



NOARK Human Resource Association Newsletter

Sept 2015

Issue No. 47

Dear Angela,

NOARK is constantly striving to serve its membership with valuable information relating to the HR industry.

The purpose of our newsletter is to keep you updated on all activities and to direct you to our www.noark.org website where more information and membership benefits can be

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where more information and membership benefits can be found.

If you have any questions, please email info@noark.org or call [479.305.2466](tel:479.305.2466)

All the best,

NOARK Human Resources Association

Advancing the Profession

Serving the Professional

Message from 2015 NOARK President--



Greetings.

No doubt you or others in your organization are in the thick of things related to Open Enrollment and navigating the Affordable Care Act. Perhaps you and your leadership are challenged to implement employee engagement, succession or overall workplace planning strategies. No matter what the transition you face, these are the times to leverage your professional resources and networks. Keep sourcing solutions through outreach to colleagues, SHRM and NOARK. Let's make sure we take the time to pick up our phones or reach out by e-mail to tap the incredible collective of knowledge and experience found within our great Northwest Arkansas HR "family." Lucky for us, as National SHRM members, we have a wealth of resources at our fingertips. I use the SHRM.org website on a weekly basis. It helps me find answers to puzzling questions, provides tool kits for HR related projects, and challenges me to think outside the box with new ideas. If you haven't

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Communications/SHRM Foundation

checked it out lately, here are some highlights of what you can find:

HR Answers

-helps you get easy access to HR questions without having to search the internet

Express Requests

-a self-help resource available 24/7 where you can find answers on the SHRM website

Ask an HR Advisor - this is my all-time favorite as I can send a specific question to something happening real time and a certified HR professional at SHRM is available to answer questions or give ideas on how to location information. There is so much more to be found on the SHRM website. I encourage you to check it out and use all the amazing tools that it provides to you and in an effort to make sure our members are staying current on all the NOARK activities, please make sure your information is current on the NOARK website. If you have new contact information, you need to update your record on the web

site. We can't keep in touch if we can't get ahold of you. If you are not receiving the monthly NOARK newsletter, be sure to look on your profile page and make sure that you have not selected "no" to the mailing list. To do this follow these steps:

Log in

Go to Profile Overview (view/edit)

Update what you need to change

IMPORTANT STEP: Scroll to bottom of page and click **SAVE** (If you don't click, the information will not be saved).

Best Regards,
Pat Bates, SHRM-CP, PHR
NOARK Chapter President

September 10th NOARK Meeting--Understanding

[Kimberly McGee, PHR, SHRM-CP](#)

Diversity

[Cammie Scott, SHRM-SCP, SPHR](#)

Legislative

[Sara Staley, PHR, SHRM-CP](#)

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[Angela Robinson](#)

Workforce Readiness

[Angelique O'Bryan, SHRM-SCP, SPHR](#)

Young Professionals

[Cathleen Hoffman, SHRM-SCP, SPHR](#)

NOARK Chapter Administrator

Telephone: [479.305.2466](tel:479.305.2466)

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Fayetteville, Arkansas 72701

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View our profile on **LinkedIn** 

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Diversity and Inclusion: Building a Better Business with Highly Engaged Employees

Date: September 10th
Time: 11:30am-1:00pm

Location:
The Jones Center
922 Emma Street
Springdale, AR 72764

"Diversity and Inclusion" is an integral component that drives long term success for companies and leaders. As the workplace continues to diversify at an increasing rate, companies must explore the impact the changes will have on their business and develop a Strategic Diversity and Inclusion Plan accordingly.

The diversity discussion has expanded beyond the race, culture, gender, and religion. As a company transitions from diversity management to inclusion in the workforce, we must foster an environment that acknowledges and embraces diverse experiences. An organization's journey to become inclusive begins with a critical but simple question - What actions are my organization taking to foster an inclusive work culture where uniqueness of beliefs, backgrounds, talents, capabilities, and ways of living are welcomed and leveraged for learning and informing better business decisions?

