registration letter in today by following this link:

http://www.ok.gov/oesc_web/documents/Job%20Fair%2004%2029%2011%20Registration%20Letter.pdf

SAHRA Receives Distinguished Award

The Society for Human Resource Management has awarded SAHRA, the EXCEL Bronze Award for 2010.

The SHRM Affiliate Program for Excellence (SHAPE) has been designed to ensure a strong connection between SHRM and our affiliated chapters from a business perspective. In Addition to clearly outlining our requirements to measure chapter alignment and engagement with SHRM's overall objectives, SHAPE's focus has shifted to activities and initiatives which are more strategic in nature. These efforts will allow each affiliated chapter to

increase its visibility and effectiveness, as well as promote the HR profession at the local level. Additionally, we designed this program to enhance the business acumen of our local volunteer leaders. This new program raises the bar of excellence for our affiliates and introduces the EXCEL Awards – a tiered recognition and awards system.

The Society for Human Resource Management (SHRM) is the world's largest association devoted to human resource management. The Society serves the needs of HR professionals and advances the interests of the HR profession. Founded in 1948,



SHRM has more than 250,000 members in over 140 countries, and more than 575 affiliated chapters.

“This recognition is a distinct indication of the chapter's successful partnership with SHRM to serve the networking and professional development needs of human resource professionals and to the advancement of the human resources profession” noted Pamela J. Green, SPHR, Chief U.S. Membership Officer for SHRM.

SAHRA receives a Certificate of Recognition, a specialized banner to display at its meetings and events, and is being recognized in SHRM's publications and at its conferences.

The Changing Nature of Work

By: Alfred Chibuisi Amaechi

A major overriding source of stress for managers and others today is the fact that jobs are no longer for life – that job security is a vestige of the past. Under the terms of the new psychological contract, organizations expect employees to be more flexible, more accountable, and to be hardworking and committed, at the same time, employers offer increasingly limited or no assurances or expectations of employment security and career development opportunities.

It is not hard to imagine that for significant numbers of future workers, the job is likely to become a freelance activity in the form of a series of temporarily or discretely defined tasks or projects undertaken either successively or concurrently for single or multiple employers. For this, the individual receives financial payment, negotiated in advance, either on a fixed-cost basis or dependent on results achieved.

For individuals currently working in different layers of organizational structures, coping with changed career expectations requires considerable personal adjustment – one must accept that the onus for career management and training now rests with oneself rather than the organization.

This requires a greater degree of self-initiative and personal planning and control. Although the prospect of pursuing a self-determined career outside the structure of an established organization might seem daunting, research evidence based on the experiences of middle career changes suggests that increased job and life satisfaction is frequently gained from a move to freelancing and self-employment.

To minimize and handle your own stress, you

should

- Understand yourself – Understand what causes your stress, when you are likely to become stressed, and how you can avoid these situations. To help, it can be useful to think about previous times that were stressful for you and remember how you felt, how you reacted and behaved, what the result was, and whether with the benefit of

“Consider what is causing stress – Is it resulting from the job, your role, work relationships, change, or something else, perhaps not work-related at all?”

hindsight, you handled it in the best way possible.

- Take responsibility – Too often people either deny their problem, in which case it will almost certainly worsen, or blame someone or something else. Even if it is the fault of someone else, you are being affected and you need to resolve it. People are often too afraid, ashamed, or uncertain to admit that they are suffering from stress, but the longer they delay, the worse the effects of the downward cycle.
- Consider what is causing stress – Is it resulting from the job, your role, work relationships, change, or something else, perhaps not work-related at all? Knowing the symptoms and acknowledging the existence of stress is really only the start; the next key step is to identify the source of the stress. This is often complicated by the fact that stress is caused by an accumulation of factors. The solution is to rationally

consider how to take down the wall that is encircling you, brick by brick. Stress is rarely removed in one go but often requires action in a range of areas.

