



## *NOARK Human Resource Association Newsletter*

June 2015

Issue No. 44

Dear Cathleen,

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 2015 NOARK President--**

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Hello Valued Members!

We had a great May Chapter Meeting with a lot of participation and record-breaking attendance. Thank you so much for supporting your local Chapter programs! I hope you found the Advocacy in Action panel discussion and Lt. Governor's speech valuable, eye-opening, and useful. Once again, it was great to have so many area legislators and civic leaders as our guests.

I am pleased to announce that NOARK has been awarded the 2014 Gold EXCEL Award by the Society for Human Resource Management. This award recognizes outstanding achievements in chapter operations and a commitment to providing meaningful programs and services to our members. It also is recognition of our continued growth and development as a business leader, capable of developing strategies that lead to business success. This award distinguishes our chapter as an outstanding organization dedicated to serving the needs of our members and to the advancement of the human resource management profession. Throughout the year, SHRM will continue to recognize our chapter's achievement as a Gold EXCEL award winner.

Congratulations to the NOARK Board and Committee Chairs for their continued support and dedication to our chapter and the programs and services for which this award is determined.

Our chapter continues to evolve and become more immersed in the business, education and service communities in NWA offering more programs and opportunities for members while building those important connections to support the area's growth. One of NOARK's main goals is to foster and support professional development of NOARK members but we also regularly engage in partnerships with our area Chamber of Commerce and education institutions. We support our area Chamber Job Fairs by presenting workshops for resume writing and interviewing skills.

[Congrats NOARK Members!!!](#)  
[Random Tidbits!!!](#)  
[Welcome New Members!](#)  
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#### **Quick Links**

[NOARK Website](#)  
[Professional Development](#)  
[NOARK VIDEO](#)  
[NOARK Committee Video](#)

### **NOARK 2015 BOARD & Committee Chairs**

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President

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Legislative

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Membership

[Jean Madden](#)  
Programs

[Brent Carroll, PHR](#)  
Public Relations

NOARK has recently joined forces with the Rogers/Lowell Chamber of Commerce to certify their Chamber University seminars for continuing education credit hours through the Human Resources Certification Institute and the Society for Human Resource Management.

The NOARK Workforce Readiness Committee is currently collaborating with the NWACC Upward Bound Program for 9th-12th graders and providing those children an opportunity to learn from local companies and industries of possible career paths and skill/education training including how to develop a work history while in high school. We regularly team up with the U of Arkansas Global Campus to present education programming to business owners on timely HR topics. Anytime we get the opportunity to increase the value of our programming to NOARK members, HR Professionals and to the business community is a very good day.

Please join us at our June Member Meeting and I hope to see many of you at the National SHRM Conference that is being held in Las Vegas from June 28 - July 1.

All the Best,  
Pat Bates, SHRM-CP, PHR  
NOARK Chapter President

**Thanks to new partnerships between NOARK, and area Chambers and between NOARK and the University of Arkansas-Global Campus Human Resource Professionals will have the opportunity to earn more certification hours than ever before.**

Please be watching for these opportunities on [www.NOARK.org](http://www.NOARK.org) on the "Event" page. Also, be watching for information in the NOARK News newsletter and also the Announcement Powerpoint at the regular NOARK meetings.

These events will qualify for continuing education

[Marc Campbell](#)  
Wage & Benefits

[Angela Robinson](#)  
Workforce Readiness

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

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

Telephone: 479.305.2466  
PO Box 1016  
Fayetteville, Arkansas 72701

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View our profile on  Linked in

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NOARK  
Sponsors!!!**



credits through the Human Resources Certification Institute (HRCI) or/and the Society for Human Resource Management (SHRM).

## E.Y.E. to the Future: Education, Youth, and the Economy



**Tuesday, June 9  
8:30 a.m. to 2:30 p.m.  
Rogers Heritage High School**

The Northwest Arkansas P-20 Task Force invites P-20 educators, legislators and industry leaders to join us for this opportunity to communicate and collaborate on educational initiatives and programs in Northwest Arkansas.

This event is free but registration is required by visiting [www.starfishnw.org](http://www.starfishnw.org) or <http://bit.ly/EYE2015>. Lunch will be served. Registration is limited to the first 200 registrants. Professional development credit will be available to all registrants.