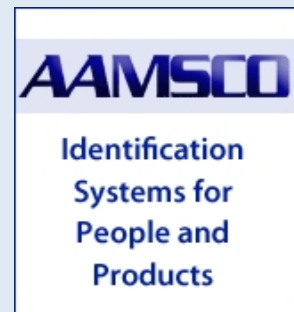
Learning Objectives:

- Diversity - What's the focus now? What does diversity look like in 2025 for a business? What does this mean for HR Professionals?
- Transitioning from Diversity to Inclusion. What is Inclusion? How is it different from Diversity?
- The Business Case for Incorporating Inclusion into

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NOARK Name Badge Sponsor



- your Strategic Plan/Business Plan
- Best Practices for Diversity Management and Inclusion to promote a global mindset within your organization
- Engagement Programs and the Effect on Recruitment and Retention



(1) PDC



(1) General Hour

SPEAKER: Ulanda Terry, Tyson Director of Diversity, Inclusion, & Engagement



Ulanda joined Tyson Foods in 2004 and has held a number of roles in Human Resources. She is currently the Director

**NOARK Wage & Benefits Survey
Sponsor**

**Thank you to our
vendors in the
Vendor
Directory!!!**

View the
Vendor Directory
[Here!](#)

**Thank you to our
Meeting Patron!!!**



September Meeting Patron

of Diversity, Inclusion, and Engagement. In this role, Ulanda helps lead the strategic direction of Tyson's Diversity and Inclusion efforts. She is also responsible for supporting Tyson's Business Resource Groups, the Diversity Leadership Council, and the ENHANCE Onboarding Program. Prior to joining Tyson, Ulanda coordinated the MBA Recruiting program for Wal-Mart Stores.

Ulanda is involved in several organizations and boards that focus on making our community a more inclusive and attractive place for all. She serves on the Northwest Arkansas Council's Diversity Taskforce and Leadership Taskforce, the Sam Walton's School of Business Diversity Program Corporate Advisory Board, and the League of Employers Advancing Diversity (LEAD). Ulanda is also a member of Alpha Kappa Alpha Sorority, Inc. and St. James Baptist Church. She is also a life member of the Black Alumni Society and Arkansas Alumni Association. She was selected in the 2010 class of the NWA Journal's 40 Under 40 of up and coming NWA Professionals and consistently supports the local Big Brother Big Sister Chapter. In fall of 2013, Ulanda was selected as the NWA Business Women's Conference "Young Woman of the Year." In early 2015, she received the Black Alumni's Young Alumni of the Year Award. During her spare time Ulanda enjoys floral design and planning events through her event company POSH Events.

Ulanda has a bachelor's degree in agricultural business with a focus in marketing from the University of Arkansas at Pine Bluff and a master's degree in agricultural economics from the University of Arkansas at Fayetteville. She and her husband Christopher and their two daughters, Charis and Chyloh, reside in Fayetteville.

Her personal mission is to encourage, influence, and inspire herself and others to do the LITTLE things intentionally with the hope of making a BIG difference.

NOARK Calendar of Events!!!

With the new partnership with the University of Arkansas-Global Campus and the area chambers we have several upcoming sessions with SHRM/HRCI HR Certification Hours.

Check out the NOARK Calendar of Events for specific dates and times.

6 Tips for Accidental Trainers!!!

As professionals we are called upon to train in formal and informal ways - all the time! Some of us have had formal training in how to train and develop adults; some of us have not. This session is for those who will benefit from taking break to explore the theories and applications of proven (and emerging) training methodologies, strategies, and measurements. This session focuses on identifying what you need as a learner, what your learners need, and how you can measure success in ways that will be meaningful to your learners and your organizations.

Date: October 6th

Time: 12pm-1pm

Location:

University of Arkansas-Global Campus

3300 Market Street, Suite 402

Rogers, AR 72756



1 (PDC)



(1) General Hour

SPEAKER: Judith Tavano, SHRM-CSP, SPHR



Judith Tavano, SPHR, CPP, is the director of the Professional Development Network at the University of Arkansas, Global Campus, the founder of genMatters.com, and a former adjunct instructor in the human resource development program in the College of Education and Health Professions. Judith coordinates the Society for Human Resource Management (SHRM) Learning System course for the Global Campus.

