



NOARK NEWS

Sept 2019

Issue No. 92

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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**2019 NOARK Board and
Committee Chairs**

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

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



As we close out summer and start to reflect on the upcoming change of season, I am always reminded of the importance of accepting the transition that is before us. I'm usually ready for the fall and invite all that comes with the shift. September's meeting is also about accepting and promoting positive diversity and inclusion initiatives and changes within your organization. A variety of topics will be discussed in order to bring awareness and understanding to the importance of Diversity and Inclusion and the incredibly important role we play in creating and developing the initiatives in our workplaces. You are not going to want to miss this one!

And afterwards, don't miss our workshop that does a deeper dive into the responsibility that HR Professionals play to foster awareness, reflection, and engagement as it relates to the concepts surrounding diversity and inclusion and how you can help your organization to implement these concepts. This has been approved for both SHRM PDCs and HRCI "Business" credits of 2.5 hours.

We are always so proud to continue to provide programs and workshops that are relevant and important to HR professionals today! And this month is no different. I look forward to seeing you all.

Sara Staley, CSP, PHR, SHRM-CP
NOARK President



**2019 NOARK Wage & Benefits Survey
Results Now Available!**

The Wage portion of this survey will ensure your payroll budgeting is accurate, and minimize communication confusion by increasing quality HR data that you can trust. The Benefits portion

[Sheila Moss, SHRM-SCP, SPHR](#)
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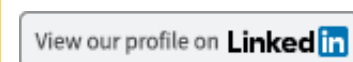
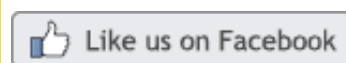
[Jamaikhan Dickey, SHRM-CP](#)
Public Relations

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

[Tammy Sexton](#)
Young Professional

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

Telephone: 479.305.2466
PO Box 1016
Fayetteville, Arkansas 72702



compensation surprises by leveraging quality risk data that you can trust. The benefits portion of the study captures a wealth of data including the current offerings of health, dental, vision, life, disability, supplemental, retirement, flexible spending, health & productivity, sick leave, holiday, personal time, vacation, education incentives, retention incentives, etc.

Discounted rates for NOARK members!
Discounted rates for participation in the survey!

To purchase the NOARK survey contact Tiffany Barnes,
aPHR, Wage & Benefits Chair noarkwageandbenefits@noark.org

Special thank you for the sponsorship!



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.

**Thank you to our
2019 NOARK
Sponsors!!!**

The JOB GUIDE

Thank you to "The Job Guide" our
NOARK website sponsor.

AAMSCO

Thank you to "AAMSCO"
our NOARK
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THE EVENT GROUP
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Thank you to "The Event
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QualChoice
HEALTH INSURANCE

Thank you to
"QualChoice" our NOARK
2019 Wage & Benefits Survey
Sponsor



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



Thank you to "Caton Consulting, LLC" our 2019 NOARK Meeting Speaker Sponsor



Thank you to "University of Arkansas" our 2019 NOARK afterclass Speaker Sponsor

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

View the Vendor Directory [Here!](#)

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 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 SHRM PDC
1 "General" HRCI Credit Hour

NOARK afterclass - September 12th "DIVERSITY TO INCLUSION: FROM AWARENESS TO ACTION"

This highly interactive facilitated training is specifically designed for business leaders and human resource (HR) professionals to foster awareness, reflection and engagement about the concepts of diversity, inclusion, equity, access, and unconscious bias, through participant interaction in large and small group discussions. Participants will be invited to collaborate in learning by sharing experiences, questions and perspectives related to leading organizations toward realizing their mission and vision statements and diversity goals. Participants will leave with an understanding of key diversity and inclusion concepts, a lens through which to assess their company's progress toward inclusion, and tools and resources to further their work within the context of their organizations.

Objectives

Participants will leave with:

- The ability to articulate key diversity and inclusion concepts,
- A lens through which to assess their company's progress toward inclusion, and
- Tools and resources to further their work within the context of their organizations.

Who Should Attend

- HR Professionals
- Business Leaders
- Students



Elecia C. Smith, Ed.D., PHR, SHRM-CP - Dr. Smith is the Executive Director for the IDEALS Institute at the University of Arkansas which

Director for the IDEALS Institute at the University of Arkansas which provides transformational Diversity, Equity, Inclusion (DEI) education, research, leadership, outreach and support for individuals, organizations, and communities. In addition to her DEI knowledge, Elecia has expertise in human resources, workforce development education, strategic planning, administration, and organizational development. Dr. Smith earned her Bachelor of Science degree from The Ohio State University, and her Masters in Educational Technology and Doctorate in Human Resources and Workforce Development Education from the University of Arkansas-Fayetteville.



