



NOARK Human Resource Association Newsletter

July 2015

Issue No. 45

Dear Cathleen,

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

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Message from 2015 NOARK President--



As June comes to a close, I hope everyone had time to relax and enjoy the great weather we had in our area. I'm looking forward to our July meeting and the results of the 2015 NOARK Compensation and Benefits Survey. It's not too late to order your own copy of the survey results.

Now is the time to look for ways you might be able to volunteer on a committee to help the chapter achieve its goals or maybe some of your own. Patti Barnes, President Elect, will be heading up the Nominations Committee for 2016 Officers and Committee Chairs. Let us know if you are interested in serving in a volunteer role in the coming year.

As you attend our professional programs, meet our board members, join our committees and connect with your peers, you will see the value that our organization will bring to you as a member of NOARK. We are committed to the ongoing development and engagement of the HR professional as we continue to bring you excellent professional development programs. Don't forget to bring your school supplies to the July NOARK meeting for the "School of Innovation". You can find list of needs at www.noark.org.

Hope you have a safe and enjoyable 4th of July
Pat Bates
NOARK Chapter President

JULY 9th NOARK Meeting...Q&A with Compensation & Benefits Experts.

Local compensation survey expert, **Blair Johanson**, will give us an update on national and state wage trends. Then, three local experts, **Cliff Sandmark**, **Sandy Sullins**, and **Raymond Raphael** in the areas of compensation, benefits, and general HR practice will be available for questions. These experts will give you their impressions of the 2015 Survey results.

This will also be your chance to ask the experts your

Quick Links

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[NOARK VIDEO](#)
[NOARK Committee Video](#)

NOARK 2015 BOARD & Committee Chairs

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[Marc Campbell](#)
Wage & Benefits

[Angela Robinson](#)
Workforce Readiness

[Angelique O'Bryan, SHRM-SCP,
SPHR](#)
Young Professionals

[Cathleen Hoffman, SHRM-SCP,](#)

questions. What steps are NW Arkansas companies taking? What's happening with wages and benefits, especially healthcare? Get practical answers for using local market data in making your compensation & benefit decisions & more. NOARK Wage & Benefit survey will be available for purchase following the August membership meeting.

Objectives:

- (1) Give a summary of the trends in NW Arkansas for growth, retention, and compensation for the coming year.
- (2) Communicate what other companies are doing about increasing healthcare costs.
- (3) Provide practical "how to" knowledge for using a wage & benefit survey.
- (4) How to create a new position within your organization.
- (5) What to look for in a job description.
- (6) How to determine starting pay & benefits to be competitive, etc.
- (7) Answer NOARK members' questions regarding compensation and benefits.

Thanks to new partnerships between NOARK, and area Chambers and between NOARK and the University of Arkansas-Global Campus Human Resource Professionals will have the opportunity to earn more certification hours than ever before.

Please be watching for these opportunities on www.NOARK.org on the "Event" page. Also, be watching for information in the NOARK News newsletter and also the Announcement Powerpoint at the regular NOARK meetings.

These events will qualify for continuing education credits through the Human Resources Certification Institute (HRCI) or/and the Society for Human Resource Management (SHRM).

SPHR
NOARK Chapter Administrator

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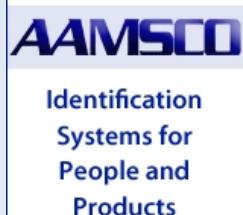
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HRCI NEWS...

**Certification Institute Announces New Cost-Effective Options for Future Certificants to Register and Prepare for PHR® AND SPHR® CERTIFICATION EXAMS - See more at:
<http://www.hrci.org/about-hrci/press-media#sthash.bmsh392O.dpuf>**

- "Workforce Readiness Update"**
- NWACC Upward Bound, A little history first. What is Upward Bound: a federally funded educational program within the United States. The program is one of a cluster of programs now referred to as TRIO, all of which owe their existence to the federal Economic Opportunity Act of 1964 (the War on Poverty Program) and the Higher Education Act of 1965.. The goal of Upward Bound is to provide certain categories of high school students better opportunities for attending college. The categories of greatest concern are those with low income, those with parents who did not attend college. The program works through individual grants, each of which covers a restricted geographic area and provide services to approximately 50 to 100 students annually. NWACC provides UPWARD Bound to students from Gravette, Pea Ridge, Rogers and Springdale. The goal is expose high school students to different work experience and college opportunities.
 - **Personal Connection:** Angela Robinson (Workforce Readiness Committee Chair) was an Upward Bound student in 1967 (yes a hundred years ago) and as a personal give back wants to give back to this program. Angela said her experience with Upward Bound was her foundation to life!
 - **NOARK Connection:** NOARK is partnering with NWACC with a series of "lunch and learn" with presentations given by NOARK Members. Plus Company tours of various companies to highlight careers. Scheduled so far is Beaver Lake, Tyson and U of A Food Science.
 - **YOUR Connection:** If you would like to do a "lunch and learn" presentation or provide a company tour contact Angela Robinson at angela@thejobguide.com

Workforce Readiness Committee is

NOARK Name Badge Sponsor

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

View the Vendor Directory [Here!](#)

Thank you to our Meeting Patron!!!