#### Sponsors

University of Arkansas  
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ARKANSAS  
COLLEGE OF EDUCATION  
& HEALTH PROFESSIONS



NORTHWEST ARKANSAS  
Education Service  
Cooperative

#### Agenda

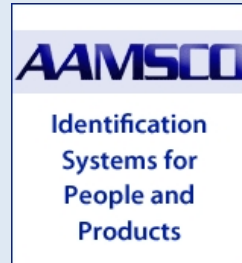
- Keynotes from Arkansas Department of Education Commissioner Johnny Key and Arkansas State Chamber of Commerce President Randy Zook
- Panel of business and education leaders including:
  - Commissioner Key
  - Randy Zook
  - Mireya Reith, Member of the Arkansas State Board of Education
  - Dr. Charles Gudney, Director of the Northwest Arkansas Education Service Cooperative
  - Mike Martin, Director of Human Resources at Preformed Line Products
  - Brad Lawless, Vice President for Social Strategy at Collective Bias
- Two strands of breakout sessions: one highlighting innovative practices at local schools and another highlighting career pathways in the region
  - School and business partnerships at Pea Ridge Manufacturing and Business Academy and Siloam Springs High School
  - 21st century schools: online and problem-based learning
  - Developing 21st century leaders: partnerships between educators and local Chambers of Commerce
  - Teaching 21st century learners: Socratic Circles and coding in the classroom
  - Career pathways in construction fields
  - Career pathways in hospitality and medicine
  - Career pathways in communication and marketing

## SHRM Annual Conference

**SHRM 2015 ANNUAL  
CONFERENCE & EXPOSITION**  
June 28 – July 01 Las Vegas  
COMMIT TO YOUR CAREER & THRIVE TODAY



NOARK Website Sponsor



NOARK Name Badge Sponsor

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

View the  
Vendor Directory  
[Here!](#)

**Thank you to our  
Meeting  
Patrons!!!**



June Meeting Patron

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### **HRCI NEWS...**

**Certification Institute Announces New  
Cost-Effective Options for Future  
Certificants to Register and Prepare for  
PHR® AND SPHR® CERTIFICATION  
EXAMS - See more at:**

**[http://www.hrci.org/about-hrci/press-  
media#sthash.bmsh392O.dpuf](http://www.hrci.org/about-hrci/press-media#sthash.bmsh392O.dpuf)**

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### **June 11th "Member Connect"**

Why NOARK?

You may already know your main reason for joining NOARK - Perhaps it was because you need additional HR tools and resources for your organization or maybe you are interested in becoming HR certified. Perhaps you just wanted to meet and network with other human resource professionals, like yourself. Whatever your reason or goal was for joining NOARK initially you will want to attend our New Member Orientation. So many times the original reason for joining our group ends up only being the tip of the iceberg to the many facets and features we offer to educate, discover, and explore. Come and learn about the different committees that you can join in order to advance your profession and those of others around you. Discover all the resources and materials available to you on our website while also learning how you can get the most out of your membership. You've already invested in the group and we want to ensure that you have all the information you need to get the most out of our chapter.

Our June new member orientation will be held from 10:00am-11:00am at the Jones Center (before our scheduled membership meeting). Please register at [www.noark.org](http://www.noark.org) if you plan to attend.

I look forward to meeting all our newest members soon!

Sara Staley, PHR, SHRM-CP  
Membership Chair

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### **"Workforce Readiness Update"**

- NWACC Upward Bound, A little history first.  
What is Upward Bound: a federally funded



June Meeting Patron

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educational program within the United States. The program is one of a cluster of programs now referred to as TRIO, all of which owe their existence to the federal Economic Opportunity Act of 1964 (the War on Poverty Program) and the Higher Education Act of 1965.. The goal of Upward Bound is to provide certain categories of high school students better opportunities for attending college. The categories of greatest concern are those with low income, those with parents who did not attend college. The program works through individual grants, each of which covers a restricted geographic area and provide services to approximately 50 to 100 students annually. NWACC provides UPWARD Bound to students from Gravette, Pea Ridge, Rogers and Springdale. The goal is expose high school students to different work experience and college opportunities.

- **Personal Connection:** Angela Robinson (Workforce Readiness Committee Chair) was an Upward Bound student in 1967 (yes a hundred years ago) and as a personal give back wants to give back to this program. Angela said her experience with Upward Bound was her foundation to life!
- **NOARK Connection:** NOARK is partnering with NWACC with a series of "lunch and learn" with presentations given by NOARK Members. Plus Company tours of various companies to highlight careers. Scheduled so far is Beaver Lake, Tyson and U of A Food Science.
- **YOUR Connection:** If you would like to do a "lunch and learn" presentation or provide a company tour contact Angela Robinson at [angela@thejobguide.com](mailto:angela@thejobguide.com)

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### "Advocacy in Action" Update

Thanks to the many volunteers who helped make NOARK's third annual Advocacy in Action event a great success. We had 35 legislators and special guests in attendance. This was a new record attendance for them.

