



## NOARK NEWS

Aug 2019

Issue No. 9

### 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*

### 2019 President's Message



#### ***In This Issue***

President's Message  
August NOARK Meeting  
August NOARK afterclass  
W&B Salary Survey  
SHRM Exam Prep Classes  
Save The Date  
September NOARK Meeting  
2019 ELLA  
Young Professionals Corner  
Diversity Calendar  
SHRM Foundation  
2020 ARSHRM  
New NOARK Members  
SHRM Membership

#### **Quick Links**

**NOARK Website**  
**Professional Development**

#### **2019 NOARK Board and Committee Chairs**

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

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



This month you all are in for a treat. There's no reason to beat around the bush. Dr Scott Cawood, President & CEO of WorldatWork, is our presenting our extremely timely program that you need to attend. Entitled "A Rewarding Future" be prepared to be educated on employee engagement strategies, one of the more forward thinking ways companies are able to compete with recruiting and hiring the best talent for operations.

With the labor participation shortfalls, the record breaking unemployment rates, and the increasing employee centric hiring environment, we are all in need of insights into how to stay relevant in an ever changing technological and diverse world. Trust me, this is the information we have all been asking for and you don't want to miss out!

I'll see you all Thursday!  
Sara Staley, CSP, PHR, SHRM-CP  
NOARK President

## **NOARK Membership Meeting - August 8th "A Rewarding Future"**

Today, every organization is being challenged to rethink its strategy, including how it competes for and engages with workers in an ever-changing, on-demand world. It is no longer enough to rely on superior products and services to compete. Now, holding a place of prominence as a work place has risen to the top of the priority list as workers decide whether to engage with your organization.

Given the criticality of engaging the right talent, it's time to find new ways to create fun and rewarding workplaces. Now is the time for rewards professionals to step in and reshape the workplace experience to engage and align people in more meaningful ways.

Businesses will continue to become increasingly

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

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businesses will continue to become increasingly challenged to effectively respond to a diverse, global, and fast-moving world. All organizations, and visionary leaders - as they obliterate things, only to be obliterated by the next thing...which sprang up overnight and is now the new "in thing", will struggle to keep up with technical change. Despite these challenges, rewards professionals are uniquely suited to help an organization and its workers perform. A well designed and meaningful total rewards program is the necessary conduit between what an organization needs to do and the people who will do it. While this is a huge responsibility, it also speaks to the impact total rewards can have on any organization. Delivering on the critical components for organizational success requires rewards professionals who are prepared to adapt, respond and actively work to align people with where their organizations - and the world - are going.

Join **WorldatWork President & CEO, Scott Cawood**, as he discusses the unique role today's professionals play in helping organizations make the connection between highly effective organizations and deeply meaningful rewards that ultimately place your organization ahead of your competitors.



**Location:**  
NWA Board of Realtors  
311 N. Good Springs Rd

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314 N. Goad Springs Rd  
Lowell, AR 72745

**HR Certification Hours:**  
**1 SHRM PDC**  
**1 "Business" HRCI**

## **NOARK afterclass- August 8th "Total Rewards Workshop"**

Join us as we use the 2019 NOARK Compensation and Benefits Survey and other national and local data to support efforts to ATTRACT, MOTIVATE, ENGAGE and RETAIN employees.



**SPEAKER: Blair Johanson**

Blair Johanson is one of the Principle Partners and Co-Owners of two Fayetteville, AR based companies, Johanson Group, a HR/Management consulting firm and DB Squared, LLC, a HR/Compensation software company. Blair joined the family consulting business in 1999. Blair and his brother Bruce partnered with Dale Oliver to form DB Squared, LLC in 2005. Blair has a HR and business management career approaching 40 years. He holds a degrees in Human Resources Management and Masters in Business Administration from the University of Arkansas Sam M. Walton College of Business. Blair has consulted with numerous organizations and companies located primarily in Arkansas, Oklahoma, Missouri and Kentucky and

**VIEW THE  
Vendor Directory  
[Here!](#)**

they have Johanson Group and DBSquared clients located in over 25 states. Blair serves as board directors for several local non-profits organizations and he is a member of the Fayetteville Downtown Rotary Club.

**Location: NWA Board of Realtors**  
314 N Goad Springs Rd  
Lowell, AR 72745

**Time: 1:30pm-3:30pm**

**More info to come:** [www.noark.org](http://www.noark.org)

### **HR Certification Hours:**

**2 SHRM PDC's**

**2 "General" HRCI Credit Hours**

## **On sale now! NOARK 2019 Wage and Benefits Survey**

Purchase your copy of the 2019 survey- please contact Tiffany Barnes at [noarkwageandbenefits@noark.org](mailto:noarkwageandbenefits@noark.org) or contact Cathleen, NOARK Chap Admin at 479.305.2466.

