



NOARK Human Resource Association Newsletter

Oct 2017

Issue No. 678

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 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](tel:479.305.2466)

All the best,

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

Message from 2017 NOARK President--

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NOARK 2017 BOARD & Committee Chairs

[Tammie Edrington, PHR, SHRM-CP](#)

President

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

Past President



It's hard to believe that we're headed into fall. I was able to attend my first ELLA Conference this year and it was a great experience. We have so many pending items right now in our HR world and we hear so many different versions of what's going on with health care reform, fiduciary responsibilities, EEOC changes, and medical marijuana, just to name a few, that it makes your head spin. The awesome thing about ELLA is that we were able to hear from experts on each of these topics, and more, all in one place. If you haven't had the opportunity to attend ELLA mark your calendar now for the 2018 conference which will be held on September 20-21.

As we head into the final months of 2018 you'll have some great opportunities through NOARK to expand your HR knowledge. The September meeting will be held on September 21 and our topic will be "The Google Diversity Manifesto: What Does It Mean for Human Resources Professionals". We'll also have a recertification class following our membership meeting, "Consulting Skills - Your Path to a Seat at the Table". Travis McNeal, Director of Change Management for HR Operations at Wal-Mart will be the presenter. Please be sure to register online for these sessions at your earliest convenience.

September is also the month we hold our annual elections for the slate of Officers and Committee Chairmen. Amy Fisher, President Elect, has done a fantastic job of putting together a slate of volunteers who will be leading NOARK in 2018.

Our committee chairs will be looking for volunteers to serve on their committees so if you have a desire to become more involved with the NOARK initiatives be sure contact them.

Hope to see you at the membership meeting on Thursday!

[Amy Fisher, SHRM-SCP, SPHR](#)
President-Elect

[Sara Staley, PHR, SHRM-CP](#)
Vice-President, Membership

[Erin Poe](#)
Secretary

[Cindy Ruffing, SHRM-SCP, SPHR](#)
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Communications/SHRM
Foundation

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

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

OPEN
Programs

OPEN
Certification

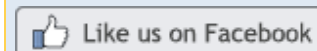
[Melanie Kennedy](#)
Public Relations

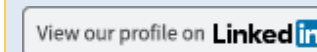
[Sandy Sullins, SHRM-SCP, SPHR](#)
Wage & Benefits

[Hannah Niblett](#)
Young Professional

[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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Best Regards,
Tammie

**September 21st NOARK Meeting--
"THE GOOGLE DIVERSITY
MANIFESTO: WHAT DOES IT MEAN
FOR HUMAN RESOURCES
PROFESSIONALS?"**

- **SHRM PDC's-1 hour**
- **HRCI (General)-1 hour**

This presentation is intended to educate Human Resources representatives on the impact of the open discussion among employees of diversity issues in today's society. We will focus on how Human Resources representatives can address these conversations and diversity issues in the workplace without violating applicable law. We will also discuss recommended actions that organizations can take to reduce the potential for legal liability resulting from open discourse regarding diversity issues. Such actions to be discussed include the implementation of appropriate policies and training for all employees.

SPEAKER: Elizabeth Wentz & Paul Satterwhite attorneys with Spencer Fane, LLP

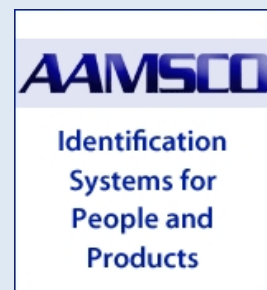
--More details at www.noark.org

Location:

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Board of Realtors
[314 N. Goad Springs Road](#)
[Lowell, AR 72745](#)

[Register Today!!!](#)

CONSULTING SKILLS-YOUR PATH TO A SEAT AT THE TABLE

Thursday, September 21, 2017
1:30 pm - 4:00 pm

- **SHRM PDC's-2 hours**
- **HRCI (General)-2 hours**

Each class: \$40.00 (NOARK Members) -
\$49.00 (Non-members)

Location:
Northwest Arkansas Board of Realtors
[314 N Goad Springs Rd, Lowell, AR](#)
[72745](#)

**Instructor: Travis McNeal, Director of
Change Management for HR Operations
at Walmart**

Travis is the Director of Change Management for HR Operations at Walmart - currently leading Change Management activities for an international ERP project. Prior to joining Walmart in 2011, Travis spent 8 years with the Continuous Learning Group as a Sr. Consultant, assisting clients implement Performance Management, Leadership Development and Talent Management strategies. Clients with whom Travis has consulted include; Exxon Mobile, PPG, CN Rail, Chevron and Cigna to name a few. Travis also teaches Human Resources and Organizing for Change for the Masters of Science in Operations

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Management at University of Arkansas. Travis earned his Bachelor's in Psychology with a Minor in Human Resource Management from Utah State University, and a Master's in Behavioral Science from the University of Nevada, Reno.

Description:

Consulting is a key competency for HR professionals, and done right, it can be a stepping stone to a "a seat at the table". This session will explore HR consulting best practice and relate it to strategic participation in organizational goals and objectives, positioning HR professionals as a contributing partner in the organization's strategic planning process with the expectations that they will be able to lead workforce planning discussion with management, develop and present long-term forecast of human capital needs at the organizational level. This session will enhancing HR professionals' skills in strategic planning, critical thinking, influencing, negotiation and leadership while impacting the organization's mission, vision, policies, strategic goals and objectives.

[Register Today!!!](#)

The 2017 edition of the NOARK Wage & Benefits Survey has been published; don't forget to order your copy today!

The NOARK 2017 Wage and Benefit survey and the results were published on August 1st. If you have not obtained your copy of the survey yet and would like more information on how to purchase the 2017

NOARK survey please contact Sandy at wageandbenefits@noark.org or contact Cathleen, NOARK Chapter Admin at [479.305.2466](tel:479.305.2466).

Coming Soon....

It is time for the Walmart Vendor Survey. The invitation to participate in the 2017 edition of the Walmart Vendor Survey was sent on August 9th and participation was closed in early September with expected publication around the first week of October.

If you would like more information on the 2017 Walmart Vendor Survey please contact Cliff Sandsmark at wageandbenefits@noark.org or Cathleen, NOARK Chapter Admin at [479.305.2466](tel:479.305.2466).

NOARK SHRM Foundation Committee News

SHRM Foundation Scholarship Deadlines:

Scholarship	Eligible Applicants	Amount	Application Deadline
Undergraduate Scholarships	Professional Members and Student members	\$2,500	October 10, 2017
Graduate Scholarships	Professional Members and Student members	\$5,000	October 10, 2017
Certification Scholarships - Spring Exam Window	Professional Members and Student members	\$750	October 10, 2017

Learn more about the 2017 SHRM Foundation's HR Solutions, Opportunities, Scholarships and application deadlines at <https://www.shrm.org/foundation/ourwork/scholarships/pages/all-deadlines.aspx>

Contact Robin Evans
NOARK SHRM Foundation Chair

drevans2@juno.com

NOARK Career Center!!!

- **Don't forget you can post HR-Related jobs on the NOARK Career Center for FREE as a member!**

Welcome NOARK New Members



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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Cathleen Hoffman, SPHR
NOARK Chapter Administrator
479.305.2466