



NOARK NEWS

JAN 2019

Issue

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

2019 President's Message



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Professional Developer

Welcome our new 2019
NOARK Board and Com
Chairs

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

[Amy Fisher, SHRM-SCP, SF](#)



Happy New Year! I just love a new year. A clean slate, a time for rejuvenation and purposefulness, as well as endless opportunities for greatness. And all of these things come to mind for me as I enter my first month as President of NOARK. And I am looking forward to our first membership meeting January 10th at the Northwest Arkansas Board of Realtors building.

This month we are focused on forward thinking trends within the Human Resources industry in 2019. We will have several HR professionals (including yours truly!) who will be focusing on topics such as Payroll Innovation, Recruiting, Total Well Being, Generations, and HR and Artificial Intelligence. These are all topics that are at the forefront of change in our industry and they are shaping the way we as HR professionals continue to conduct business in an ever changing environment.

And be on the lookout for more information on our upcoming February meeting. We have a nationally recognized speaker who will also be at the SHRM Annual Conference in Las Vegas in June. And she will be in NWA speaking to us next month!! And I could not be more excited! Stay Tuned.

I am thankful to serve as your president this year and I am looking forward to all the wonderful things to come this year.

Sara

January 10th-- 1st NOARK Meeting of 2019

"2019 HR TRENDS"...OUR EXPERT PANEL WILL GIVE US THE NWA TRENDS

Time:
11:30am-1:00pm
Location:
NWA Board of Realtors
314 N Goad Springs Road
Lowell, AR 72745

TOPICS-

Past President

[Sheila Moss, SHRM-SCP, S](#)
 President-Elect

[Cindy Ruffing, SHRM-SCP,](#)
 Vice-President, Membership

[Denise Eskridge, aPHR](#)
 Secretary

[Sandy Sullins, SHRM-SCP,](#)
 Treasurer

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

[Taylor Womack](#)
 College Relations

[Jamie Ponce, SHRM-CP](#)
 Communications/SHRM Four

[Tina Gilbert](#)
 Diversity

[Kelly Majdan](#)
 Legislative

[Tammie Edrington, PHR, SH](#)
 Programs

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

[Tiffany Barnes, aPHR](#)
 Wage & Benefits

[Tammy Sexton](#)
 Young Professional

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

Telephone: 479.305.2466
 PO Box 1016
 Fayetteville, Arkansas 72702

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TOPICS:

- **Payroll Innovation:**
 - Jeremy Turley, The Payroll Company
- **Recruiting:**
 - Sara Staley, Staffmark
- **Total Wellbeing:**
 - Andy Jackson, Arthur J Gallagher
- **Generations:**
 - Judith Tavano, TRAINIQUE,LLC
- **HR and Artificial Intelligence:**
 - Taylor Womack, Arthur J Gallagher

2018 NOARK Award Winners

In December, we spent some time celebrating extraordinary volunteers. Please join me once again in telling them thank you for their dedication to the HR Profession.

- **2018 NOARK President Service Award**
 - Amy Fisher, MBA, SHRM-SCP, SPHR
- **2018 Rising Star Award**
 - Tiffany Barnes, aPHR
- **2018 Vendor of the Year Award**
 - 1st Employment
- **2018 Committee of the Year Award**
 - Workforce Readiness
- **2018 Above and Beyond Award**
 - HoganTaylor, LLC
- **2018 NOARK Member of the Year Award**
 - Jamaikhan Dickey, SHRM-CP
- **2018 Pillar Award**
 - Thomas Dunlap, PHR, SHRM-SCP
- **2018 HR Professional of the Year**
 - Amy Fisher, MBA, SHRM-SCP, SPHR

HR Education Appreciation Awards

Thank you to
**2019 NOAR
Sponsors!!!**

The JOB GUI

Thank you to "The Guide" our NOAR Website Sponsor

AAMSC

Thank you to "AAMS" our NOARK Name Brand Sponsor

QualChoice
HEALTH INSUR.

Thank you to "QualChoice" our Workforce Benefits Survey Sponsor

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

This year NOARK chose to recognize those individuals who have provided multiple hours of service which has contributed to many of us being able to achieve our HR certifications. These individuals frequently are the go-to people for the classes NOARK offers for recertification credits, conferences, and our monthly meetings. Without their dedication to the HR profession many of us would not be in the positions we're in today. (See list of HR Education Appreciation Award recipients on www.noark.org)

Attention NOARK Members

Let's build a strong future together.....be the mentor you wish you had.

Emerging leaders and Young Professionals are high performing Human Resource professionals who play a key role in their organization and community.

