



NOARK Human Resource Association Newsletter

Feb 2016

Issue No. 52

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 website where more information and membership benefits can be found.

If you have any questions, please email info@noark.org or call 479.305.2466

All the best,

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

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Message from 2016 NOARK President--



Greetings!!!

February! Ground Hog Day, SuperBowl, Madri Gras, Valentine's Day, Nascar! As you are busy planning for special events, don't forget to plan for the AR SHRM Conference and Expo, April 6-8 at the John Q Hammonds Convention Center in Rogers. There are great presenters, great topics, networking opportunities, and the chance to receive recertification credits, all close to home. One of my favorite leaders, Susan Chambers will be presenting. You will not want to miss that. If you register for the conference in February, your price is \$330. That is a low price for the value you will receive.

You'll also want to plan to attend the February NOARK membership meeting on February 11th. If you have not heard, we are back at the Holiday Inn in Springdale.

We have a great program lined up for you. Our presenter will discuss Employee Handbooks and the changes needed to reflect recent legal developments, including a review of policies related to employees' use of corporate email systems, company equipment, and social media in light of recent rulings by the National Labor Relations Board reversing long standing precedent related to restrictions on employees' use of company communication systems.

Hope to see you soon!

Regards,

Patti Barnes, SHRM-SCP, SPHR

February 11th NOARK Meeting

Professional Development

NOARK 2016 BOARD & Committee Chairs

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"Employee Handbook Update-2016" Springdale Holiday Inn



A proactive employer audits its employee handbooks and policies at least the first quarter of every year. **Come hear Tally R. Parker, JD** focus on key changes needed to reflect recent legal developments. This includes the need to review policies related to employees' use of corporate email systems, company equipment, and social media in light of recent rulings by the National Labor Relations Board reversing long standing precedent related to restrictions on employees' use of company communication systems. Also addressed are some common mistakes eroding at-will employment, a "wish list" of key policies, and policies that might be better addressed outside of an employee handbook.

HR Certification Credit Available.

Register Today!!!

**"Member Connect"--March 10th
"Orientation for new NOARK Members"**

Location: Springdale Holiday Inn
Time: 10:00am-11:00am

NOARK Members...Please join us for "Member Connect" before the March NOARK Membership meeting.


If you have never attended an orientation or if you want a refresher on all the benefits NOARK has to offer you should come. You will meet the Board of Directors and

SPHR

NOARK Chapter Administrator

Telephone: 479.305.2466
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Fayetteville, Arkansas 72701

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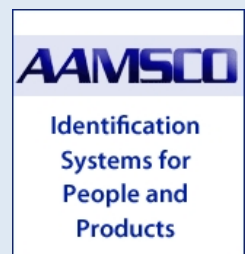
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the Committee Chairs. You will find out "Why NOARK"!!!

Come get involved...remember you get out what you put in!!!

[Register Today!!!](#)

**March 10th NOARK Meeting
"Creating Your Blue Print For Health"
Springdale Holiday Inn**



This presentation will draw upon **Dr. Scott Conard's** clinical, leadership, and corporate experience to share the latest information on what works (and what doesn't work) for improving value and decreasing costs with your health benefits.

Objectives:

1. To review current health benefit experience on wellness and the current cost trends in the US.
2. To discuss why wellness programs have received a bad reputation recently.
3. To lay out the important components to formulating your corporate program that will work to overcome the health benefit challenge today.

HR Certification Credit Available.

[Register Today!!!](#)

Are you having bad dreams?

HR laws and regulations making you afraid to fall asleep? Then you better hurry and register for **HR2016: Nightmare on HR Street - the 30th Anniversary of the Arkansas SHRM Human Resources Conference and Expo** - to be held on April 6-8, 2016 in Rogers, Arkansas.

This year's conference is shaping up to be one of our best conferences yet! With over 400 HR professionals, 90 exhibitors, and a first-in-class speaker and concurrent session schedule, the 2016 conference is

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sure to address the most important concerns and needs of today's HR professional.

Avish Parashar is our first keynote speaker on Wednesday with the frighteningly entertaining session "Ding! Happens". On Thursday our second keynote is **Steve Donahue** with "Turn Your Nightmare into an Epic Story." And don't miss our final keynote, **Lt. Col. (Retired) Scott Mann** speaking to us on the terrifyingly important topic of "How to Lead Strong when Trust is Weak."

The 2016 Arkansas SHRM Conference is the premiere HR conference in the state. And as such, it lends itself to being the perfect chance for you to showcase your company either as an exhibitor in our grand expo hall, as a sponsor, or door prize donor. Please visit our website at www.hr2016.org for information on these opportunities.

