



January 2022 NOARK NEWS



NOARK President's Message

Happy New Year NOARK!

A new year is a perfect time to reflect on our achievements of the past year and determine our goals for the year ahead. As NOARK begins 2022, we celebrate having been a Pinnacle Award finalist, serving as State Conference host and being the host Chapter of the HR Professional of the Year – our own Sheila Moss! We enter the year having been recognized as the top 14th Chapter in the nation for our SHRM Foundation last year; and, with a new 2022 location sponsor, AR Blue Cross Blue Shield's new Corporate Center. We are entering the year with five new volunteers on our Board/Committee positions and we are all excited to serve NOARK into 2022!

As we enter the new year, I encourage you to ask yourself some important questions related to your future state of HR leadership and NOARK participation.

Here are some questions to get you started:

1. At your future retirement party, how will people describe the kind of HR leader you have been?
2. What gaps exist to reflect the type of HR leader you wish to become?

3. How can NOARK further your leadership and/or career goals?

Here are some proactive steps to help you meet your goals:

1. Renew your NOARK membership.
2. Attend the monthly Chapter meetings to hear the latest issues and strategies affecting the workplace.
3. Consider participating on one of the Chapter committees to further develop your leadership skills, learning opportunities and expand your HR network.

As we head into this season of gratitude, I am full of hope for what is to come and thank you for your continued support and active participation. Return to the website often for details on upcoming events and Chapter news. If you have any questions, please do not hesitate to reach out to me or any of our Chapter Leaders.

“The purpose of life, is to live it, to taste experience to the utmost, to reach out eagerly and without fear for newer and richer experience.” - Eleanor Roosevelt

What will your NOARK experience be in 2022?

Regards,
Cindy Ruffing
2022 NOARK President



**Join NOARK for our January 13,
2022 NOARK Membership Meeting
Event changed to Virtual--Zoom
info given with registration for
event.**

**Time: 11:30am-1:00pm
1 (one) SHRM PDC and HRCI
"General" Hour pre-approved.**

‘The Great Resignation’ or ‘The Great Reimagination?’

Fueled by the COVID-19 pandemic, many organizations are facing a talent crisis. Called “The Great Resignation” or the “Turnover Tsunami,” the U.S. Bureau of Labor Statistics reports record quitting rates, and CEOs warn the talent shortage will threaten the nation's economic recovery.

reports record-setting turnover and CEOs rank the talent shortage as one of the top issues they're currently facing. We'll explore how COVID-19 affected employee engagement, the factors that are contributing to increased turnover, and insights from COVID to reimagine the employee experience and build higher levels of employee engagement.

Learning Objectives

Upon conclusion of this training, participants will be able to:

- Describe how COVID affected employee engagement
- Outline the main factors contributing to employee turnover
- Discuss ways to reimagine the employee experience, leveraging insights from COVID to build higher levels of engagement

SPEAKER: Rachel Hudson, Performance Success Manager, BKD CPAs & Advisors

Speaker Bio:

Rachel Hudson serves as Performance Success Manager for BKD CPAs & Advisors. In her role, she leads the firm's performance management, engagement, and diversity and inclusion initiatives. Rachel has more than 15 years of progressive experience in human resources, focusing primarily on talent management and organizational development strategies. Her work in redesigning BKD's performance and engagement programs was featured in Harvard Business Review and recognized with awards from international consulting firm Brandon Hall Group and engagement vendor Quantum Workplace. Rachel holds certifications from the Society for Human Resources Management, the HR Certification Institute, Cornell, and the Human Capital Institute, as well as a Bachelor of Science degree in marketing from Missouri State University.





Congrats to the new 2022 NOARK Board!

Pictured left to right: Dale Clinton, College Relations Chair - Morgan Scholz, President-Elect - Camille McCraw, Young Professionals Chair - Jamaikhan Bowen, Vice President, - Misty McGlothlin, Certification Chair - Cindy Ruffing, President - Rachel Hudson, Diversity Chair. Not pictured: Sheila Moss, Past-President/Programs Chair - Amy Fisher, Treasurer - Korenda Allen, SHRM Foundation Chair - Russell Holt, Legislative Chair - Sarah Huffman, Membership Chair - Judith Tavano, Workforce Readiness/Military Outreach Chair.



Doing the COVID Mandate Hokey Pokey

Just as HR Professionals are jumping to the left while they do the mandate hokey pokey, they are looking to the right because it is highly probable that this is not the end of the litigation.

Legislative Blog

Reigniting the Legislative Affairs Committee

"All politics is local" is an old chestnut made famous by Tip O'Neil, which can have many meanings. In the context of this article, what could be more local than NOARK's Legislative Affairs Committee influencing change through being actively involved in current legislative and regulatory matters that impact the Human Resources (HR) profession.

In 2022, the Legislative Affairs Committee's main objective is to increase committee participation, regaining our pre-COVID vigor and participation while fulfilling the committee's purpose. In addition, the NOARK Legislative Committee will provide

NOARK members with information on ongoing legislative and regulatory issues that affect the Human Resources Management profession via chapter publications and legislative seminars and workshops.

The Committee keeps up with pending and current legislation that affects HR. We also work on in-state congressional visits; this is where we visit our legislators in person to present our position on current legislative concerns. For example, last year, the Committee, under the leadership of Amy Fisher, went to visit congressional representative Steve Womack (AR-3) to discuss current legislative issues that affect HR. This gives us an excellent opportunity to develop a relationship with our legislators. Moreover, it provides our legislators with valuable HR subject matter experts to contact who can offer advice on future legislative and regulatory issues.

