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SOCIETY FOR HUMAN  
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## *NOARK Human Resource Association Newsletter*

August 2015

Issue No. 46

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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Greetings,

I've been thinking a lot lately about the role of volunteering. Why do busy people voluntarily offer their time and talents? For me, volunteering has been an important part of my life that has allowed me to learn new skills, enlarge my network of friends, and discover new interests and talents I didn't know I had. This year, as President of our NOARK SHRM chapter, I've worked with an exciting bunch of hard-working HR professionals who serve on our local chapter board. Without the dedication of these volunteers, we would not have our local chapter and the high quality monthly meetings, newsletters, community outreach, and all the things that make our chapter so special. We have lots of opportunities for each member to get involved. If you are looking for a way to give back to the HR Community or expand your leadership skills, then you should strongly consider running for a position on the 2016 NOARK Board of Directors. The NOARK Board meets on the second Thursday of every month (except April) prior to the monthly membership meeting from 10 a.m. to 11:30 a.m. at the Jones Center in Springdale. Together we share ideas and help direct the NOARK Chapter towards membership growth, expanding the chapter's education benefits, and strategically align with National SHRM to remain a chapter in good standing. So....what position will you volunteer for? Committee Chair, Treasurer, Vice President? Please feel free to contact Patti Barnes, President-Elect directly if you have any questions or would like to volunteer to run for one of these opportunities at [pbarnes@nw-health.com](mailto:pbarnes@nw-health.com).

I'm sure we all ask ourselves how we can improve professionally when we take a moment to stop and contemplate our productivity and our business impact. We all need to ensure we are continuing to educate

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

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

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Workforce Development

ourselves in our ever changing profession. Have you considered attending the 2015 ELLA Conference in Little Rock on September 17 - 18 where you will learn about legislative issues and new state and federal requirements that could impact your organization? More details provided in this newsletter on how you can register.

As always, we appreciate your membership and involvement with the chapter and look forward to continuing to offer you professional programs, speakers, networking events and more!

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

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## August 13th NOARK Meeting--Can't Get Enough: Section 6055 and 6056 Reporting

Session will cover employer reporting requirements for aca as well as some aca strategies.

Learning objectives include:

- Employer reporting
- Employee reporting technology
- Strategies.

SPEAKER: Raymond Raphael,



workforce readiness

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

Young Professionals

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

NOARK Chapter Administrator

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Raymond is the Principal and Partner of Legacy Capital Group. He runs the NWAR Corporate Benefits Division of Legacy Capital Group. He has been in the Corporate Benefits business for 18 years. He advises group clients for all of their benefit plans including medical, dental, vision, life, disability, supplemental, retirement plans, Cobra admin, FMLA admin, ACA and ERISA Compliance, and HR services.

## **NOARK Young Professionals**

Attention HR Managers - NOARK Young Professionals needs your help! We are asking that you help spread the word about this group to anyone in your organization that is involved in Human Resources that would be interested in joining a networking group focused specifically on them! What is NOARK YP? It's an emerging group of HR Young Professionals that are working toward bettering themselves in the field, establishing their own network and enhancing their overall HR knowledge and abilities. This group is composed of HR related professional under the age of 40 that are looking for a chance to work with and team up with others their age to discuss issues, solve problems, learn what works somewhere else that might work with them and so on! It's an exciting chance to help your team grow - advance and learn new techniques and tactics and just the ability to develop working relationships with others in the field that might be dealing with the same issues that they are in their career.

All we are asking is that you spread the word to your group and if they are interested please have them email Angelique O'Brayn

at [angeliqueobryan@collectivebias.com](mailto:angeliqueobryan@collectivebias.com) We are working on various "get togethers" such as Coffee Connections, After Hours and other things that might be appealing to this group to come and join. If you have any questions grab one of the YP committee members at the next NOARK meeting and they can fill you in on the details.

## **September 10th NOARK Meeting-- Understanding Diversity and Inclusion: Building a Better Business with Highly Engaged Employees**

**"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.**

**AAMSCO**

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



August Meeting Patron

**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?**

**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 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 On-boarding 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.

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### **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.**

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### **Human Resource Generalist Is Most in-Demand HR Position SHRM Survey Shows-**

See more at:

<http://goo.gl/yy61mY>

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### **HRCI And Dave Ulrich Unveil New Book Addressing The Changing Role Of The HR Profession In The 21st Century**

The Rise of HR: Wisdom from 73 Thought Leaders Offers Insights on the Opportunities and Challenges in Talent Development Today. Read More... <http://goo.gl/Ey1U97>

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

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**How is E-Verify different from the Social Security Number Verification Service?**  
(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), or for myE-Verify visit <http://www.uscis.gov/mye-verify>.

--Dave, USCIS, DHS



Summer's Coming to an End. Time to Think: SuperCon2015!  
November 12, 2015

The days are getting shorter, and everyone is thinking fall - school, football, craft fair - SuperCon!

This year, SuperCon will take place at the Jones Center for Families in Springdale and will feature three keynotes and nine break-outs, all situated around the theme of working together. As we talk to business leaders and HR professionals around the state, we hear the issues they are facing in the workplace every day; issues of engagement, productivity and teamwork. Our conference this year is designed to provide managers and supervisors tips, tools and examples on how to form effective teams, select the right team members, keep teams productive, and how to measure and evaluate the results of teams. Topics such as conflict in the workplace, career readiness, leadership, coaching, emotional intelligence, inter-generational diversity, and more will be addressed.

Registration is open at [www.noark.org](http://www.noark.org). We look forward to seeing you and your teams at SuperCon on November 12!

**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](http://www.arshrm/ella2015) for updates

**Hot Topics for 2015**

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

Sponsorship Opportunities Available.



*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*
- *June winner - Tammi Edrington, Signature Bank*
- *July winner - Judith Tavano, UofA-Global Campus*



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### **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)
- **How is E-Verify different from the Social Security Number Verification Service?** E-Verify confirms the employment eligibility of newly hired employees. The Social Security Administration's program verifies that a name matches a Social Security number (SSN). A person in the United States may have a valid SSN but not be authorized to work in the United States. Basically, E-Verify performs what SSNVS does and more - all free!
- 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!!!

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### **Welcome Our Newest Members!!!**

- Kathleen Petersen - City of Bella Vista
  - Heather Hurst - Benchmark Group, Inc
  - Jacquelyn Linebarger (PHR) - University of Arkansas - Human Resources
  - Stuart Jackson (JD) - Wright, Lindsey & Jennings LLP
  - Gilbert Rodriguez -
  - Steve Blair - The Harvest Group
  - Barbara Almond - AERT
  - Adrienne Barr - City of Siloam Springs
-



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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