A native of Boston, Massachusetts, Judith settled in Northwest Arkansas at the end of 1999. From 2000 - 2004, she held a number of increasingly responsible positions at Northwest Arkansas Community College in Bentonville, AR, including interim dean of Corporate and Continuing Education. Before coming to Arkansas, Judith practiced as an HR executive in the Boston area for over 25 years. She served Boston-based entrepreneurial, multi-national and start-up corporations in retail, communications, publishing and high tech. Judith also taught at the University of Massachusetts/Boston. Judith holds a master's degree and bachelor's degree from Simmons College in Boston, MA, has a credit certificate in Human Resource Management from Bentley College in Waltham, MA, a non-credit certificate in human resource management from the American Management Association and bears the international designation of Senior Human Resource Professional (SPHR) through the Society for Human Resource Management and Certified Program Planner (CPP) from LERN.



OCTOBER NOARK Meeting

...with NOARK

For the October membership meeting NOARK is going on the road to an area near YOU! Please join us for any or all the events with special guest from the Chamber of Commerce.

Breakfast: 7:30-9:00am
at The Egg & I 5206
Village Pkwy,
in Rogers

Lunch: 11:30-1:00pm
at
28 Springs
100 E. University St.
in Siloam Springs

Happy Hour: 5:30-7:00pm
at Foghorns
1100 48th Pl.
in Springdale

*ALL food is paid for by NOARK. Please register online
www.noark.org

Go to www.noark.org and register for each event separately.

SHRM In the News...

Emerging Lead (HR) Conference--October 8th-9th
San Antonio, Tx

For more details...

<http://conferences.shrm.org/emerging-leader-conference>

HRCI In the News...

Virtual Town Hall

Watch a recording of the Virtual Town Hall, in which HRCI's Chief Executive Officer, Dr. Amy Dufrane, SPHR, CAE, and HRCI's Board Chair, Clarissa A. Peterson, SPHR, GPHR, discuss the current state of HRCI and answer questions from certificants.

- See more at:

<http://www.hrci.org/#sthash.IQli9zBL.dpuf>

ASK DAVE THE "FORM I-9/E-Verify" EXPERT???



My company retains unpaid individuals (student trainees, interns, volunteers, residents) that receive job training and experience but receive no form of payment from my company. Do we need to complete Forms I-9 for these individuals?

(Find answer in the "Random Tidbits" section of the newsletter.)

For more information on E-Verify, visit www.dhs.gov/E-Verify, or for myE-Verify visit <http://www.uscis.gov/mye-verify>.

--Dave, USCIS, DHS





Update: SuperCon 2015, November 12, 2015

This year's conference theme focuses on building, growing and sustaining teams in the workplace.

- Our opening speaker, a nationally recognized presenter on innovation in the workplace will wake us up with some very 21st C ideas for motivating teams.
- The rest of the morning will feature Ted Talk-style presentations on Lessons Learned in Teamwork presented by well-known members of the northwest Arkansas community.
- Over lunch we will catch up on what's happening in workforce development in northwest Arkansas, and
- Post lunch, a series of break-out sessions, presented by NOARK subject matter experts, will cover topics including the role of the team manager, developing teams for success, managing cross-cultural teams, and more.
- Our day wraps up with a not-to-be missed session on moving teams from mediocrity to greatness by employing emotional intelligence, grit and team dynamics.

Excited?

Want to know more?

Stay tuned to future news of bios of presenters, full descriptions of sessions and assignment of SHRM and

HRCI hours.

Thank you!

**Judith Tavano, SHRM-SCP, SPHR
SuperCon Conference Chair**

MARK YOUR CALENDAR ★ ★ ★ ★



**14th Annual
Employment Law & Legislative Affairs Conference**

September 17-18, 2015
Doubletree Hotel, Little Rock, Arkansas
Visit www.arshrm/ella2015 for updates

Hot Topics for 2015

- State laws and impact on your business
- Ever Changing Regulation from DOL, EEOC, NLRB, OFCCP and more...

Sponsorship Opportunities Available.

**ARSHRM
ELLA**
Employment Law & Legislative Affairs Conference



Register before August 1 for Early Bird Rates!

NOARK Career Center

The purpose of NOARK's Career Center is to connect qualified HR professionals with the companies who are looking for them. If you are an HR professional looking for a job in NW Arkansas, you'll find current openings here on the Job Listings page. If you need to fill a vacancy in your HR department, please visit our [Post a Job](#) page for more information.

Check out jobs available now...