Requesting that you Complete This Survey.

US Poultry, University of Arkansas and University of Houston needs to contact as many poultry and egg industries about the TRAINING and On-Boarding of new employees. NOARK is partnering with them to assist with getting participants to complete a survey. We can send you a link for the survey. Contact Angela Robinson at workforcereadiness@noark.org.

Survey of training new employees in poultry and egg processing Instructions

US POULTRY in conjunction with the University of Arkansas and University of Houston is conducting a survey of managers at US poultry and egg processing plants. This survey collects data about employee training practices used in the poultry and egg industries and possible needs for behavior based employee training modules.

The survey will take less than 30 minutes to complete. If you are taking the Qualtrics survey on-line please answer each question by clicking on the appropriate response(s) for multiple-choice questions, or typing your response for each question in the space provided. If you are taking the paper and pencil survey, circle answers as appropriate or print legibly to answer questions. We ask that you consult with other members of your organization if you do not know the answer to a particular question. Please answer all questions only for your specific plant.

Your participation in this survey is strictly voluntary, and we truly appreciate your help. To the maximum extent permitted by law and by the policies of the University of Arkansas and the University of Houston; the identity of you and your company will be protected. Neither USPOULTRY nor their subcontractors will share your individual responses with other poultry companies. All responses from an entire group of respondents will be pooled together to maintain the confidentiality of your individual responses. Only pooled responses will be used in reports and publications highlighting this survey documenting the need for new employee training in the poultry industry.

There are no risks to you from completing this survey. Potential benefits from the completion of this survey include development of more appropriate and targeted training materials for the poultry and egg processing industries. We will be able to leverage funding and responses across the entire industry. Your participation in

this survey is vitally important, and we thank you for your help. As a respondent to the survey, you will receive a summary report of survey results.

If you have questions about this survey you may contact Dr. Philip Crandall by phone 479-575-7686 or email crandal@uark.edu

Dr. Corliss O'Bryan by phone 479-575-5328 or e-mail cobryan@uark.edu

In addition you may contact the Compliance Coordinator for Human Subjects research,
Ro Windwalker 479-575-2208 iwindwal@uark.edu

2015 Walmart Vendor Survey FAQ's

What is this survey about?

This is a custom survey commissioned by NOARK to specifically collect and publish wage and benefit data for the NWA vendor community. We realized there is a tremendous need for this data by those corporations that have set up shop in the NWA area to service their WMT account. The target market for this survey are compensation professionals who need to competitively market price these positions for their organizations. The survey consists of salary and bonus data for 21 distinct job titles.

Why is it important to the "vendor" community?

The WMT vendor community is unique to the NWA area. This is a micro-market of highly specialized jobs that are primarily sales, retail category management, supply chain logistics and analytical support positions.

What does this survey do and/or mean for local vendor offices?

Those who participate and purchase this survey are compensation departments located back at their company's home headquarters. This data allows them to competitively price salaries and bonuses for their local offices to attract and retain critical talent.

Can't you just go on line to Salary.com or some other website and get the same information?

Salary.com and other internet websites are notorious for bad data (you get what you pay for). Compensation professionals rely on accurate wage data collected by independent third party consultant firms (such as Towers Watson, Mercer, etc.) who maintain rigorous statistical requirements for data collection and publication. Besides, the NWA vendor community is so unique that standard published national surveys don't accurately reflect this

market.

How was the survey produced?

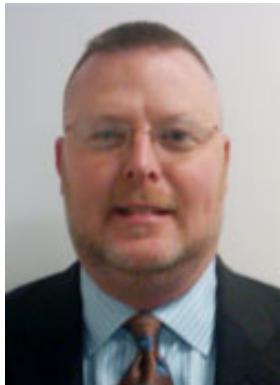
We hired the Johanson Group in Fayetteville AR as our consultant for the project to collect the data and publish the results. During the survey development a sub-committee of compensation professionals from five of the participating vendor companies was formed to write the job summaries to ensure they accurately reflect the survey jobs.

How many companies actually participated in the survey? Seventeen companies submitted data for the survey with household names you will recognize such as Bayer, Nestle, Colgate, Procter & Gamble, Hershey, and Tyson Foods to name a few.

What if my company wanted to participate next year? We plan to open the next survey window for participants during the first quarter of 2016. Watch the NOARK.org website for the survey calendar and instructions on data submission.

