

# NOARK Human Resource Association Newsletter

July 2016

Issue No. 56

**Dear Member,**

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](tel:479.305.2466)

All the best,

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

## Message from 2016 NOARK President--



Greetings,

Things are really heating up, wouldn't you agree? I'm not talking about the weather, although it is getting toasty. The election is heating up, we are in the middle of FLSA revisions, OSHA is changing reporting requirements...and so the list goes for Human Resource Professionals. NOARK is here to meet your resource needs with some great programs. You can find current topics, current case law and many other resources on our webpage. In addition, we have an outstanding line-up of programs coming up, all of which provide

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## **NOARK 2016 BOARD & Committee Chairs**

**[Patti Barnes, SHRM-SCP, SPHR](#)**  
President

**[Pat Bates, PHR, SHRM-CP](#)**  
Past President

**[Tammie Edrington, PHR, SHRM-CP](#)**  
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**[Amy Fisher, SHRM-SCP, SPHR](#)**  
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**[Erin Poe](#)**  
Secretary

**[Cindy Christopher, SHRM-SCP, SPHR](#)**  
Treasurer

recertification credits for both HRCI and SHRM.

In July our membership meeting program is "Consistently Picking the top 2-3% How to Transform your Interviewing and Selection". Stay after for another 2 hours to attend "HR Business Strategy 2.0, Proving you are in Alignment with Business Strategy". It's a great topic and a very inexpensive way to receive 2 hours credit for both HRCI and SHRM recertification. On July 28th at the Walton College of Business, you can attend sessions on Organization Change and Avoiding Litigation.

Last, we are approaching the time of year when we entertain nominations for position on the NOARK Board. Begin to consider becoming a committee chairman yourself or think of someone who would be great in a board role. It is a wonderful development opportunity and a way to give back to the NOARK membership.

Stay safe and take some time to enjoy family and friends.

Regards,

Patti Barnes  
2016 NOARK President

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## **July 14th NOARK Meeting Consistently Picking The Top 2-3% How To Transform Your Interviewing (and Selection) In 30 Days or Less**

You'll Learn:

- The 1 Must-Ask Question Most Interviewers Miss
- How To Become An Applicant's "Partner In Crime" And Unleash The REAL Applicant
- Real-Life Detective Skills To Read Body Language And Reveal The Hidden Signals Of Lies

[Judith Tavano, SHRM-SCP, SPHR](#)  
Certification & Acting Workforce  
Readiness

[Carmen Stanley, PHR, SHRM-CP](#)  
College Relations

[Robin Evans, PHR, SHRM-CP](#)  
Communications/SHRM Foundation

[David Bugea, SHRM-SCP, SPHR](#)  
Diversity

[Sheila Moss, SHRM-SCP, SPHR](#)  
Legislative

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Membership

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Programs

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Public Relations

[Sandy Sullins, SHRM-SCP, SPHR](#)  
Wage & Benefits

[Jeriad Gumm](#)  
Young Professional

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

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PO Box 1016  
Fayetteville, Arkansas 72701

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SPEAKER: Leigh Davis, DavisDelany



**Register Today!!!**

## **NOARK Re-certification Classes Off To A Great Start!**

Our first class in the NOARK series of re-certification classes was a great success. Sixteen members benefited from Rick Teague's excellent class, Business 101: How and Why the Strategy of Your Business Matters to You and all that You Do.

The next class in the series will be taught by Darin Coon and is scheduled for July 14, after the NOARK meeting at the Holiday Inn, 1:30 - 3:30PM.

This class, entitled HR Strategy 2.0: Proving You are in Alignment with Business Strategy will earn attendees 2 HRCI business hours and 2 SHRM PDC.

It's going to be a great class!

