
Subject: NOARK Human Resource Association Newsletter_November_2018



NOARK Human Resource Association Newsletter

Nov 2018

Issue No. 82

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

All the best,

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

2018 President's Message

In This Issue

President's Message
Wage & Benefits Survey
November NOARK Meeting
NWA Supervisors' Conference
SHRM Prep Class
Diversity Intelligence Survey
GPA needs our help!!!
FREE Dec NOARK Meeting
NOARK Career Center
New NOARK Members
SHRM Membership

Quick Links

**NOARK Website
Professional Development**

**NOARK 2018
BOARD & Committee Chairs**

2018 President's Message



November is a month that we often take the time to think about things for which we are thankful. I am so thankful for the people who make up our chapter. I am thankful for our members who faithfully come out to our membership meetings and participate with us on a variety of projects. I am especially thankful for the members of our NOARK board, who work tirelessly to provide quality meetings and to promote our profession.

NOARK is honored to have won the 2018 Pinnacle Award from the Society for Human Resources Management. Every year SHRM has the privilege of presenting SHRM Pinnacle Awards to affiliates whose programs have made a monumental impact on the HR profession and the communities they serve. SHRM members across the country donate thousands of hours of their time and skills to help others build strong and inclusive workplaces. Below is the executive summary from the application NOARK submitted to SHRM:

One of the main goals of our chapter for this year was to be intentional about providing opportunities for our members to gain recertification credits. In order to do that, we have not only worked to get certification approval for our monthly membership meetings, but have looked for additional opportunities that we could provide to our membership. These opportunities have included two, day-long workshops as well as a supervisors' conference open to our membership as well as managers working in businesses in the Community. These managers need not have direct HR roles or responsibilities to attend. These supervisors' trainings draw a large audience from many community Businesses, including John Brown University.

Coming up next week, November 8, is our 2018 NWA Supervisors' Conference under the leadership of our Workforce Development Chair, Judith Tavano. Once again this year we have partnered with Cross, Gunter, Witherspoon & Galchus to provide an all-day Human Resources workshop. The workshop will take place at Northwest Arkansas Community College beginning at 8:30 am and concluding at 4:30 pm. Topics include The Problem Employee, Psychological Health in the Workplace, Medical Marijuana in the Workplace, Business Ethics for Managers, and Workplace Violence, and more. You will not want to miss these informative sessions with top rated employment attorneys. In addition, the workshop has been approved for 7 hours of recertification credit with SHRM, HRCI and CLE's. More information is available at NOARK.org. Once again I am thankful for all of you and look forward to seeing you next week at the 2018 NWA Supervisors' Conference.

Thank you,
Amy

2018 NOARK Compensation & Benefits Survey Report is complete.

The 2018 Wage and Benefit Survey is now available, go to noark.org to get your copy today. We want to thank those that participated, we really appreciate your time and effort in the data submission process. We could not

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

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

[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

[Taylor Womack](#)
College Relations

[OPEN](#)
Communications/SHRM Foundation

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

[Kelly Majdan](#)
Legislative

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

[Jamaikhan Dickey, SHRM-CP](#)
Public Relations

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

[OPEN](#)
Young Professional

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

Telephone: 479.305.2466
PO Box 1016
Fayetteville, Arkansas 72702

[Like us on Facebook](#)

[View our profile on LinkedIn](#)

[Follow us on Twitter](#)

continue to provide this excellent resource without the ongoing participation from you -- the local and regional Northwest Arkansas business community. The 2018 Compensation & Benefits Survey is sponsored by QualChoice.

The Vendor Survey has been completed and is currently available, get your copy today. If you have questions about the Vendor Survey, please submit them to noarkwageandbenefits@noark.org.

More information at www.noark.org or contact noarkwageandbenefits@noark.org

November 8th NOARK Membership Meeting November 8th

This is a meeting you don't want to miss...Presented by Cross, Gunter, Witherspoon & Galchus, P.C.

Leave Issues--Leave touches everything, be it FMLA, ADA, PTO, FLSA, Title VII, you name it. If the discussion is going to involve the topic of "leave", it's going to be complex. This session will present informative, real-life leave scenarios and their solutions.

At the end of this session, participants will be better able to:

- See the bigger picture when it comes to leave issues.
- Know what law(s) is(are) triggered by the leave situation they are dealing with.
- Know when legal assistance is required.

Location: Shewmaker Center, 1000 SE Eagle Way, Bentonville, AR 72712

Time: 11:30am-1:00pm

[Register Today!!!](#)

November 8th 2018 NWA Supervisor's Conference...Presented by NOARK and Cross, Gunter, Witherspoon & Galchus, P.C.

You are a supervisor, manager, or human resources professional. You know that no matter what your job is, "Job One" is the managing of people. Everything else goes just a little easier when your people are happy and productive. The more you know about effectively managing people in today's ever-changing workplace, the better equipped you are to solve problems, encourage engagement, and align the efforts of your department with your organization's overall mission - and if you attended last year's conference - or heard about it - you know our presenters are experts in providing managers and supervisors with what you need to know, and do, to successfully and lawfully manage people.

The 2018 NWA Supervisors' Conference is your one-day, all inclusive supervising and managing people experience. Whether you are new to supervising or an experienced manager, this conference is for you!

