

Validity Screening Solutions

Social Networking Educational Forum



PANEL OF EXPERTS

KAREN R. GLICKSTEIN

Employment Law Attorney - Shughart, Thomson & Kilroy P.C.

Karen R. Glickstein focuses her practice on assisting employers in a wide variety of employment and human resources issues. She has experience defending all types of claims including claims of discrimination based on racial, sexual, disability, religious, national origin, and age-based harassment, retaliation, violations of the Family and Medical Leave Act, USERRA, and both common law and statutory "whistle blowing" claims. Glickstein has also defended EEOC class actions.

In addition to providing day to day preventative advice to clients, Glickstein has tried several employment matters to jury verdict and has extensive experience working with clients on issues relating to non-competition and non-solicitation agreements. Glickstein represents clients in front of a number of administrative agencies, as well as in state and federal courts throughout the country.

Education

J.D., Northwestern University, 1987, Journal of Criminal Law & Criminology, Coordinating Note and Comment Editor; William Jennings Bryant Prize for First Place in Moot Court Competition; National Moot Court Team, Quarterfinalist and Best Brief award
A.B., cum laude, with high honors in government, Smith College, 1984



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MIKE KAUTSCH

Professor of Media Law - University of Kansas School of Law

Mike Kautsch left his post as dean of the KU School of Journalism at the end of the 1996-1997 academic year to join the KU law faculty and develop a program on public policy, law and communications. The Media Law Clinic and Media Law course as well as the certificate program in Media, Law, and Policy are the result.

Education

Kautsch holds degrees in journalism and law from the University of Iowa and he was a practicing journalist for about ten years before joining the KU journalism school in 1979. He has long worked with the media bar and is active in Kansas and nationally on issues related to media and the law.

Career History

Assistant Professor, Journalism, Kansas 1979-85; Research Fellow, Gannett Center for Media Studies, New York City 1985-86; Associate Professor, Journalism, Kansas 1985-92; Professor, Journalism 1992-97; Dean, Journalism 1987-97; Professor of Law since 1997



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ANGELA M. SALMON

Senior Vice President - EFL Associates

Angela M. Salmon, Vice President in the Kansas City office, began her career as a business consultant for a Big Five firm. She then worked for Cerner Corporation, a Kansas City based healthcare technology firm where she managed the company's campus recruiting efforts as Team Lead. At EFL Associates, Salmon has successfully completed senior-level search assignments including President/CEO, SVP/VP, CFO, General Counsel, and Director positions.

Education

Salmon earned both a BBA and MBA from the University of Missouri-Kansas City where she graduated with honors.



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MICHAEL TRACY

Owner/Managing Principal - OMNI Employment Management Services, LLC

Michael Tracy has been very effective providing counsel and direction to business owners, executive directors, Boards, and company executives on matters related to organizational as well as individual effectiveness and success.

Tracy spent over 20 years working in Human Resources leadership roles with the following successful organizations:

- Dayton Hudson Department Stores (now Target Corporation) Minneapolis, MN
 - o Corporate staffing, generalist, employee relations, college recruiting
- KFC-Pepsico (now Tricon Restaurants), Louisville, KY/Kansas City, MO
 - o Corporate employee relations, staffing, college recruiting
 - o Human resources leadership role for over 2500 employees throughout the Midwest
- Culinary Concepts, LLC, subsidiary of Hallmark Corporate, Kansas City, MO
 - o Business administration and related company leadership

In 1998, Tracy formed OMNI Employment Management Services, LLC. OMNI's mission is to become the region's premier resource to small and medium size organizations for people management solutions, employee services, and support. Tracy and his team support their clients through human resources consulting, outsourcing, and executive search.

Education

Tracy has an MBA from University of St. Thomas in St. Paul, Minnesota and a BA from Ripon College in Ripon, Wisconsin.



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KIRK A. YOUNG, SPHR, CEO

CEO - Job Match Assessment, Inc.

Kirk A. Young is a 22 year HR veteran who has served in nine different roles for three world-leading companies. He applies his experience as CEO of Job Match Assessment, Inc., an assessment company started in 2002. His experience with Satisfaction, Engagement and Job-Fit assessment measurement for 103 clients in diverse economic sectors puts him on the cutting edge of employment and retention practices.

Prior to Job Match Assessment, Young served Ernst & Young and directed the Human Resources function for accounts and provided individual, team, supervisory and leadership development. He was instrumental in implementing recruiting, performance management, compensation, succession planning, and assessment systems at the national level. He managed employee relations and employment for Lever Brothers Company and also served at the glass division of Lear Siegler.

Education

Young has an MBA from St. Louis University and a BS in Psychology from Emporia State University. He is MBTI qualified, a certified DDI instructor and a Partner of Profiles International, the nation's leading employee assessment company.



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