**[REGISTER TODAY!!!](#)**

**Good News...the 2016 edition  
of the NOARK Wage and  
Benefit Survey is almost**

**Thank you to our  
NOARK  
Sponsors!!!**



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**NOARK July Meeting Patron**

**here!!!**

We have just completed the Wage and Benefit 2016 survey process and the results will be published Mid-July, 2016. We would like to invite you to attend the August NOARK Membership meeting on August 11th for a presentation of Compensation Trends 2016-17. NOARK members will receive informational highlights of this year's survey and learn about trends that will have an impact on compensation and benefit management, compliance with employment compensation laws and performance management going forward. Program presenters include Bruce and Blair Johanson, Principle Partners and Co-Owners, AR based companies - Johanson Group and DB Squared, LLC., Corry Hull, Employee Benefit Consultant at Legacy Capital and Jimmy Madigan, Senior Vice President of Regions Insurance.

On behalf of the NOARK board and the Wage and Benefit Committee, I would like to thank the Johanson Group for facilitating the distribution, compilation, analysis and publication of the results with the quality of the work product at the forefront of their endeavors. We would also like to express gratitude to QualChoice for their continued support of sponsoring the NOARK Wage and Benefit Survey again in 2016. A special thanks to all of those that took the time to participate in the survey, we really appreciate you making the survey possible!

Finally, I would like to mention and thank the members of the Wage and Benefit Survey Committee that volunteered their time and for their efforts in support of this year's survey: Aaron Divine, Andy Jackson, Bonnie Pruett, Cindy Allgood, Cliff Sandsmark, Corry Hull, Damaris Galdames, Elizabeth Farmer, Helena Victor, Jimmy Madigan, Jeremy Turley, Jess Sweere, Jim Haller, Lance Thompson, Lindsey Chaney, Malissa Miller, Matt Nickerson, Pat Bates, Patsy Henderson, Scott Barton, Tammie Edrington and Vickie Crittenden.

If you would like more information on how to purchase the 2016 NOARK survey please contact Sandy at [wageandbenefits@noark.org](mailto:wageandbenefits@noark.org) or contact Cathleen, NOARK Chapter Admin at [479.305.2466](tel:479.305.2466).

**QualChoice**  
HEALTH INSURANCE  
2016 NOARK Wage & Benefits  
Survey Sponsor

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

## **MEET THE NOARK BOARD**



**Q:** Tammie as 2016 NOARK President Elect what is your best piece of advice for someone just starting out in HR?

**A:** GET INVOLVED! There's not a better place to learn about your profession than from those who have already been doing the job. When you're starting out you can sometimes feel overwhelmed with the amount of information you're required to learn, retain,

NOARK WAGE & BENEFITS SURVEY Sponsored by...



The Walmart Vendor Survey committee is planning to open its survey window for the 2016 edition in August with projected publication in October. If you would like more information on the 2016 Walmart Vendor Survey please Cliff Sandsmark or Cathleen, NOARK Chapter Admin.

## **Upward Bound Program Is Up And Running!**

The NOARK Workforce Readiness Committee has partnered with NWACC TRIO Upward Bound program to provide potentially college-bound students with a slate of professional speakers to talk about careers, and the educational preparation necessary to be successful in those careers. The program, which serves approximately 50 high school students from Pea Ridge, Gentry, Decatur, Gravette, Springdale and Rogers consists of luncheon presentations throughout the month of July and three industry tours. The speakers include HR professionals from NOARK and professionals throughout the area representing high tech, marketing, military, medicine, law, poultry science, ministry, and teaching.

Upward Bound serves high school students from low-income families and high school students from families in which neither parent holds a bachelor's degree. The goal of Upward Bound is to increase the rate at which participants complete secondary education and enroll in, and graduate from, institutions of post-secondary education.

and understand. For me, I remember things better when I can relate them to a real life story; be it HR laws, regulations, or best practices. Where do you hear those stories? At NOARK, ARSHRM, and other occasions that you're able to be involved with other HR professionals. As you become more involved and make acquaintances within the HR industry you always have someone to call when you need advice, support, or just an ear to listen. Don't be afraid to join a committee or volunteer for an event because you don't feel you have the experience necessary to contribute because it takes all of us working together to have a successful organization. We all have contributions that can be made regardless of our experience level.