You can purchase a copy of the 2015 survey by going to our website: www.NOARK.org.

ASK DAVE THE "FORM I-9/E-Verify" EXPERT???



If someone accepts a job today, but won't start working for a month, can the I-9 be completed now?
(Find answer in the "Random Tidbits" section of the newsletter.)

For more information on E-Verify, visit www.dhs.gov/E-

[Verify](#), or for myE-Verify visit <http://www.uscis.gov/mye-verify>.

--Dave, USCIS, DHS



Call for SuperCon Presenters!

If you are interested in presenting a one-hour break-out session at SuperCon, November 12, 2015, please see the NOARK site, download the Presentation Submission form and email the completed form to jtavano@uark.edu no later than July 30. This year's theme is Teamwork. Submissions focusing on any and all aspects of working in, developing, managing and leading teams will be considered. The conference will be divided into three tracks. The first track will cater to new supervisors, the second to experienced managers, and the third to organizational leaders. Please designate the track for which you are submitting.

Thank you!

Judith Tavano, SHRM-SCP, SPHR
SuperCon Conference Chair

MARK YOUR CALENDAR ★★★★

14th Annual
Employment Law & Legislative Affairs Conference

September 17-18, 2015
Doubletree Hotel, Little Rock, Arkansas
Visit www.ARSHRM.ELLA2015 for updates

Hot Topics for 2015

- State laws and impact on your business
- Ever Changing Regulation from DOL, EEOC, NLRB, OFCCP and more...

Sponsorship Opportunities Available.

**ARSHRM
ELLA
September 17-18, 2015
Doubletree Hotel, Little Rock, Arkansas**

ARSHRM

Register before August 1 for Early Bird Rates!

**A Big Thank You To NOARK For
Sponsoring Global Campus "drop in"
Class!!!**

Thanks to the generosity of NOARK, participants in the Global Campus annual summer "Drop In" to the Sam M. Walton College of Business were treated to a buffet dinner and networking.



**2015 WAGE & BENEFITS SURVEY
FOR SALE**

Sponsored by...

**QualChoice®
HEALTH INSURANCE**

NEW to NOARK 2015
Be a part of the "in crowd" and join
NOARK's -CLUB 15- to support the
SHRM Foundation



What are the benefits of being a part of this Club?

- Club members - entered for monthly drawings. Drawing will be held at each monthly meeting
- Specials & Discounts determined by the Board throughout the year
- Recognition added to your badge for meetings

"The SHRM Foundation is a nonprofit organization that helps shape the future of HR by awarding scholarships to future leaders, furthering HR research, publishing reports and briefings, producing case study DVDs, and moving thought leadership forward. All SHRM Foundation products are complimentary and their focus on further the HR profession and professionals is made possible by donations from sponsors, donors and chapters."

Many of you are already familiar with the SHRM Foundation, or at least you might have heard us talking about it during the monthly meetings but may not be aware of all the resources it provides. I do encourage you to visit the SHRM website and check it out. As the 2015 NOARK SHRM Foundation Chair, and new to the Board, I took on this role thinking it sounded easy. Well it's not that easy for sure, but it can be fun. I am certainly an advocate of making things fun. So stay tuned for upcoming events, it certainly will be entertaining!

Join "Club 15" for an annual fee of \$15.00, and be proud to support the SHRM Foundation.

More Exciting Benefits to be determined! Pay by check/credit card/cash at any monthly meeting or contact NOARK Chap Admin at info@noark.org and we will invoice you!

WINNERS!!!

- *March winner - Lynn Trowbridge, ASN*
- *May winner - Russ Anzalone, LegalShield*
- *June winner - Tammi Edrington, Signature Bank*



Random Tidbits!!!

- When you get your new SHRM Credential please make sure you update your NOARK profile.
- Don't forget to purchase the 2015 Wage & Benefits Survey!!!
- New "HR News" stories posted daily on www.noark.org
- **If someone accepts a job today, but won't start working for a month, can the I-9 be completed now?** Yes, once an offer of employment has been made, and accepted, then the I-9 can be completed at that time, but no later than 3 business days after the employee starts working for pay.
- SHRM Members please go to www.shrm.org and make sure that you have designated NOARK as your chapter.
- NOARK Committees need you...get connected with one today!!!

Welcome Our Newest Members!!!

- Travis Keller - Kimbel Mechanical Systems, Inc.
- Jaime Hadley - Wal-Mart Stores, Inc.
- Mike Babb - Oracle
- Jane Wilms - City of Bella Vista
- Lindsay Mast - The Harvest Group
- Kathleen Petersen - City of Bella Vista
- Heather Hurst - Benchmark Group, Inc
- Jacquelyn Linebarger (PHR) - University of Arkansas - Human Resources
- Stuart Jackson (JD) - Wright, Lindsey & Jennings LLP



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.

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