
Subject: NOARK Human Resource Association Newsletter_October_2015



NOARK Human Resource Association Newsletter

Oct 2015

Issue No. 48

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 found.

In This Issue

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Upcoming Job Fair
October NOARK mtg
NWA Council Workforce Development Updates!!!
NOARK Calendar of Events...
NWA Workforce Summit
SuperCon
FREE Erisa Seminar

round.

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 NOARK Members,

What a relief to know that we don't always have to create something new because there's someone out there in the NOARK network who's likely tackled the same problem. When you are stuck, when you need ideas, when you are facing a challenge that you've never faced before...our members are just an e-mail, or phone call, or social media post away. How can you take full advantage of the power of our NOARK member network? It's pretty easy. Here are some suggestions:

- Attend one of our monthly member meetings and our annual SuperCon Managers Conference which provide terrific opportunities to learn, network, problem solve, and just feel as though you're not alone in tackling some of your HR challenges.
- Connect with us on the [NOARK LinkedIn](#) group or follow us on Twitter and experience the wisdom of our members who can offer their experience and insights to help you tackle your challenge.
- Visit our [NOARK Facebook](#) page to learn what we're up to and see pictures of our members in action.
- Check out our NOARK webpage where you can consult the online member directory, read this newsletter, register for our programs, and learn more about what we can offer our members.
- Volunteer to serve on one of our many committees. The great work of NOARK just wouldn't happen if it weren't

Professional Development
SHRM--In the News...
HRCI--In the News...
Ask Dave...
NOARK Career Center
Random Tidbits!!!
Welcome New Members!
SHRM Membership

Quick Links

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

NOARK 2015 BOARD & Committee Chairs

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Public Relations

for people like you giving back to our chapter. Our member volunteers help with marketing, programming, workforce development and diversity, professional development, technology, and governmental affairs.

Don't forget:

The SHRM Certification Pathway is Closing

There are only 90 days left to complete the Pathway! Go to shrmcertification.org/pathway and get started! It is easy to do and will take only 45 minutes to an hour. It is not a test and you cannot fail! Once completed, you should receive an email saying you have completed it and a pin and certificate will follow within 30 days. Taking the Pathway will give you options for the future! Take it today and be part of over 60,000 SHRM Certified HR professionals!

SHRM Foundation Student Scholarships-Due November 1

The SHRM Foundation will award more than \$25,000 in scholarships to SHRM student members this year. SHRM student members are encouraged to apply for a \$2,500 undergraduate or \$5,000 graduate scholarship. Application deadline: November 1, 2015. Learn more and apply at:

<http://www.shrm.org/about/foundation/scholarships>

This is also the time of year to purchase our compensation survey. This year is the 25th Anniversary for the NOARK Compensation and Benefit Salary A total of 58 companies participated and we have local compensation data with over 155 jobs! http://www.noark.org/wage--benefits-survey_id63.html A separate Compensation and Benefit Survey was published this year for jobs that are unique and available only to Walmart vendors:

https://www.noark.org/nwa-walmart-vendor-salary-survey_id185.html

Be sure to check it out!

Happy fall - my favorite time of the year!

Patricia L. Bates, SHRM-CP, PHR

NOARK Chapter President



NORTHWEST ARKANSAS
JOB FAIR
FALL

Wednesday | October 7, 2015 | 10:00 a.m. - 4:00 p.m.
Frisco Station Mall | 100 N. Dixieland Rd., Rogers, AR

The Northwest Arkansas Job Fairs (Spring and Fall) are
THE LARGEST AND LONGEST RUNNING
JOB FAIRS IN ARKANSAS
and are FREE to Job Seekers

[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](tel:479.305.2466)
PO Box 1016
Fayetteville, Arkansas 72701

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View our profile on **LinkedIn** 

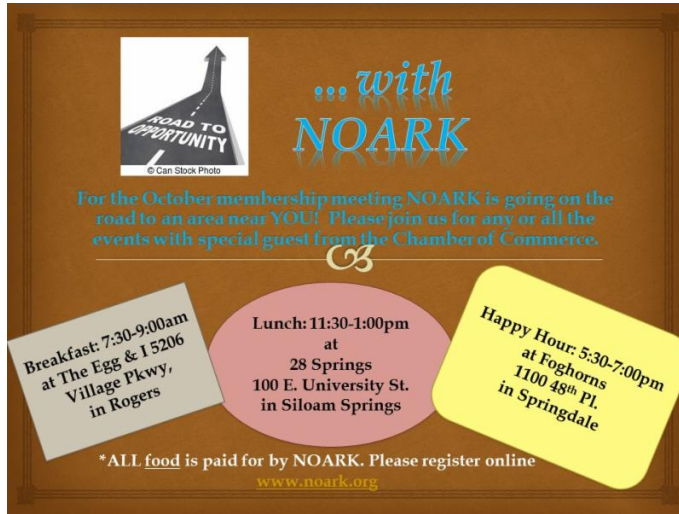
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NOARK Website Sponsor