For more info www.noark.org

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

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
Sponsor

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

Thank you to our sponsors, our exhibitors, and our

I thank you to our sponsors, our exhibitors, and our speakers!!! We appreciate you!!!

Bring your cash for a chance to win a "Razorback Holiday Wreath". {Donate} to the SHRM Foundation for your chance to win.

We have great door prizes!!!

7 SHRM PDC's Approved.

7 HRCI "General" Hours Approved w/ 1 "Business" Hour included.

7 CLE's-- 6 "General" Hours & 1 "Ethics" Hour

2019 SHRM Learning System for SHRM-CP / SHRM-SCP

NOARK has partnered with the University of Arkansas Global Campus to promote HR education. NOARK members get a 10% discount with coupon code 'NOARK 18'.

Establish yourself as a globally recognized human resource expert by earning the new standard in HR certification: SHRM Certified Professional (SHRM-CP®) and SHRM Senior Certified Professional (SHRM-SCP®). These professional certifications can open doors for professional advancement, serve to harmonize standards with changing expectations and signal to employers advanced professional development.

Register Today!!!

https://training.uark.edu/professional-development/courses/shrm-hr-certification.php?utm_source=constant%20contact&utm_medium=email&utm_campaign=cc-201811-thank-you



Attention NOARK Members...

Members, Dr. Clarethia Hughes, a colleague of mine at the University of Arkansas, is doing research on her theory of Diversity Intelligence. She has a survey instrument (approved by Research and Sponsored Programs at the U of A) that she uses to collect information to support her research. She has asked me if it might be possible to survey our membership. Her theory is explained here:

Diversity Intelligence (DQ) is relevant to leadership functionality and success through people. DQ is the capability of individuals to recognize the value of workplace diversity and to use this information to guide thinking and behavior. DQ requires leaders to exhibit the knowledge to understand protected class employees and the legal mandates and executive orders established to protect these employees from discriminatory practices at work. ... For the American economy to significantly improve, corporate leaders must harness human resources more efficiently by utilizing the talent of all employees. To do so, managers need to possess DO. DO arms

them with the skill to not just understand emotional, cultural and intellectual difference, but equip them to integrate people with different skills level and cultural background to contribute at an optimum level toward meeting corporate goals (Hughes and Liang, 2018).

Here's the link to the survey:

https://uark.qualtrics.com/jfe/form/SV_9oCcPKZ0ZKiNbqB



SPEAKER:

Dr. Clareth Hughes, Professor, Human Resource and Workforce Development received her PhD from Virginia Tech. She also holds an MBA from the Sam M. Walton College of Business at the University of Arkansas, a Master of Textile Technology Management from NC State University, and a BA in Chemistry from Clemson University. Dr. Hughes has over 27 years of experience in business and industry and higher education. She is a certified Master Trainer.

Her research focuses on value creation through the use of human resource development and technology development. She is interested in the impact of values (a) on teaching and learning processes and motivation; (b) on organizational culture, change strategies, and leadership; and (c) on technology in the workplace environment and employee behavior.

Since arriving at the University of Arkansas in 2004, she has authored 25 journal articles, 8 books and currently has 2 book contracts, 17 book chapters, and 27 refereed conference proceedings. In 2012 she received the R. Wayne Pace Book of the Year Award for her book Valuing People and Technology in the Workplace. She is the 2009 University Council of Workforce and Human Resource Education Outstanding Assistant Professor. She has won the College of Education and Health Profession's Significant Research Award. She has also won the 2016 and 2017 Department of RHRC Outstanding Researcher Award.

Thank you,
Judith Tavano, Workforce Readiness Director

NOARK Members...GPA needs our help!!!

Here's the link to our survey:

[NWA Talent Development Survey](#)

Here's a message you can share:

NOARK members, GPA needs our help! Please help us gain key insights into the learning and development needs and preferences of our NWA professionals. The survey takes no more than 5-7 minutes to complete and your insights will be kept confidential and will be extremely valuable in

shaping a regional learning and development ecosystem.

For your time, we will enter your name in a drawing for a chance to win a \$50 VISA GIFT CARD. The deadline to complete the survey is 5pm on Friday, November 9th. The winner will be contacted by 5pm on Tuesday, November 13th.

Thank you for your help in developing a best in class learning and development ecosystem for our region.

December 13th-- FREE NOARK Meeting for Members...just use Promo Code Member18

Our December 13th meeting is our NOARK "End of Year Celebration". Each year NOARK recognizes a few people for their outstanding achievements in the HR field. The awards are presented at the "End of Year Celebration". Also, our 2019 NOARK Board will be sworn in.

During our meeting on Thursday we will have "NOARK TALKS" --we will have a variety of NOARK members as speakers. If you are interested in being one of these speakers contact info@noark.org So looking forward to this.

We hope you can join us for this festive celebration!!!



NOARK Career Center!!!

- **Human Resources Manager-George's, Springdale**

Welcome New NOARK Members!!!

- Sarah Huffman, 1st Employment Staffing
- Sandra Lauro, S Lauro, PC
- Raven Simmons, George's 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

[SafeUnsubscribe™ news@noark.org](#)

[Forward email](#) | [Update Profile](#) | [About our service provider](#)

Sent by [news@noark.org](#) in collaboration with



Try it free today