



## *NOARK Human Resource Association Newsletter*

June 2018

Issue No.

### **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

All the best,

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

### **Message from 2018 NOARK President--**



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### **NOARK 2018 BOARD & Committee Chairs**

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

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

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



We are honored this month to welcome the Arkansas SHRM State Council to our location and to NOARK's monthly membership meeting. The State Council meets quarterly at different locations around our state, and for this meeting they have chosen to meet with us in Northwest Arkansas.

Our speakers for this month are Bill Phillips and Bradley Phillips of Phillips Management and Consulting Services. They represent the HR profession with our representatives in Little Rock, and will be speaking to us about the type of work they do, and how it makes an impact on the work that you do every day. We will also have an update on the latest legislation affecting Human Resources. This will be an informative and helpful session. We hope to see you there. Remember that our July meeting will be in a different location at the Shewmaker Center at Northwest Arkansas Community College in Bentonville. Also, keep in mind that we have two opportunities for HRCI Business credit hours and SHRM PDC's coming up on July 13 and August 10. For more information on both of those events, please see our website. Keep these sessions in mind, if you are in need of re-certification credits.

I would like to thank our June meeting sponsor, DataPath. Their company provides administration for Flexible Spending Accounts, Health Savings Accounts and more. We are thankful for the support they provide to NOARK and to our members.

We are always looking for ways to serve our members, so please stop one of the board members at our meeting and offer your suggestions. We want to hear from you.

Thank you,  
Amy

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**June 14th "Legislative Update & Legislative Affairs"-- NOARK Membership Meeting**

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

[Sheila Moss, SHRM-SCP, SPHR](#)  
Vice-President, Membership

[Erin Poe](#)  
Secretary

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

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

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College Relations

[Meg Doyle](#)  
Communications/SHRM Foundation

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

[Kelly Majdan](#)  
Legislative

[Brent Carroll, PHR, SHRM-CP](#)  
Programs

[Jamaikhan Dickey](#)  
Public Relations


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


[April Pantell](#)  
Young Professional

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

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Telephone: 479.305.2466  
PO Box 1016  
Fayetteville, Arkansas 72702

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Ever wonder what it is that SHRM does in DC and how it affects you in your day to day activities? Have you been curious about what it means to "lobby on the Hill" or maybe whether or not your letters to your representatives have an impact or just sit in an inbox somewhere collecting internet dust? If any of this has crossed your mind, even briefly, then you will find our June NOARK Legislative Member Meeting of interest. We will have an update on what SHRM is up to in DC, have specifics on the Work Flex Bill along with other SHRM supported initiatives, and will have a couple of professional lobbyists fill us in on what exactly it is they do, why it works, and what kind of impact you can make with your local representatives.

### Objectives:

- To have a better understanding of current SHRM public policy measures
- Learn about advocacy, the SHRM A-Team and how to get involved
- How public policy has a direct effect on HR departments.

1 Hour SHRM PDC's and HRCI "General" Credit

**SPEAKERS:** Bill Phillips & Bradley Phillips, Phillips Management and Consulting Services



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

**DataPath**   
Administrative Services

**Thank you to "DataPath"  
our June 2018 Meeting  
Patron Sponsor**

**The JOB GUIDE**

**Thank you to "The Job  
Guide" our 2018 NOARK  
Website Sponsor**

**AAMSCO**

**Thank you to "AAMSCO"  
our 2018 NOARK Name  
Badge Sponsor**

**QualChoice**  
HEALTH INSURANCE

**Thank you to  
"QualChoice" our 2018  
Wage & Benefits Survey**

## July 12th "The Future of HR: Promoting Business success In a Changing Global Workplace" NOARK Membership Meeting

As an HR professional, you can play a significant role in promoting the success of your organization by understanding your business objectives and the changing environment - nationally and globally - in which you compete. In this session, you will learn the business skills you need to develop to become a strong contributor to the "bottom line." You will also review ways to leverage three key tools - analytics, leadership development, and workplace flexibility - to more effectively engage your human capital assets in fulfilling your business goals.



### **SPEAKER:**

#### **Sherry Johnson, SHRM-SCP, CAE**

is Field Services Director for SHRM, based in Round Rock, Texas - in the Austin area. She supports the states of Alabama, Arkansas, Louisiana, Mississippi and Texas. Sherry serves as SHRM's staff liaison to the HR Certification Core Leadership Area; and, she is a member of the SHRM Speaker's Bureau.

Sherry has worked in the HR profession for over 20+ years with industry experience in not-for-profit community organizations, public education, and

Wage & Benefits Survey  
Sponsor

**Thank you to our vendors in the NOARK Vendor Directory!!!**

**View the Vendor Directory [Here!](#)**

community organizations, public education, and entrepreneurial experience as owner of a small business. Prior to joining SHRM as a staff member, in 2009, she served as president for her local SHRM affiliated chapter and she held a seat on the Texas SHRM State Council.

Sherry is an active community volunteer. She has served on her local district school board of trustees; she participated on a legislative advocacy group, working with state legislators to address educational issues affecting public school districts in Texas; and, for several years she served as the volunteer coordinator for the regional Special Olympics track meet.

Sherry currently serves on the Advisory Boards for the Concordia University-Austin Human Resource Management Degree Program and the South University-Austin School of Business.