Thank you to our June "Advocacy in Action" Meeting Patron. We appreciate your continued support.



Sara Staley, Membership Chair did an awesome job with "Member Connect" this month!!!

A special thanks is due Angela Robinson, 2016 NOARK Workforce Readiness Committee Chair, for bringing NOARK and Upward Bound together for the second year in a row.

--Judith Tavano, Acting Workforce Readiness Chair

## **A Special Treat For NOARK Members On July 28th(Date Changed)**

For the past several years, Arthur T. Matthews, J.D., NOARK member and visiting professor at the University of Arkansas Sam M. Walton College of Business, has opened one class session of each of his summer classes to HR professionals to sit side-by-side with his university students to learn, network and earn professional development credits. This year is no exception! Except... This year, Professor Matthews is inviting NOARK members to join as his guests. The only catch? The size of the classroom. Therefore, this invitation is open to the first fifteen HR professionals to register.

### **Organizational Change: Navigating the Peaks and Valleys with an Introduction to a Leadership Playbook:**

2:00pm-5:15pm at the Sam M. Walton College of Business; room TBA

### **Avoiding Litigation: Best Practices in Negotiations, Mediation and**

**Arbitration:** 6:00pm-9:15pm at the Sam M. Walton College of Business; room TBA

Don't delay. Register now at [www.noark.org](http://www.noark.org).



Lance Eads, Arkansas State Representative and former NOARK Member was one of our speakers last month. (Pictured w/ his mother Gail Eads, Honorary Member of NOARK.)



Big Thank you to Cammie Scott, CK Harp & Associates for hosting "Advocacy in Action" this year.



## **"Ignite Your Passion"-NWA YP Summit 2016**

NWA Emerging Leaders, Rotary Clubs to Host Summit--Partnership brings inaugural NWA Young Professional Summit to Rogers.

### **NOARK to provide HR Certification.**

The YP Summit is designed to empower young professionals in Northwest Arkansas with the tools to enact positive change within themselves, their companies and their community.

Donnie Smith, Tyson's Chief Executive Officer, to headline the summit and will be joined by several dynamic change makers from across the region who will be presenting during several breakout sessions targeted at emerging leaders in NWA.

[Register Today!!!](#) or call Amy Gober at [479.619.3197](tel:479.619.3197).

Cost is \$35 and includes access to all breakout sessions and lunch.



## **SHRM Certification Questions & Answers!**

### **Q: What is a Digital Badge?**

A: Badges are digital tokens that appear as icons on a web page, social media platform, or other online venues. Awarded by institutions, organizations, or groups, badges signify accomplishments such as certification, mastery of a skill, or marks of experience. A digital badge is a way to organize and share your verified credentials digitally. This allows you to easily share your credentials, and employers and colleagues to easily verify them.

## " Reasonable Suspicion Drug and Alcohol Testing for Supervisor's "

Friday, August 19th Courthouse Concepts will be conducting "Reasonable Suspicion Supervisor Training." This training is required as part of the Arkansas Drug Free Workplace and the Federal Department of Transportation.

**Location:** The training will take place at the Springdale Chamber of Commerce (BOB, Building Out Back) and seating is limited.

**Time:**

Session (1) 9:00am-11am

Session (2) 1:00pm-3:00pm

**NOARK will be providing the HR Certification Hours for this event.**

The cost of the training is \$50 per attendee.