Join the team building a plan to network, mentor and attract/retain the growing demographic of Young Professionals and Emerging Leaders to our SHRM Chapter.

Text or email me for more info...316-259-0238
or tsexton13@gmail.com

Tammy Sexton, Young Professionals Chair

NOARK Photograph/Videotape Release

The undersigned understands that the Northwest Arkansas Human Resources Association ("NOARK") will photograph/videotape the undersigned in connection with the NOARK event; and the undersigned hereby consents to such photographing/videotaping by NOARK and to the use of such photographs/videotape by NOARK as it may choose within its discretion in any media. NOARK shall have exclusive ownership of the photograph/videotape.

This statement is being added to our membership application. If you have already joined/renewed for 2019 and you want to opt out please contact Cathleen at info@noark.org

February 14th NOARK Meeting - "Managing Through Change - 4 Steps

To Guide You Through Turbulence"

Time:

11:30am-1:00pm

Location:

NWA Board of Realtors

314 N Goad Springs Road

Lowell, AR 72745

**Additional Workshop: 1:30pm-3:30pm
(more info to come)**

Change is good right? Change is good, but it's definitely not easy. When you transform the way you do business, there is a rollercoaster of emotions and reactions and not that many smiley face emojis. Even when the change is needed, the transition can be difficult, frustrating and even immobilizing if it isn't handled properly. As a leader, how do you manage the stages of change and share a clear vision of hope and certainty? How do you lead your team forward confidently and assertively and keep morale high along the way? In this dynamic, information-packed session loaded with real-life examples, we give you the tools you need to lead change successfully. Arm yourselves with coaching tips and insights on how to impact the four stages of change and move your team along the continuum: past shock and denial and on to exploration and commitment.

SPEAKER: Jennifer Lee

Jennifer Lee is an experienced keynote speaker, engaging educator, and talented facilitator. Jennifer has over 15 years of learning and development experience with a robust background in luxury hospitality, human resources, and training. As the former Learning and Development Director at the AAA Five Diamond-rated Waldorf Astoria Chicago and the former Learning Manager at The Four Seasons Hotel in Chicago, Jennifer brings a rich perspective in leadership, management, service, hospitality and presentation skills training.

Jennifer works with both local and global companies including Abbott, Lurie Children's Hospital, Subaru, Discover, Omnicom Group, and the Chicago Fire. She was recognized by The New York Times for the training she developed to foster "intuitive service" in organizations and by Forbes for her expertise on executive presence. Jennifer was rated the #2 speaker at the Society for Human Resource Management Annual Conference, and was recently

Resource Management Annual Conference, and was recently a keynote speaker at the SHRM Volunteer Leaders Summit. When she is not presenting, Jennifer can be found checking off her bucket list, which still includes attending the Oscars at least once in her lifetime.



<https://youtu.be/0xux6XbQg8g>

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. 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.

It's that time again...It's time to renew your 2019 NOARK membership. We have lots of great things in store for you this year!!!

Go to the website and look at the various committees that are available for you to join--make this the year you really get involved and make a

really get involved and make a difference.
When you renew please take some time to go to your profile and update as needed.

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 19'.

Establish yourself as a globally recognized human resource expert by earning the standard in HR certification: SHRM Certified Professional (SHRM-CP®) and SHRM Senior Certified Professional (SHRM-SCP®).

The University of Arkansas Global Campus is the only SHRM Education Partner in the state, and has partnered with ARSHRM and NOARK to support certification goals. Their intensive 16 week program combines expert instruction with the SHRM Learning System® for SHRM-CP/SHRM-SCP, so you will learn faster, retain more knowledge and stay on track for success on the exam.

Details

- January 31 - May 23, Thursdays 4:30 - 7:30 pm
- Flexible Attendance Options: Face-to-face or Online
- \$1,299 (includes The SHRM Body of Competency and Knowledge)

Register Today!!!

https://training.uark.edu/professional-development/courses/shrm-hr-certification.php?utm_source=outlookemorgan&utm_medium=email



Help Support Diversity Research!!!

Members, Dr. Clareth Hughes, a colleague of mine at the University of Arkansas, is doing research on her theory of Diversity Intelligence. She has a survey instrument

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 DQ. DQ 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 Career Center!!!

- **Part-Time Environmental Health & Safety Coordinator**-Bella Vista Property Owners Association
-

Welcome New NOARK Members!!!

- Renga Samy, Student
- Morgan Scholz, B-Unlimited
- Angela Brewer, WorkSource



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 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 Resources Association, PO Box 1016, Fayetteville, AR 72701

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