Sherry holds a bachelor's degree in Business Management; and, she is currently working on her MBA through Tarleton State University. She received her Senior Certified Professional in Human Resources (SHRM-SCP) designation from the Society for Human Resources; and, she earned her Certified Association Executive (CAE) credential from the ASAE Certified Association Executive Commission. She is a graduate of the Texas Association of School Boards (TASB) Leadership Program, earning Master Trustee designation.

**Date: July 12, 2018**

**Time: 11:30am-1:00pm**

**Location:**

**Board of Realtors Building  
314 N Goad Springs Road  
Lowell, AR 72745**

**1 Hour SHRM PDC's and HRCI "Business" Credit**

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**July 13th HR Workshop--"STRATEGIC  
PLANNING & BUDGETING  
WORKSHOP"**

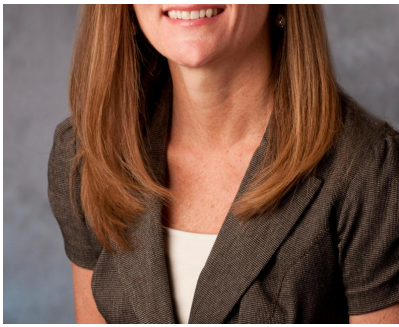


The objective of this workshop is to discuss how HR professionals can execute a strategic plan to match their business goals; and, how to align their budget planning with their strategic plan. This workshop will focus on the business model strategic planning process that uses information from the organization's mission and goals (based on SWOT analysis) to determine the necessary strategies, objectives, action items, and specific responsibilities required to achieve the business goals, as well as a way to chart progress towards those goals. The workshop participants will complete the worksheets included in the training to develop a mission statement and strategic plan, and to review/revise their organization's bylaws in accordance with the newly developed strategic goals. We will discuss the importance of having a committee responsible for ensuring that the organization stays within the plan and budget, or understands the value of making mid-course corrections. Participants will also learn various group facilitation techniques that they can utilize in the workplace.

#### Workshop Objectives:

- Discuss the value of Strategic Planning
- Walk through the Strategic Planning Life Cycle
- Facilitate activities to write clear Mission and Vision Statements
- Facilitate activities to identify Primary Objectives
- Facilitate activities to develop SMART Goals
- Facilitate activities to develop Action Plans
- Discuss the fundamentals of Strategic Budgeting
- Discuss execution of the Strategic Plan
- Discuss evaluation of the Strategic Plan





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Texas Association of School Boards (TASB)  
Leadership Program, earning Master Trustee  
designation.

**Date: July 13, 2018**

**Time: 8:30am-4:00pm**

**Location:**

**JBU Rogers Center  
Rogers, AR**

**Cost-**

**\$99 for NOARK members**

**\$129 for non-NOARK members**

**\$149 at the door.**

**Lunch will be provided.**

**6.75 SHRM PDC's and HRCI "Business" Credit**

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## **SHRM Foundation News!!!**

PROFESSIONAL HEADSHOTS FROM MAY 10,  
2018 SHOULD BE COMING IN YOUR EMAIL ANY  
DAY (directly from our volunteer photographer).

CHAMPIONS: 1 PRIZE DRAWING JUNE 14, 2018  
Pledge your commitment to SHRM Professional  
Development:

Gold--Your \$45 donation grants you Silver level  
benefits plus 1 free NOARK luncheon.

Silver--Your \$30 donation grants you Bronze level  
benefits plus eligibility for the ARSHRM Conference  
drawing in March.

Bronze--Your \$15 donation includes your name entered  
in the monthly prize drawing at 2018 NOARK  
meetings.

Donate by cash, check, or credit card at the monthly  
meeting a Committee Member at check-in will accept  
your donation or request an invoice by contacting Meg  
Doyle @



Meg.Doyle@PeopleStrategySolutionsLLC.com.

PLEASE BRING YOUR SPARE CHANGE TO THE  
JUNE MEETING TO BENEFIT THE SHRM  
FOUNDATION! Bowls will be on each table.



### **2018 NOARK Wage and Benefits Committee News**

2018 NOARK Compensation & Benefits Survey-  
The survey window has closed.

The online submission window has closed for the  
2018 Survey. We want to thank those that  
participated, we really appreciate your time and  
effort in the data submission process. The survey  
results will be available on **SAVE THE DATE!!!**  
**8/09/18 at our NOARK Membership**  
**Meeting: Compensation Trends and Strategies**  
**2018-2019.**

**SPEAKER:** Blair Johanson, Principle Partner and  
Co-Owner of two Fayetteville, AR based  
companies- Johanson Group and DB Squared,  
LLC.

**Location:**

Board of Realtors Building at 311 N Goad Springs  
Road, Lowell, AR 72745.

We could not continue to provide this excellent  
resource without the ongoing participation from  
you -- the local and regional Northwest Arkansas  
business community.

Committee Chair:	Sandy Sullins
Co-Chair:	Tiffany Barnes
Month:	June 2018

More information at [www.noark.org](http://www.noark.org) or contact [wageandbenefits@noark.org](mailto:wageandbenefits@noark.org).



## NOARK Career Center!!!

- **Human Resources Manager**--Prosigo Executive Search & Career Advancement Services-River Valley
- **Human Resources Manager**--Fayetteville Public Library

## Welcome New NOARK Members!!!

- **Lauren Simon**-University of Arkansas



## SOCIETY FOR HUMAN RESOURCE MANAGEMENT

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 their 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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