- HR Partner-UofA-Human Resources
 - [Training Program Manager-BNSF Logistics](#)
 - [Human Resource Generalist-OGC](#)
 - [Senior Human Resources Generalist-Rockline Industries](#)
 - [Human Resources--Heifer International](#)
 - Human Resources, Fiscal, and Project Coordinator-University of AR
-

2015 NWA WORKFORCE SUMMIT



Never before in our state's history have we seen as fertile an environment to make substantive improvements to what and how we train our workforce.

The NWA Workforce Summit is a "must-attend" meeting for anyone impacted by workforce training in Northwest Arkansas. Employers, educators, government leaders, and policy makers will learn what changes are in store for workforce training and the role each group can play to elevate the region's efforts.

Keynote speaker will be Jennifer McNelly, president of The Manufacturing Institute and the chief architect of the National Association of Manufacturers Skills Certification System.

Improvements to workforce training was identified as the top priority for the Northwest Arkansas Council's 2015-2017 Strategic Plan. NOARK is partnering with the Northwest Council, the NWA Education Service Cooperative, the Springdale Chamber of Commerce and chambers of commerce across our region to host this important conference for all who share responsibility and leadership in making our region a national pacesetter in this effort.

Cost is only \$49 per person. The event will be held from 8:30 a.m. to 3:30 p.m., Tuesday, November 17, at the Northwest Arkansas Convention Center in Springdale.

HR Certification Hours Pending.

Online registration is now open at

<http://springdale.com/the-chamber/events/workforce/>

CSI: Compliance Saves an Investigation

SAVE THE DATE SAVE THE DATE SAVE THE DATE



The 2015
Employee Benefit Plan Update

CSI: Compliance Saves an Investigation

presented by



This COMPLIMENTARY Employee Benefit Plan Seminar is sponsored by



Northwest Arkansas Human Resources Association, Tulsa Employee Benefits Group and the Northwest Arkansas Chapter of the Arkansas Society of CPAs have partnered with HoganTaylor and assembled a nationally acclaimed team of ERISA experts to help you unlock the current challenges and complexities of today's benefit plan environment. This seminar provides practical, in-depth knowledge so you can understand the recent hot topics impacting benefit plans and avoid regulatory noncompliance.

A link to the on-line registration will be provided in the coming months. Please refer any questions to Stacy Mendenhall

smendenhall@hogantaylor.com or [918.388.2621](tel:918.388.2621)

Northwest Arkansas
Thursday, November 19, 2015
8:00 am - 12:00 pm
(Registration begins at 7:15 am)
Holiday Inn Northwest Arkansas
1500 S 48th St.
Springdale, AR 72762

HR Certification Hours Pending.

Random Tidbits!!!

- When you get your new SHRM Credential please make sure you update your NOARK profile.
- New "HR News" stories posted daily on www.noark.org
- **My company retains unpaid individuals (student trainees, interns, volunteers, residents) that receive job training and experience but receive no form of payment from my company. Do we need to complete Forms I-9 for these individuals?** In general, Forms I-9 are not required for unpaid individuals unless the individuals will receive something of value in exchange for their labor or services, also referred to as remuneration. Remuneration can come in many forms, such as money, meals, lodging and other benefits, but does not include gifts. If your company determines that unpaid individuals will receive something of value in exchange for labor or services, your company should complete Form I-9.
- SHRM Members please go to www.shrm.org and make sure that you have designated NOARK as your chapter.
- NOARK Committees need you...get connected with one today!!!

Welcome Our Newest NOARK Members!!!

- Steve Blair - The Harvest Group
- Barbara Almond - AERT
- Wanda Brogren - Advance Services, Inc.
- Adrienne Barr - City of Siloam Springs
- Barbara Maupin (SPHR) - USAA
- Karen Tinker-Walker - NWACC



If you need to have access to industry best practices, sample forms, policies and general HR information, timely legislative updates and the ability to ask specific HR questions, then SHRM membership is for you! You owe it to your organization...and yourself.

Join or [RENEW SHRM membership now!](#)

Northwest Arkansas Human Resources Association, Inc.

NOARK is dedicated to providing an avenue for the advancement of human resource management by offering members the opportunities and resources to improve their ability to perform in the human resource industry, the community, and, through the affiliation with the Society for Human Resource Management the nation.

[Come explore NOARK!](#)

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