Check out the Arkansas SHRM conference website www.hr2016.org for more information on registration and hotel accommodations.

Don't delay! [Register today!](#)

Conference Public Relations Chair
Sara Staley, PHR, SHRM-CP



Presenting Sponsor



Questions and Answers with Brad???



Everyone...Meet Brad J. Wilson, MSS/HRM, SPHR, GPHR, CPLP, Global Markets Executive for the HR Certification Institute.

Q: HOW DO I KNOW WHICH EXAM IS BEST TO APPLY FOR?

A: Register for the exam that covers the responsibilities and knowledge that best describe your on-the-job experience.

You can always get more answers to your questions at www.hrci.org

Attend the
**SHRM EMPLOYMENT
LAW & LEGISLATIVE
CONFERENCE**
this March in D.C.

REDUCE YOUR RISK
and learn to
STAY COMPLIANT.

REGISTER TODAY



You don't want to miss
this...[Register Today!!!](#)

College Doesn't Prepare Students For Full Time Jobs, Internships Do!!!

I'm Carmen Stanley, NOARK College Relations Committee Chair. I'm currently working with the University of Arkansas Human Resources Management Association students and the John Brown University Business students and I'm looking for ways to better engage the students with NOARK. Providing them with potential internships is not only a way to help students prepare for their futures, but also helps build relationships with NOARK.

My committee would like to work with you on getting the word out and listing your internships on the NOARK website and developing print material to hand out at the monthly student meetings and email to the students. The internships don't have to be specific to Human Resources. We don't only work with students pursuing degrees in HR - but also students seeking degrees in accounting, international business, marketing, business management, and management. Contact me at collegerelations@noark.org or by phone at 575-5302 to have your employer featured on our internship listing. Once the internship listing is completed, each month NOARK will feature an employer of the month, which includes a piece in our newsletter that allows the employer to give more detailed information on their company and the student internships available and how to apply for them.

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.

Join Club 15 today!!!

Club 15 supports the SHRM Foundation which funds scholarships for future leaders and HR research. You can be part of Club 15 with a one-time \$15.00 donation.

Benefits you receive by being part of Club 15:

- Drawings at monthly meetings for gift cards,
- Free monthly meeting,
- Registration for ARSHRM and SuperCon conferences

- Recognition added to your badge
- Specials and Discounts determined throughout the year

Needing creative and idea generator individuals to be part of the SHRM Foundation Committee!

Contact [Robin Evans](#), if you are interested.

NWACC Offering Spring HR Courses

SHRM Essentials of HR Management

March 3 - 31, Thursdays from 6-9PM

If you know anyone from small to medium sized businesses who could benefit from this overview of HR functions, please forward this information to them.

Lead instructor: Darrin Coon

[Register Today!!!](#)

Performance Appraisals

March 1-29, Tuesdays from 6-9PM

This is a great class for supervisors who need help with evaluating staff and in setting company objectives to align with individual goals.

Lead instructor: Darrin Coon

[Register Today!!!](#)



**Homeland
Security**

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

ARSHRM16 Speaker



Join us at the 30th Annual 2016 ARSHRM HR Conference & Expo. **Dave will be there** to answer all of your Form I-9/E-Verify questions.

[Register Today!!!](#)

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.

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
- 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!!!

- Jeff Woods - WorkSource
- Sarah Kalagias -Student
- Jarred Flippin -Student
- Paul Weber -Student
- Kim Carlson - Northwest Arkansas Community College
- Leigh Davis - Davis Delany
- Robin Stout - Benton County Arkansas
- Dustin Nickle - Paycor
- Corey Stanford - Stanford Coaching, LLC
- Courtney Gilbert - Cobb-Vantress, Inc.
- Shannon Riordan - AAMSCO Identification Systems, Inc.

- Tonya Zarlingo - University of Arkansas - Human Resources
- Abby Foster - Ahnimisha Consulting
- Amanda Sorensen - John Brown University
- Ashley Estes - John Brown University
- Amber Horton (SHRM-CP) - CaseStack
- Hailey Solomon - Select Staff, Inc.
- Amiee York - SourceGas
- Jacqueline McClendon - SourceGas
- Sarah Roper - Cobb-Vantress, Inc.
- Cheri Mercer (PHR, CCP, GRP) - Wal-Mart Stores, Inc.
- Travis Fredricksen (SPHR, SHRM-SCP) - Tyson Foods, Inc.



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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