



## *NOARK Human Resource Association Newsletter*

April 2018

Issue

### **Dear Guest,**

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](http://www.noark.org) website where more information and membership benefits can be found.

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

All the best,

NOARK Human Resources Association  
*Advancing the Profession*  
*Serving the Professional*

### **Message from 2018 NOARK President--**



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[Amy Fisher, SHRM-SCP, SPH](#)  
President

[Tammie Edrington, PHR, SH](#)  
Past President



I hope that many of you were able to attend the Arkansas SHRM Conference and Expo this week in Hot Springs. This is always an opportunity to meet and network with HR people from all over the state of Arkansas. There is always good content and the opportunity for re-certification credits as well. To me, this is one of the main benefits of being a NOARK and a SHRM member, the opportunities presented by both organizations. We are all busy professionals, but these opportunities keep us sharp in our professions and the relationships built and made through these organizations help carry us through the highs of lows of HR work.

There are a few items that we want to get on your radar for later this year. We will have two opportunities for re-certification credits outside of our regular meetings. Both sessions are related to strategic thinking and planning. On July 13, we have Sherry Johnson from the Society for Human Resource Management presenting a workshop. And, on August 10 Greg Davidson, who has done strategic planning training for large corporations in our area will be presenting another workshop. Both workshops will be all day presentations and will meet at the John Brown University Rogers Center. Both presentations have been approved for SHRM and HRCI (Business Credits). If you are needing to find Business or general credits for your re-certification, plan to take advantage of one or both of these opportunities. The cost of each workshop will be \$99 for NOARK members, \$129 for non-NOARK members, and \$149 at the door. Lunch will be provided on both days.

As always, thank you so much to our sponsors who do so much for NOARK and help make our service to you, our members, possible.

We look forward to seeing you at our next membership meeting on May 10.

Thank you,  
Amy

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

[Sheila Moss, SHRM-SCP, SP](#)  
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NOARK Chapter Administrator

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## May 10th--NOARK Membership Meeting

### **ATTRACTING & RETAINING MILLENNIALS**

We've all heard of the skills gap. We've all heard of the knowledge gap; but what about the Attraction & Retention Gap? HR practitioners everywhere are struggling to keep their organizations staffed with - you guessed it - Millennials. In February, 2018, the Bureau of Labor Statistics reports 51% of Millennials plan to leave their company's in the next 2 years. Another article around the same time notes 52% of Millennials view the concept of employee loyalty as "over rated". And on it goes, article after article.

What's an HR professional to do?

This session takes a look at what some of the strategies for closing the Attraction & Retention Gap might look like and how these strategies might just work for you. Join us and see for yourself.

Objectives

At the end of this session, attendees will have:

- a better insight into the successful attraction and retention of Millennials,
- tips and tools to improve attraction and retention strategies,
- a preview of what's to come...the Post Millennials



**SPEAKER:**

**Thank you to  
NOARK  
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**Thank you to "The  
Job Guide" our  
2018 NOARK  
Website Sponsor**

**AAMSCO**

**Identification  
Systems for  
People and  
Products**

**Thank you to  
"AAMSCO" our  
2018 NOARK  
Name Badge**

Judith Tavano, SHRM-SCP, SPHR, founder of TRAINIQUE, LLC and long-time educator at the University of Arkansas, has been studying the generations in the workplace for the past two decades. She has watched the Millennials rise up and the Boomers begin to move on. She has cautioned employers to not overlook their Gen Xers who are now, themselves, past their mid-lives and mid-careers, and she is watching with awe as the Post Millennials find their voice and enter the workplace. Judith calls herself a generational anthropologist; someone who studies the people who make up the generations. As HR professionals, the more we know about the people serve, the better equipped we will be to close the attraction and retention gap.

**Date: May 10, 2018**  
**Time: 11:30am-1:00pm**  
**Location:**  
**Board of Realtors Building**  
**314 N Goad Springs Road**  
**Lowell, AR 72745**

SHRM PDC's and HRCI Credit Pending

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**SAVE THE DATE!!!**

**June 14th "Legislative Update & Legislative Affairs"-- NOARK Membership Meeting**

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**July 12th NOARK Membership Meeting**

***THE FUTURE OF HR: PROMOTING BUSINESS SUCCESS IN A CHANGING GLOBAL WORKPLACE***

**Name Badge Sponsor**



**Thank you to our  
2018 Wage &  
Benefits Survey  
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QualChoice we  
appreciate you**

**Thank you to our  
vendors in the  
NOARK Vendor  
Directory!!!  
View the  
Vendor Directory  
[Here!](#)**

As an HR professional, you can play a significant role in promoting the success of your organization by understanding your business objectives and the changing environment - nationally and globally - in which you compete. In this session, you will learn the business skills you need to develop to become a strong contributor to the "bottom line." You will also review ways to leverage three key tools - analytics, leadership development, and workplace flexibility - to more effectively engage your human capital assets in fulfilling your business goals.