Of course, those who would like to serve on the legislative affairs committee do not need any experience, just an interest in politics and a willingness to serve. So if you are interested in serving on the Legislative Affairs Committee, don't hesitate to contact me at Russell Holt
r.holt@superlinen.com.

2022 is going to be an exciting year!



NOARK Named Finalist for SHRM Pinnacle Award!

SHRM (the Society for Human Resource Management) announced NOARK as a finalist for the 2021 Pinnacle Award in recognition of its high achievements advancing the profession of human resources.

The Pinnacle Award is the most prestigious honor SHRM state councils and chapters can receive. Created in 1991, the award recognizes innovative projects created and implemented by SHRM affiliates.

“SHRM's chapters and state council members play a pivotal role in elevating the voice of HR and improving the future of work,” said SHRM President and CEO, Johnny C. Taylor, Jr., SHRM-SCP. “In a time of unprecedented change, our finalists continued to lead the profession forward with local and statewide initiatives that will fundamentally transform the workplace.”

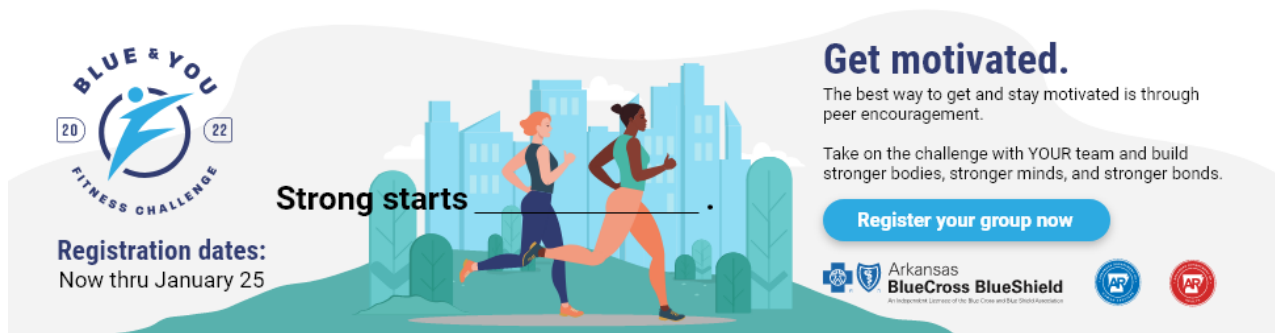
NOARK submitted: *Workforce Inclusion Strategies for the Military Affiliated*

This program began as a SHRM Foundation Innovation Grant-NOARK initiative in mid-2018. Its original purpose was to help separating and retiring military officers position themselves for careers in the civilian workforce.

In 2019 the program expanded with the help of a second SHRM Foundation Innovation Grant and a partnership with the University of Arkansas Office of Diversity & Inclusion/IDEALS. The second grant took on two areas of focus. The first area of focus is

to expand the military client base to sweep in all separating military from all ranks, active National Guard and Reserve, and military spouses. The second area of focus is to educate employers to help them better recruit, hire, and retain military candidates. For more info you can reach out to Judith Tavano, Workforce Readiness/Military Outreach Chair.

The finalists were recognized at SHRM's Volunteer Leaders Business Meeting (VLBM) live online November 10-12.



BLUE & YOU
20 22
FITNESS CHALLENGE

Strong starts

Registration dates:
Now thru January 25

Get motivated.
The best way to get and stay motivated is through peer encouragement.
Take on the challenge with YOUR team and build stronger bodies, stronger minds, and stronger bonds.

Register your group now

Arkansas BlueCross BlueShield

AR AR

[Click for more info](#)



January Issue is here...click on the logo above.



Save the Date !

Next Year's ELLA is back in person on April 13-14, 2022 at the Robinson Center and Doubletree Hotel in Little Rock. Watch our [website](#) and emails for more information.



Save the Date !

The Arkansas SHRM Conference & Expo will be October 24-26, 2022 in Hot Springs. Watch our [website](#) and emails for more information.

2021 NOARK Compensation and Benefits Salary Survey available for purchase... Sponsored by



[Purchase Here](#)



- **Jen Gilbert**, Northwest Arkansas Community College
- **Jennifer Hood**, Northwest Arkansas Community College
- **Heather Watson**, Beaver Water District
- **Jami Clifford**, Walmart Inc
- **Garrett Arnold**, Student
- **James Lininger**, Onin Staffing
- **Corey Williams**, Student
- **Teresa Hill**, Ozark Regional Transit
- **Joni Ramos**, City of Siloam Springs
- **Cheryl Bartkoski**, Paycor
- **Carly Smith**, 1st Employment Staffing
- **Emily Highley**, Tec Staffing Service

Please reach out to them and make them feel welcome.

2021 NOARK NWA Walmart Vendor Survey Is Available For Purchase!

[For More Information on How to Purchase](#)

NORTHWEST ARKANSAS HR JOB, LISTINGS

- **Manager, Benefits Services-Integrated Absence Management**, Walmart Stores Inc
- **Payroll Specialist**, John Brown University
- **Human Resource Partner**, University of Arkansas
- **Human Resource Partner: College of Engineering**, University of Arkansas
- **Director of Talent Development**, University of Arkansas

Note--Please remember as a NOARK Member you can post an HR Related job for FREE.

[Create HR Job Listing](#)

Thank You To Our NOARK Sponsors...We Appreciate You!!!



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