**Prepare for the SHRM exam with training that works best for you!**

- 16-Week Program
- 1-Week Bootcamp
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Available in Rogers, Little Rock, and Online  
10% Discount for NOARK Members  
Scholarships Available. Apply by Aug. 14, 2019.

**UNIVERSITY OF ARKANSAS** PROFESSIONAL AND WORKFORCE DEVELOPMENT

[Learn More >](#)

## **Save the Date: August 28th "Employee Benefit Plans Summit"**

**FREE EVENT Presented by:  
HoganTaylor**



**Agenda:**

- 7:30 AM Check-in, breakfast, networking  
8:00 AM Welcome and Introductions  
  
8:05 AM Common Mistakes and Misunderstandings  
(Brandon Long)  
  
9:00 AM Fraud in Retirement Plans - Keeping Hands Out of the  
Cookie Jar! - (Gwen Stoute and April Mitchell)  
  
9:50 AM BREAK  
  
10:00 AM You're Only Human! Maintaining Compliance While  
Enhancing Engagement Within the Workforce - (Jeff Wilkie)  
  
11:00 AM Asking For a Friend - Panel Session  
(All speakers)  
  
11:50 AM Door prizes, HRCI/SHRM credits  
  
12:00 PM Dismiss

**SPEAKERS:**

Brandon Long  
Gwen Stoute  
April Mitchell  
Jeff Wilkie

**Location:**

Doubletree Suites  
301 Southeast Walton Blvd  
Bentonville, AR 72712

**More info to come:**

[www.noark.org](http://www.noark.org)

**HR Certification Hours:**

4 SHRM PDC's

4 "General" HRCI Credit Hours

**NOARK Membership Meeting -  
September 12th**

**"Which comes first: Diversity or**



## Inclusion?"

The best way to describe Diversity & Inclusion is in the following statement: "Diversity is getting invited to the dance. Inclusion is being invited to dance."

In this presentation we will be covering an overview of SHRM D&I initiatives, progress made so far in 2019 and practical ways to promote true Inclusion in your organization.

Specific topics will include but not be limited to:

- The Gender Pay Gap,
- Mental Illness and other "Unseen" Disabilities, Getting Talent Back to Work
- Hiring Veterans
- #MeToo Movement and its effects
- Hiring Individuals over the age of 50.

Essentially, we will come to a real world understanding of how to make "being invited to dance" a reality for so many that are in our organizations but do not feel a true sense of belonging.



**SPEAKER: Glenda Caton, SHRM-SCP, Caton Consulting, LLC**

Glenda Caton, SHRM-SCP is the owner of Caton

Consulting, LLC which offers guest service, food and beverage training and all areas of Human Resources compliance plus Employee Relations consulting.

She has 15+ years of management, Human Resources and Hospitality training and development experience. She holds a Bachelor's in Business Administration with an Emphasis on Human Resource Management.

She has created many employee engagement programs, built two HR departments, analyzed and implemented new payroll and benefits systems. She is well-versed in Workers' Comp, ADA, and FMLA cases. She has also created and managed Wellness programs, written and revised Handbooks to meet EEOC and all legal standards.

She is a Board member of Central Arkansas Human Resource Association (CAHRA) and has served in roles of Programs and Membership Chairs and currently serves as the Workforce Readiness Director leading the committee in community outreach by facilitating classes for soft skills, resume writing, mock interviews and partnering with city initiatives to employ and educate at-risk individuals. She works with her committee to bring education to local and state leaders to assist in bridging the gap between current employers and candidates with backgrounds. Specifically, transportation to outlying areas of Little Rock and the need for expanded childcare. As a College Relations Committee member, she revived the UALR Student HR Society that continues to thrive and speaks to the new members on topics as requested to assist in development as HR professionals.

She is an active member of Arkansas SHRM (ARSHRM) State Council and has served as the Young Professionals Director. She currently serves as Diversity Director. In this role, she is a liaison between the local chapters and State Council regarding Diversity initiatives performed by the chapters on behalf of National SHRM. She has taken their initiative to "Get Talent Back To Work" and begun education among employers to understand their rights protections as well



understand their rights, protections as well as encourage leaders to transcend beyond the old school recruiting methods to truly be an "All-Inclusive Employer."