**SPEAKER:**

**Sherry Johnson, SHRM-SCP, CAE**

is Field Services Director for SHRM, based in Round Rock, Texas - in the Austin area. She supports the states of Alabama, Arkansas, Louisiana, Mississippi and Texas. Sherry serves as SHRM's staff liaison to the HR Certification Core Leadership Area; and, she is a member of the SHRM Speaker's Bureau.

Sherry has worked in the HR profession for over 20+ years with industry experience in not-for-profit community organizations, public education, and entrepreneurial experience as owner of a small business. Prior to joining SHRM as a staff member, in 2009, she served as president for her local SHRM affiliated chapter and she held a seat on the Texas SHRM State Council.

Sherry is an active community volunteer. She has served on her local district school board of trustees; she participated on a legislative advocacy group, working with state legislators to address educational

working with state legislators to address educational issues affecting public school districts in Texas; and, for several years she served as the volunteer coordinator for the regional Special Olympics track meet.

Sherry currently serves on the Advisory Boards for the Concordia University-Austin Human Resource Management Degree Program and the South University-Austin School of Business.

Sherry holds a bachelor's degree in Business Management; and, she is currently working on her MBA through Tarleton State University. She received her Senior Certified Professional in Human Resources (SHRM-SCP) designation from the Society for Human Resources; and, she earned her Certified Association Executive (CAE) credential from the ASAE Certified Association Executive Commission. She is a graduate of the Texas Association of School Boards (TASB) Leadership Program, earning Master Trustee designation.

**Date: July 12, 2018**

**Time: 11:30am-1:00pm**

**Location:**

**Board of Realtors Building  
314 N Goad Springs Road  
Lowell, AR 72745**

SHRM PDC's and HRCI Credit Pending

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## **July 13th HR Workshop**

### **STRATEGIC PLANNING & BUDGETING WORKSHOP**

The objective of this workshop is to discuss how HR professionals can execute a strategic plan to match their business goals; and, how to align their budget planning with their strategic plan. This workshop will focus on the business model strategic planning process that uses information from the organization's mission and goals (based on SWOT analysis) to determine the necessary strategies, objectives, action items, and specific responsibilities

required to achieve the business goals, as well as a way to chart progress towards those goals. The workshop participants will complete the worksheets included in the training to develop a mission statement and strategic plan, and to review/revise their organization's bylaws in accordance with the newly developed strategic goals. We will discuss the importance of having a committee responsible for ensuring that the organization stays within the plan and budget, or understands the value of making mid-course corrections. Participants will also learn various group facilitation techniques that they can utilize in the workplace.

Workshop Objectives:

- Discuss the value of Strategic Planning
- Walk through the Strategic Planning Life Cycle
- Facilitate activities to write clear Mission and Vision Statements
- Facilitate activities to identify Primary Objectives
- Facilitate activities to develop SMART Goals
- Facilitate activities to develop Action Plans
- Discuss the fundamentals of Strategic Budgeting
- Discuss execution of the Strategic Plan
- Discuss evaluation of the Strategic Plan



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**Date: July 13, 2018**

**Time: 8:30am-4:00pm**

**Location:**

**JBU Rogers Center**

**Rogers, AR**

**Cost-**

**\$99 for NOARK members**

**\$100 for non-NOARK members**

**\$129 for non-NOARK members  
\$149 at the door.  
Lunch will be provided.**

SHRM PDC's and HRCI Credit Pending

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## **SHRM Foundation FUNDRAISER**

PROFESSIONAL HEADSHOTS:  
MAY 10, 2018 - SIGN-UP NOW!  
5-minute appointments between

- 10:45AM - 11:45AM
- 1:05PM - 1:30PM

Digital photos will be emailed to participants. \$20 early bird donation collected by May 8th or \$25 Event Day. Schedule your appointment via Sign-Up Genius at <http://www.signupgenius.com/go/30e094da9a629a13-2018>

## **CHAMPIONS**

2 PRIZE DRAWINGS MAY 10, 2018

Pledge your commitment to SHRM Professional Development:

- Gold:
  - Your \$45 donation grants you Silver level benefits plus 1 free NOARK luncheon.
  - Silver:
    - Your \$30 donation grants you Bronze level benefits plus eligibility for the ARSHRM Conference drawing in March.
    - Bronze:
      - Your \$15 donation includes your name entered in the monthly prize drawing at 2018 NOARK meetings.