We also had guests from most of the area Chambers of Commerce and the Northwest Arkansas Council. This was the first year that we invited the area Mayors and many of them were in attendance.

This event helps showcase NOARK, the expertise of its members and the advantages of membership. It educates both legislators and key members of the community on the important role you play in business and in our community. Make plans now to attend next year's event.



Cammie Scott, SPHR, SHRM-SCP  
NOARK Legislative Chair

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## **June 11th NOARK Meeting "Employment Law Updates--Trends for 2015 and Beyond."**

The world is a rapidly changing place for HR professionals and employers. With so many regulations and rulings to keep up with, it's a wonder any one has time to actually work! This informative session, presented by Cross, Gunter, Witherspoon & Galchus, P.C. attorney Rick Roderick, will explore recent trends in employment and labor law that will continue to impact the HR profession, including:

- Recent rulings by the NLRB, such as changes in rules governing the procedures of union representation elections (the Ambush Election Rule), as well as a ruling that allows employee access to company email systems during non-working time for protected activity
- Expanded and intensified activity by government agencies, including the EEOC, OFCCP and DOL, addressing such areas as compensation discrimination, sexual harassment, gender identity and pregnancy discrimination
- Legislative action regarding same-sex marriage and how that affects HR-specific issues, including FMLA and employee benefits (pending legislative action)
- Wage and hour litigation trends
- And many more topics

**SPEAKER:** Rick Roderick



Rick has more than 20 years of human resources experience in various executive management positions,

including Executive Director of Human Resources with a large, multi-state corporation. He has extensive experience in labor relations, union negotiations and employment law. Rick works primarily in the areas of wrongful discharge, employment discrimination, unfair labor practices and wage and hour matters. He also advises management regarding human resources systems and policies and procedures, and performs supervisory training. He is a frequent speaker on labor and employment law matters.

**Location--**

The Jones Center  
922 Emma Avenue  
Springdale, AR 72764



**NOARK is recognized by SHRM to offer PDC's for the SHRM-CP & SHRM-SCP. (1 hours of PDC's.)**



**This program has been approved for 1.00 recertification credit hours toward "General" recertification through the Human Resource Certification Institute (HRCI). Please be sure to note the program ID number on your recertification application form. For more information about certification or recertification, please visit the HRCI website at [www.hrci.org](http://www.hrci.org).**

**The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.**

**REGISTER TODAY!!!**

**[http://www.noark.org/calendar-of-events\\_id52.php?action=detail&event\\_id=149](http://www.noark.org/calendar-of-events_id52.php?action=detail&event_id=149)**



Thank you to our speaker sponsor:



Cross, Gunter,  
Witherspoon &  
Galchus, P.C.

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**Workforce Readiness Committee is  
Requesting that you Complete This  
Survey.**

**US Poultry, University of Arkansas and University of Houston needs to contact as many poultry and egg industries about the TRAINING and On-Boarding of new employees. NOARK is partnering with them to assist with getting participants to complete a survey. We can send you a link for the survey. Contact Angela Robinson at [workforcereadiness@noark.org](mailto:workforcereadiness@noark.org).**

**Survey of training new employees in poultry and egg processing Instructions**

US POULTRY in conjunction with the University of Arkansas and University of Houston is conducting a survey of managers at US poultry and egg processing plants. This survey collects data about employee training practices used in the poultry and egg industries and possible needs for behavior based employee training modules.

The survey will take less than 30 minutes to complete. If you are taking the Qualtrics survey on- line please answer each question by clicking on the appropriate response(s) for multiple-choice questions, or typing your response for each question in the space provided. If you are taking the paper and pencil survey, circle answers as appropriate or print legibly to answer questions. We ask that you consult with other members of your organization if you do not know the answer to a particular question. Please answer all questions only for your specific plant.

Your participation in this survey is strictly voluntary, and we truly appreciate your help. To the maximum extent permitted by law and by the policies of the University of

Arkansas and the University of Houston; the identity of you and your company will be protected. Neither USPOULTRY nor their subcontractors will share your individual responses with other poultry companies. All responses from an entire group of respondents will be pooled together to maintain the confidentiality of your individual responses. Only pooled responses will be used in reports and publications highlighting this survey documenting the need for new employee training in the poultry industry.

There are no risks to you from completing this survey. Potential benefits from the completion of this survey include development of more appropriate and targeted training materials for the poultry and egg processing industries. We will be able to leverage funding and responses across the entire industry. Your participation in this survey is vitally important, and we thank you for your help. As a respondent to the survey, you will receive a summary report of survey results.