**Speaker:** Keith Lawson, Courthouse Concepts, Director of Drug and Alcohol Testing.

[Register Today!!!](#)



**BizCon: The Place To Be On  
November 1, 2016**

BizCon2016 is in the process of finalizing its speaker roster, and it's going to be great! With three tracks,



supervisory/management, small business/entrepreneur, and HR, BizCon2016, the marriage of the Rogers/Lowell Area Chamber of Commerce Business Expo and NOARK SuperCon, will be a must-attend event for the fall. Registration is open at [www.noark.org](http://www.noark.org) for this all day, jam-packed, November 1, 2016 event at the John Q Hammonds Center in Rogers. Reserve your seats early. Cost, discounts, and exhibitor/sponsor information can be found on both the NOARK and Rogers/Lowell Chamber websites.

Please email me at [judithtavano@gmail.com](mailto:judithtavano@gmail.com) for more info.

Judith



### Questions and Answers with Brad???



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

**Q: What Is Recertification Of Your Credential?**

A: Achieving certification from the HR Certification Institute is a long-term commitment to yourself, your career and the HR profession. Recertification is the process of renewing one's certification. To maintain certification, you must be prepared to continue to learn, grow and increase your current knowledge. With recertification, you are demonstrating your commitment to staying current in the field of Human Resources. Recertification says you are building upon your knowledge, growing as a professional and increasing your experience daily. All certifications are valid for three years. Recertification is required every three years through demonstrated professional development (preferred method) or retaking the exam.

Recertification credits can be earned in the following categories:

- Continuing Education
- Instruction
- On-the-Job Experience
- Research/Publishing
- Leadership
- Professional Membership

Earning credit involves much more than attending conferences and workshops. Most certified HR professionals earn their recertification credits through the very activities that make them valuable members of their organizations and increase their HR knowledge, including:

- creating leadership development initiatives
- developing a diversity program
- implementing HR best practices
- participating in contract negotiations with union leaders

You can always get more answers to your questions at [www.hrci.org](http://www.hrci.org)

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**Status Report--NWA Council!!!**

You may remember the the Regional Workforce Assessment that the Council commissioned from our earlier updates. As a reminder, the assessment is a lynchpin for our workforce development efforts. It will give us a better understanding of NWA's worker supply and demand, the region's capacity to train, and the region's system of career awareness and education. The assessment will provide targets and a road map with some recommended strategies to meet regional needs, and it will be the basis for how the critical regional issue of workforce is addressed going forward. Work on the Regional Workforce Assessment is complete,

and a complete summary of the findings and recommendations will be available in our next update.

[For More Information...](#)

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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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## **Join Club 15 Today!!!**

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

### **Thanks for joining Club 15 in 2016:**

Russ Anzaloni  
Carmen Stanley  
Sheila Moss  
Pat Bates  
Patti Barnes  
Sandy Sullins  
Tammie Edrington  
James Harri  
David Bugea  
Margaret Doyle  
Broderick Daniel  
Cliff Sandsmark  
Cathleen Hoffman  
Patricia Flashnick  
Dan Parker  
Kaleb Allee  
Cindy Christopher

Contact [Robin Evans](#) if you are interested in joining Club 15.



Homeland  
Security

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



### **QUESTION:**

Are P.O. Boxes acceptable as addresses for Form I-9?

### **ANSWER:**

No. All versions of Form I-9 request that the address sections should contain the actual location of the employee's residence (Section 1) and the actual location of the employer (Section 2. In the event the employee lives or works in an area that does not have house numbers and street names, the address sections should contain a narrative description of the location. In a situation where a company has multiple locations, when filling out the I-9 the person signing section 2 should use the local address of the hiring site, not the main address of the parent company or headquarters.

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

**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.

- [Affirmative Action Director--Tyson](#)
- [HR 2nd Shift Manager--Simmons](#)
- [HR Shift manager--Simmons](#)
- [Recruiter & HR Business Partner- Transplace](#)

### 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](http://www.noark.org)
- 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 NOARK Members!!!

- Michele Crippen - University of Arkansas
- Andra Miller - Crafton, Tull & Associates, 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!](#)**

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

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