Donate by cash, check, or credit card at the monthly meeting a Committee Member at check-in will accept your donation or request an invoice by contacting Meg Doyle at: [Meg.Doyle@PeopleStrategySolutionsLLC.com](mailto:Meg.Doyle@PeopleStrategySolutionsLLC.com)

## **SCHOLARSHIP DEADLINES**

In 2018, the SHRM Foundation will award almost \$500,000 in support to students seeking undergraduate, graduate, certification and professional development opportunities. We encourage all those eligible to apply for one or more of the scholarships and awards. Learn more about the 2018 SHRM Foundation's HR Solutions,

Opportunities, Scholarships, and application deadlines at:  
<https://www.shrm.org/foundation/ourwork/scholarships/pages/all-deadlines.aspx>

Scholarship/Award	Applicant	2018 Deadline
<a href="#">Certification Scholarships - Winter Exam Window</a>	P, S, SC/C	April 10
<a href="#">Recertification Scholarships</a>	P, S, SC/C	April 10

S=student member; P=professional member; A=academic;  
B=business; SC/C=State Council/Chapter.

The SHRM Foundation supports workforce and workplace transformation by providing:

- Research-based HR solutions for challenging inclusion issues facing existing and potential employees.
- Scholarships to educate and develop HR professionals and students to effect change (see below).

NOARK SHRM Foundation Committee fundraisers help put NOARK on the map!

For more information contact 2018 Committee Chair, Meg Doyle.

**Congratulations to NOARK's very own Jim Harris, this year's Jim Wilkins Lifetime Achievement Award. We are so proud of you!!!**





**Congratulations to NOARK's very own Sheila Moss, winner of the 2018 ARSHRM Russell Gunter Legislative Advocacy Award. We are so proud of you!!!**



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## 2018 Wage and Benefits Committee News

It's time for the annual 2018 NOARK Compensation & Benefits Survey!

We want your data!

It's our 27th consecutive year! Help us once again compile and report data in the following areas:

- 150+ jobs
- Salary ranges and compensation plans
- Benefits
- Policies

Your data will be accepted on-line from 04/23/18 - 05/18/18. All you need to do to get a password is to email [denise.wagner@johansongroup.net](mailto:denise.wagner@johansongroup.net). The survey results will be available on 08/09/18 at the August NOARK SHRM meeting luncheon held in the NWA Realtors Office Conference Room in Lowell. The 2018 Compensation & Benefits Survey is sponsored by QualChoice.

We could not continue to provide this excellent resource without the ongoing participation from you -- the northwest regional Arkansas business community. We encourage you to join us -- the more data, the better! Flip this page over to see the categories for data for 2018. More information at [www.noark.org](http://www.noark.org) or contact Sandy Sullins, [wageandbenefits@noark.org](mailto:wageandbenefits@noark.org).



**PHR®/SPHR® Certification Exam Prep (PHR®)**  
(36 hours)

May 14 - August 6, 2018 (skip Memorial Day) -  
Registration closes May 10  
Mondays, 4:30 pm-7:30 pm  
Location: Shewmaker Center for Global Business  
Development, room 2045  
Instructors: Katie Morris & Judith Tavano

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**NOARK Career Center!!!**

- **Benefits Analyst**--University of Arkansas (Fayetteville, AR)
- **On site/In Office Staffing Specialist**--1st Employment (Fayetteville, AR)
- **Staffing Specialist-1st Employment** (Siloam Springs, AR)
- **Leave Administrator I**--Arvest Bank (Lowell, AR)



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 affiliation with the Society for Human Resource Management the nation.**  
**[Come explore NOARK!](#)**

NOARK Human Resource Association, PO Box 1016, Fayetteville, AR 72701

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