Dr. Rickey Booker - Dr. Booker is the Associate Trainer, Facilitator and Consultant for the IDEALS Institute at the University of Arkansas. Dr. Booker is a native of Warren, AR and earned his Bachelor of Science degree from the University of Arkansas-Monticello in Health and Physical Education with an emphasis on Wellness Leadership. He obtained his Master of Education in 2006 and Doctorate in Workforce Development Education in 2011 from the University of Arkansas-Fayetteville. He has worked in higher education for 14 years and most recently worked as the Director of Career Programs for the University Career Development Center at the University of Arkansas-Fayetteville.

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

Time: 1:30pm-4:00pm

HR Certification Hours:
2.5 SHRM PDC's
2.5 "Business" HRCI Credit Hours





NOARK Membership Meeting - Save the Date: October 10th "HAUNTING QUESTIONS ABOUT HR ANSWERED HERE?"

"Haunting Questions about HR Answered here?"

Every day we have those situations that come up that we often wish we could look into a crystal ball and see how other HR Professionals had taken care of a similar situation in the past. Well fortunately for us we don't need a crystal ball we have each other. Join us on October 10th as we ask our fellow NOARK members to assist us with those scary situations.

Send your questions to info@noark.org and we will do our best to answer every haunting question you have.

Sara Staley, NOARK President will facilitate this question/answer format.

NOARK Membership Meeting - Save the Date: November 14th "NOARK NWA Supervisors' Conference"

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 2019 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!

Conference Topics Include:

- Equal Pay: What It Is and What It Isn't
- Workplace Privacy: What Supervisors and Managers Need to Know

November Membership Meeting/Luncheon: Creating an Inclusive Workplace

- Fair Performance Feedback
- Risk Mitigation in the Workplace
- Recognizing the Realities of Unconscious Bias and Eliminating Them in Employment Practice

Who Should Attend:

- Supervisors
- Managers
- HR Professionals
- Attorneys

Pricing:

- \$150 per attendee -all day
- \$1050 per table of 8 - all day
- \$25 per NOARK member, lunch only
- \$50 per non-NOARK member, lunch only

Exhibitor opportunities--\$250 contact Cathleen at info@noark.org
Sponsorship opportunities contact Cathleen at info@noark.org

For more information: judithtavano@gmail.com

Current Topics | Concurrent Sessions | Networking Receptions | \$6 Parking



Employment Law & Legislative Affairs Conference

September 26-27, 2019

Robinson Center & DoubleTree Hotel of Little Rock

**10 hours SHRM PDCs &
10 hours HRCI Business APPROVED.
8 hours APPROVED.**



<https://ELLA.ARSHRM.com>





AUGUST 28, 2019, United States Air Force Academy, Colorado Springs. I am honored to have had the opportunity to present Positioning Retiring and Separating Military Officers for the Civilian Workforce to the annual gathering of the Association of Graduates chapter presidents. - **Judith Tavano, NOARK Workforce Readiness Chair**



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.

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 the Embassy Suites Northwest Arkansas - Hotel, Spa & Convention Center, 3303 S Pinnacle Hills Pkwy, Rogers, AR.

Sheila Moss
2020 Conference Chair

UPCOMING CLASS DATES :
SEPTEMBER 16th -DECEMBER 9th

A Certification Can Get You the Next Step You Need!

Prepare for the Professional in Human Resources (PHR®) and Senior Professional (SPHR®)

certification exams. Each student will receive the Learning System student kit. The Curriculum is designed by subject matter experts and covers the HR Certification Institute (HRCI) body of knowledge. Course is taught by a SPHR® certified instructor who currently works in the marketplace and the HR field. Course topics include:

- Organizational Strategy
- Performance and Change Management
- HR Competencies
- Workforce Planning
- Risk Management: Safety, Health & Security

Textbook and materials included in tuition and available first night of class. Certification exam costs are not included. Information regarding certification exam requirements and costs available through <https://www.hrci.org>

For more info nwacc.edu

Welcome New NOARK Members!!!

- **Vickie Grotts**, Rogers/Lowell Chamber of Commerce
- **Jimmy Madigan**, McGriff Insurance
- **Jessica Hilton**, Arkansas Children Northwest
- **Whitney Bloodworth**, Student
- **Conny Knight**
- **Allie Tucker**, 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 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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