



## NOARK NEWS

Oct 2019

Issue No. 93

### 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



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#### **Quick Links**

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

**Sara Staley, PHR, SHRM-CP**  
President

**Amy Fisher, SHRM-SCP, SPHR**  
Past President

**Sheila Moss, SHRM-SCP, SPHR**  
President-Elect



It's finally Fall! (although, I must admit, it doesn't really feel like fall outside yet). I love this changing season where the leaves are changing, the pumpkins are everywhere, and the kids are gearing up for the Halloween festivities. And we are gearing up for a great meeting. This month we are changing up the format of our program and gathering the information from YOU - our members on what stumps you or what information you can volunteer to someone else. Situations that you would like another opinion or advice. Knowledge that you can provide to your fellow HR colleague We are all in the crazy thing called HR together and things are not always black and white. Come and be prepared to be engaged and let's learn from each other! We will be back at the NWA Realtors Building and I look forward to seeing you there!

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

**ENTER TO WIN!**

**SHRM FOUNDATION IS HOLDING A RAFFLE FOR THIS AMAZING INSTANT POT!**

**HOW TO ENTER:**

- \*\$5 CASH DONATION WILL GET YOU 1 ENTRY.**
- \*EVERY ADDITIONAL \$5 CASH DONATION WILL GET YOU 2 EXTRA ENTRIES!**



**DRAWING WILL BE HELD OCTOBER 10TH, MUST BE PRESENT TO WIN!**



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Vice-President, Membership

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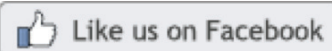
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Public Relations

[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





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

The Wage portion of this survey will ensure your payroll budgeting is accurate, and minimize compensation surprises by leveraging quality HR 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](mailto:noarkwageandbenefits@noark.org)

**Special thank you for the sponsorship!**



## NOARK Membership Meeting - October 10th "HAUNTING QUESTIONS ABOUT HR ANSWERED HERE?"

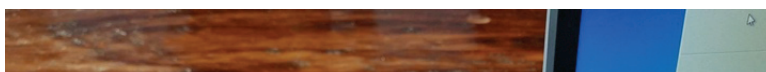
"Haunting Questions about HR Answered here?"

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](mailto: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.

**HR Certification available**



## 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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### QualChoice<sup>®</sup> HEALTH INSURANCE

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

## Thank you to our



## Something great is BREWING.....

**NOARK Coffee Connection  
Young Professionals Event  
Onyx Coffee Lab  
101 E Walnut St. Rogers, AR  
October 24 6:00 PM - 8:00 PM**

\*Join us for coffee tasting, networking, and tips on Building Your Brand\*

## **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

**vendors in the  
NOARK Vendor  
Directory!!!**

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

- 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

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

Exhibitor opportunities--\$250 contact Cathleen at [info@noark.org](mailto:info@noark.org)  
Sponsorship opportunities contact Cathleen at [info@noark.org](mailto:info@noark.org)

For more information: [judithtavano@gmail.com](mailto:judithtavano@gmail.com)



**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.

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.

[www.hr-2020.org](http://www.hr-2020.org)

Sheila Moss  
2020 Conference Chair

**SAVE THE DATE: December 12th**  
**NOARK**  
**"End of Year Celebration"**



**Welcome New NOARK Members!!!**

- **Meghan Ward**, Thaden School
- **Diane Walsh McNutt**, University of Arkansas
- **Karen Lingle-Jenkins**, Gates Corporation



**BETTER WORLD™**

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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