- Anticipate stressful periods either at work or home – This may include getting temporarily resources or people with specific skills to help during a particular period.
- Understand and use management techniques to prevent or reduce stress – Time management and assertiveness are two of the most important skills in reducing and handling stress, as many difficulties are caused either by time pressures or relationship issues that could be prevented by more assertive, controlled behavior, communication, decision-making and problem-solving also have much to offer once the problem has been acknowledged and the sources of stress identified.
- Relax – Easier said than done, but the key is to understand that you need to work at relaxing! This may mean planning a holiday or finding a hobby or club that suits you, and then absorbing yourself in it. Time away from the causes of stress can help to put the situation in perspective and lead to a new approach that provides a solution.

If you are responsible for preventing and reducing stress within organizations, you should;

- Acknowledge stress in others – As a leader you should not be afraid to comment to someone if you think they are suffering from stress, and then be prepared to help and support them in breaking the downward cycle. Often, just acknowledging the existence of stress and showing

understanding can provide enough energy to see the solution, remove the stress, and ultimately overcome the problem.

- Build a positive team or work environment– As a leader it is possible to reduce stress for others by developing good communication systems, a supportive team approach, a blame-free environment, and a clear sense of involvement and responsibility. Other factors that can also help include mentoring programs that prevent, identify, and treat cases of stress; appraisal systems and simply knowing and understanding the people who work with you. For some senior managers in large organizations this may not be possible, in which case these values need to be passed down the chain of command so that they are supported throughout the organization.

Alfred C. Amaechi is an expert in Home Based Businesses. He's been in the business for several years and has authored many guide books to starting out in Legitimate Home Based Businesses. His considerable expertise has thrust him into the limelight as he guides potential investors to the right and fast track to achieving success in their business endeavors.

Source: <http://ezinearticles.com/>

Share It With Us

Got something to share or an announcement to make, such as an exciting professional achievement? Let SAHRA acknowledge and post it in the monthly newsletter. Please submit to Cheryl Garrett @ c_garrett@oncueexpress.com

*All submissions are subject to SAHRA Board approval and SHRM guidelines.

Final Rule Updates FLSA Regulation

From the US DOL Wage & Hour Division

Under the Fair Labor Standards Act of 1938 (FLSA), covered employers are required to pay their nonexempt employees a federal minimum wage and overtime premium pay of time and one-half the regular rate for hours worked in excess of forty (40) in a work week. The FLSA also contains a number of exemptions from the minimum wage and overtime pay requirements. Over the years, Congress has amended the FLSA to refine or to add to these exemptions and to clarify the minimum wage and overtime pay requirements.

A final rule issued by the U.S. DOL updates the

regulations issued under FLSA. In this final rule, the DOL revises regulations issued pursuant to the FLSA and the Portal-to-Portal Act of 1947 that have become out of date because of subsequent legislation. These revisions conform the regulations to FLSA amendments passed in 1974, 1977, 1996, 1997, 1998, 1999, 2000, and 2007, and Portal Act amendments passed in 1996.

The DOL issued the final rule revising various outdated sections including those relating to compensatory time, fluctuating work weeks, tip credits, and minimum wage after considering the numerous comments it received.

Visit the DOL website at www.dol.gov for more info



HR Job Postings

Does your company have an opening in human resources? If so, take advantage of low advertising costs and place your ad in the Stillwater Area Human Resource Association newsletter and on the front page of the SAHRA website.

Consider the following:

1. \$75 per advertisement - one position
2. Position(s) must be related to human resource profession
3. Valid for 28 days from date of insertion
4. Advertisement may be renewed - \$40 renewal fee for 28 additional days
5. Must supply logo in .jpg or .gif format
6. Must supply advertisement as Word document, PDF format, or by e-mail
7. Do not need to be SAHRA/SHRM member

For more information, please contact Coral White, coral.white@okstate.edu, (405) 744-5379.

MISSION STATEMENT Stillwater Area Human Resources Association

To be recognized and respected as an organization, which promotes the development of Human Resource professionals into strategic business partners within their organizations by providing professional growth through development programs, networking opportunities, and community service projects.