If you have questions about this survey you may contact Dr. Philip Crandall by phone 479-575-7686 or email [crandal@uark.edu](mailto:crandal@uark.edu)

Dr. Corliss O'Bryan by phone 479-575-5328 or e-mail [cobryan@uark.edu](mailto:cobryan@uark.edu)

In addition you may contact the Compliance Coordinator for Human Subjects research, Ro Windwalker 479-575-2208 [iwindwal@uark.edu](mailto:iwindwal@uark.edu)

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**June 16th 2PM-5:15PM**

## **"Organizational Change: Lead, or Get Left Behind. Your Choice"**



Drop in to the Sam M. Walton College of Business on the Fayetteville Campus for a Class on Organizational Change.

Like death and taxes, organizational change is something we will all experience at some point in our careers. It can make or break our roles, the continuity of our teams, the results of our departments, or the success of the entire organization. As such, the question then becomes, how can we make change work in our favor? In this three-hour slice of Professor Arthur T. Matthew's class, Organizational Change, you will "drop in" to Walton

College for a specially designed session that will pair university students and business professionals to explore and share best practice change strategies and outcomes.

### **Learning Objectives**

At the end of this session, participants will be able to

- Consider an active role in organizational change initiatives.
- Embrace diverse views of change.
- Turn the consequences of change into a positive for self, team, organization.

Arthur T. Matthews has been opening one class session of his Walton College Mediation, Arbitration and Negotiation course to local professionals as an annual "drop in" experience for the past four years. This year, Matthews is opening a class session in his Organizational Change class as well, allowing professionals and Walton College students a unique opportunity to learn together and from one another.

**SPEAKER**-Arthur T. Matthews, J.D.



Arthur T. Matthews, J.D , is a Certified Mediator & Arbitrator (NRC, EEOC and AAA) and has been a Visiting Professor at the University of Arkansas Sam M. Walton College of Business since 1998. Matthews possesses a 25 year body of work in leadership, negotiations, employee/labor relations, human resources and diversity and inclusion. He serves as an Assistant Adjunct Professor at NYU and as a consulting faculty member at Cornell University School of Industrial and Labor Relations. He teaches courses such as diversity, leadership, human resources, labor relations, employee relations, mediation, labor-management cooperation, arbitration, managing in a global economy and public speaking. In addition, Matthews is a practicing subject matter expert and serves as a partner and Chief Operating Officer of a boutique training company ([www.diversityofficers.com](http://www.diversityofficers.com)) that specializes in the diversity & inclusion arena, including benchmarked

training and consulting in conflict resolution, customer service, ethics, leadership, communication skills, team building and public speaking.

**Location--**

**University of Arkansas  
Sam Walton College of Business, Room 234  
220 N. McIlroy Ave.  
Fayetteville, AR 72701**



**University of Arkansas-Global Campus is recognized by SHRM to offer PDC's for the SHRM-CP & SHRM-SCP. (3.25 hours of PDC's.)**



**This program has been approved for 3.25 recertification credit hours toward "General" recertification through the Human Resource Certification Institute (HRCI). Please be sure to note the program ID number on your recertification application form. For more information about certification or recertification, please visit the HRCI website at [www.hrci.org](http://www.hrci.org).**

**The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.**

**REGISTER TODAY!!!**

**<http://training.uark.edu/professional-development/organizational-change.php>**

**June 16th 6PM-9:30PM**

## **"Conflict: Take Control, or Let it Control You. Your Choice."**



Drop in to the Sam M. Walton College of Business on the Fayetteville Campus for a Class on Conflict.

Conflict, when negative, can stop a team, break a deal or grind productivity to a halt. In today's fast-moving, global marketplace there is no time/no place for the paralysis that out-of-control conflict can inflict on your team, its individuals or your organization. As such, the question then becomes, how can we stop the madness that is destructive conflict and get back to business? In this three-hour slice of Professor Arthur T. Matthew's class - Mediation, Arbitration and Negotiation - you will "drop in" to Walton College for a specially designed session that will pair Walton College students and business professionals to explore and share best practice conflict resolution techniques.

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### **Learning Objectives**

At the end of this class session participants will be able to

- Identify the right best practice technique for specific conflict resolution needs.
- Accept the inevitability and potential benefits of conflict.
- Employ the right best practice technique for specific conflict resolution needs.

Arthur T. Matthews has been opening one class session of his Walton College Mediation, Arbitration and Negotiation course to local professionals as an annual "drop in" experience for the past four years. This experience allows professionals and Walton College students a unique opportunity to learn together and from one another.