OCTOBER 8th NOARK Meeting



The event card features a central graphic with a road leading to a mountain peak, labeled "ROAD TO OPPORTUNITY". To the right, the text "...with NOARK" is displayed in a stylized font. Below this, a paragraph states: "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." A decorative flourish is positioned below the paragraph. Three colored callouts provide event details: a grey callout for breakfast at The Egg & I, a pink callout for lunch at 28 Springs, and a yellow callout for happy hour at Foghorns. A footer note states that all food is paid for by NOARK and provides the website www.noark.org.

...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.

NEW NWA Council Workforce Development Updates!!!

NOARK is always looking out to see how we can improve your membership and help you with local issues such as; educational issues, workforce related issues, further training and other important subjects that effect the day to day lives of HR Professional, Manufacturing companies and all that work in the field of Human Resources. NOARK has partnered with the NWA Council to deliver to you a regular update on these, and other mission critical topics, so that you can see what is going on with these items and keep you up to date on future happenings that you will want to be involved with via the NEW NWA COUNCIL WORKFORCE DEVELOPMENT UPDATES. These articles are put together by Mike Harvey, NWA Council's COO, and sent out on a regular basis. Take a minute and check out the link for the Sept. 2015 issue. If you are interested and/or want to receive the material directly, please email Mike at mikeharvey@nwacouncil.org Don't forget to click on the link and browse through the numerous topics and see if something there will assist you and your company. Or if you have any questions or idea, please let the NWA Council know.

Link to the

<http://www.nwacouncil.org/pages/workforce-update1/>

AAMSCO

Identification
Systems for
People and
Products

NOARK Name Badge Sponsor

QualChoice
HEALTH INSURANCE

NOARK Wage & Benefits Survey
Sponsor

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

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.

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/>



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

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.

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: December 3rd

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.



SHRM In the News...

The SHRM Certification Pathway is Closing

There are only 90 days left to complete the Pathway! Go to shrmcertification.org/pathway and get started!

HRCI In the News...

SHRM-HRCI Split One Year Later: Less Testy, More Testing

<http://www.workforce.com/articles/21435-shrm-hrci-split-one-year-later-less-testy-more-testing#sthash.lweDdD40.dpuf>

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



[Can I use a different date format on the Form I-9? If a different](#)

format has been used should I correct the Form I-9?
(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

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...

- Compensation Analyst-BNSF Logistics
- HR Specialist-John Brown University
- Safety Coordinator-Staffmark
- HR & Administrative Assistant-Staffmark

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
- ANSWER...Can I use a different date format on the Form I-9? If a different format has been used should I correct the Form I-9? It is recommended to use the American date format MM/DD/YYYY which is shown on the Form I-9 and the Form I-9 Instructions. Other formats are acceptable as long as it is clear what format was used. Corrections are not required to correct the date format.
- 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!!!

- Shannon Russow - ARCO Excavation & Paving, Inc.
- Constance Jones - Community Development Corporation
- Jaclynn Williams (SHRM-SCP) - CFS Inspections
- Wanda Brogren - Advance Services, Inc.
- Tamisan McWhorter - Community Development Corporation
- Jonathan Katseanes (PHR) - Eaton
- Barbara Maupin (SPHR) - USAA
- Karen Tinker-Walker - NWACC
- Magan Steinbeck - University of Arkansas - Human Resources
- James Downing -
- Damaris Galdames -
- Scott Barton - Aflac
- Elecia Smith (PHR, SHRM-CP) - University of Arkansas - Human Resources
- Margaret Doyle (JD) -
- Carrie Sparks - University of Arkansas
- Linda Monroe - Crafton, Tull & Associates, Inc.
- Donna Welch - Community Development Corporation
- Richard Kelsey - Kelsey Beaver Lake Homes
- Sharon McCone -
- Michael Courington - TEC Staffing Services
- Laura Spies (SPHR)



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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