She facilitates courses for the National Business Institute to include Navigating the Bermuda Triangle of ADA, Workers Comp and FMLA as well as proper progressive disciplinary/termination processes. She has also created an HR Workshop for the Small Business Administration & Go Forward Pine Bluff to assist small business owners in all areas of HR to include recruiting, onboarding, training & compliance.

She is a guest speaker and panelist on topics such as Harassment, Diversity and Workforce initiatives for organizations such as Remington College, UALR, CAHRA, Law Conferences, the Arkansas Truckers' Association Self-Insured Meetings, and the Arkansas Association of Colleges & Employers.

Other areas of service include serving as Our House, Women & Children First, Children's Advocacy Centers of AR, CASA volunteer, Immerse Arkansas, and Heifer International.

**Location: NWA Board of Realtors  
314 N Goad Springs Rd  
Lowell, AR 72745**

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

**HR Certification Hours:**  
**1 SHRM PDC**  
**1 "General" HRCI Credit Hour**



# Young Professionals Corner

## SHRM Article of interest:

Viewpoint: Why Millennials Hate Waiting and What HR Can Do About It  
[www.shrm.org](http://www.shrm.org)

## Ignite Your Passion: NWA YP Summit

**Date:** August 9th

**Location:** Walton Arts Center, Fayetteville, AR

<https://waltonartscenter.org/tickets/series/additional-shows/nwa-yp-summit-2019/>

## Diversity & Inclusion Calendar



### Quote-

"When we listen and celebrate what is both common and different, we become a wiser, more inclusive, and better organization."

Pat Wadors  
Head of HR at LinkedIn

### Book-

"Safe Enough to Soar"

Judith Katz  
Frederick Miller

## Diversity Awareness Month

**August 2019**

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1	2	3
4 Single Working Women's Day	5	6	7	8	9 International Day of the World's Indigenous People	10
11 Tisha B'Av	12 International Youth Day	13 International Left Handers Day	14 Navajo Code Talkers Day	15 Feast of the Assumption	16	17
18	19 World Humanitarian Day	20	21 Senior Citizen Day	22	23	24
25	26 Women's Equality Day	27	28	29	30 International Friendship Day	31 

All event information has been obtained from internet websites and is not necessarily encouraged or celebrated at ARSHRM.

## SHRM Certification Scholarships

Scholarship: SHRM Certification exam and preparation (SHRM-CP or SHRM-SCP)

Number: 220 scholarships distributed annually

Application Opens: June 1

Deadline: September 1

Results Notification: November 1

Terms of Use: Expires within 12 months of issue date

- Scholarships received June 15 must be used between June 15, 2019 and June 15, 2020
- Scholarships received November 1 must be used between November 1, 2019 to November 1, 2020

*The following information applies to individual applicants. SHRM state councils and chapters that wish to apply, please go to [Chapter and State Council Certification Scholarship application information](#).*

The SHRM Foundation is a values-based charity organization whose mission is to champion workforce and workplace transformation. It provides research-based HR solutions for challenging inclusion issues facing current and potential employees, scholarships to educate and develop HR professionals and opportunities for HR professionals to make a difference in their local communities. The SHRM Foundation is a 501(c)(3) nonprofit affiliate of the Society for Human Resource Management.



A Clear Vision of the Future

Arkansas SHRM 2020 HR Conference & Expo • April 1-3 • Rogers, Arkansas

It's time to start planning to attend the ARSHRM State Conference next year! This conference is going to be in our backyard here in Northwest Arkansas, so please plan to come and invite others.

Your conference committee is underway planning quality educational content, engaging speakers and fun entertainment. Speaker applications are open at [hr-2020.org](http://hr-2020.org).

We will notify you when registration is open, so let's get this important event in the budget now. I look forward to seeing you and welcoming our friends from around the state on April 1-3, 2020 at

from around the state on April 1-3, 2020, at the Embassy Suites Northwest Arkansas - Hotel, Spa & Convention Center, 3303 S Pinnacle Hills Pkwy, Rogers, AR.

Sheila Moss  
2020 Conference Chair

## Welcome New NOARK Members!!!

- **Michelle Wallace**, Relocation-Coldwell Banker
- **Kaitlyn Sewell**, Staffmark
- **Erik Jensen**, Broadwind Energy
- **Amil Cruz**, George's, Inc
- **Monica Soare**, ARTWIN
- **Hattie Douglas**, Ropeswing Hospitality Group
- **Sarah Faith**, Student



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!](#)

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**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 Resources Association, PO Box 1016, Fayetteville, AR 72702

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