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**REGISTER TODAY!!!**

**<http://training.uark.edu/professional-development/organizational-change.php>**

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



**When printing off the Form I-9, how many pages are there? (Find answer in the "Random Tidbits" section of the newsletter.)**

For more information on E-Verify, visit [www.dhs.gov/E-Verify](http://www.dhs.gov/E-Verify)



[Verify](http://www.uscis.gov/mye-verify), or for myE-Verify visit <http://www.uscis.gov/mye-verify>.

--Dave, USCIS, DHS



### Save the Date!

Once again, as NWA's premier practitioners in people management, NOARK will present a daylong conference for managers and supervisors.

#### NOARK SuperCon 2015

Presented by NOARK and the University of Arkansas  
Global Campus  
Thursday, November 12, 2015  
7:30 a.m. - 4:30 p.m.  
The Jones Center  
922 E Emma Ave, Springdale, AR 72764


\$129 individuals, \$99 each member of a group of 2 or more, \$49 for students  
Register at [www.noark.org](http://www.noark.org)

To sponsor or exhibit, contact Cathleen Hoffman,  
[choffman@daisy.com](mailto:choffman@daisy.com)

To submit a proposal to present, contact Judith Tavano,  
[jtavano@uark.edu](mailto:jtavano@uark.edu)

SuperCon2015 is proud to be supporting The Jones Center where everyone can learn, play and belong.

MARK YOUR CALENDAR ★ ★ ★ ★



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

September 17-18, 2015  
Doubletree Hotel, Little Rock, Arkansas  
Visit [www.arshrm/ella2015](http://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  
Arkansas Employment Law & Legislative Affairs Conference

Register before August 1 for Early Bird Rates!

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## **2015 WAGE & BENEFITS SURVEY FOR SALE**

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**NEW to NOARK 2015**  
**Be a part of the "in crowd" and join**  
**NOARK's -CLUB 15- to support the**  
**SHRM Foundation**



What are the benefits of being a part of this Club?

- Club members - entered for monthly drawings. Drawing will be held at each monthly meeting
- Specials & Discounts determined by the Board throughout the year
- Recognition added to your badge for meetings

"The SHRM Foundation is a nonprofit organization that helps shape the future of HR by awarding scholarships to future leaders, furthering HR research, publishing reports and briefings, producing case study DVDs, and moving thought leadership forward. All SHRM Foundation products are complimentary and their focus on further the HR profession and professionals is made possible by donations from sponsors, donors and chapters."

Many of you are already familiar with the SHRM Foundation, or at least you might have heard us talking about it during the monthly meetings but may not be aware of all the resources it provides. I do encourage you to visit the SHRM website and check it out. As the 2015 NOARK SHRM Foundation Chair, and new to the Board,

I took on this role thinking it sounded easy. Well it's not that easy for sure, but it can be fun. I am certainly an advocate of making things fun. So stay tuned for upcoming events, it certainly will be entertaining!

Join "Club 15" for an annual fee of \$15.00, and be proud to support the SHRM Foundation.

More Exciting Benefits to be determined! Pay by check/credit card/cash at any monthly meeting or contact NOARK Chap Admin at [info@noark.org](mailto:info@noark.org) and we will invoice you!

### **WINNERS!!!**

- *March winner - Lynn Trowbridge, ASN*
- *May winner - Russ Anzalone, LegalShield*



### **NOARK Member(s) Leadership Benton County Graduates...Congrats!!!**



### **NOARK Member(s) Leadership Fayetteville Graduates...Congrats!!!**



### Random Tidbits!!!

- When you get your new SHRM Credential please make sure you update your NOARK profile.
- Don't forget to purchase the 2015 Wage & Benefits Survey!!!
- New "HR News" stories posted daily on [www.noark.org](http://www.noark.org)
- **When printing off the Form I-9, how many pages are there?** 9 (6 pages of instructions, 2 pages of the pen-to-paper to be completed and 1 page 'List of Acceptable Documents')
- SHRM Members please go to [www.shrm.org](http://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 Members!!!

- Kimberly Charles - Highlands Oncology Clinic
- Lynn Daves - Spherion Staffing Services
- Angela Skidmore -
- Travis Keller - Kimbel Mechanical Systems, Inc.
- Jaime Hadley - Wal-Mart Stores, Inc.
- Mike Babb - Oracle
- Jane Wilms - City of Bella Vista
- Lindsay Mast - The Harvest Group



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!](#)**

[Forward email](#)



This email was sent to [choffman@daisy.com](mailto:choffman@daisy.com) by [news@noark.org](mailto:news@noark.org) | [Update Profile/Email Address](#) | Rapid removal with [SafeUnsubscribe™](#) | [Privacy Policy](#).



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