



May 2022 NOARK NEWS

NOARK President's Message

Happy May NOARK!

I have exciting news to share. This past week we received notification our NOARK Chapter was awarded the PLATINUM level EXCEL AWARD for 2021! The EXCEL award is given to state councils and chapters to recognize major accomplishments, strategic activities, and tactical initiatives that elevate the profession of human resources. The EXCEL Award can be earned at four levels: bronze, silver, gold and platinum. Each level has a prescribed set of requirements and accomplishments that must be met

Yes, 2021! In a year where we battled zoom meetings, exits and returns to the office, COVID testing & mandates, and more, NOARK achieved the highest level of recognition. NOARK was recognized for outstanding achievements in Chapter/State Council operations and a commitment to providing meaningful programs and services to our members/HR professionals in our State.

When we pledge to ADVANCE the Profession and SERVE the Professional what we are really saying is this is why we exist. It is our purpose, the guiding force in every direction, the 'true north' that keeps us moving forward and in the right direction.

And, just a compass needle defines a magnetic field, we rely on our members to keep us focused on the constant, never ending commitment – offering the members 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.

We celebrate the Platinum level award this year with thanks to our leaders and members for ensuring that every NOARK member knows exactly why we do what we do and how they are all connected to our purpose.

Warm Regards,
Cindy Ruffing
2022 NOARK President



CREATING A CULTURE OF FEEDBACK

Session Description:

Feedback is a gift. I've been told that most of my career and truly believe it. I also believe that ingraining feedback, both giving and receiving, into an organization's culture can be more impactful than many other concepts and processes. So, if it is so great, why are more organizations not practicing a culture of feedback? Easy answer, feedback is hard! Giving and receiving; positive and constructive. No wonder there are so many books, trainings and content about it. In this session, we will look at the root of feedback, how to deliver and receive it effectively, and how to begin to create a culture of feedback within your organization.

Our agenda includes:

- A discussion on why feedback is critical in organizations and how it can be impactful
- What good feedback looks like
 - Giving
 - Receiving
- How to build a culture of feedback within your organization

Learning objectives:

- The importance of feedback within an organizational culture
- How to give and receive feedback in the way that it will be most effective
- The steps and processes HR professionals can use to build a culture of feedback within their organizations

SPEAKER: Kristi Spaethe, Chief Executive Officer of The People Perspective, LLC

Kristi Spaethe is the Chief Executive Officer of The People Perspective, LLC, an HR Consulting firm helping organizations realize their Best Practices in Human Resources. With over 15 years' experience in "all things HR", Kristi has worked with organizations such as QuikTrip, Solvay, NORDAM, WPX Energy, Unit Corporation, Two Men and a Truck – Tulsa, and various Chambers and Nonprofits across the region.

Kristi earned a Bachelor's Degree in Psychology with a Human Resources Development option and also holds the PHR and SHRM-CP certifications.

Kristi is the current OKHR State Direct-Elect for the Oklahoma Human Resources State Council where she has served in prior various roles beginning in 2018. Kristi has also served in various roles with the Tulsa Area Human Resources Association, including President, since 2014. Additionally, Kristi has served on the Bixby Metro Chamber of Commerce Board of Directors and is a mentor and subject matter expert with SCORE Tulsa. Kristi also gives back to the community by giving her time to non-profit organizations such as Women in Recovery, Muddy Paws and Lindsey House.

Kristi received the President's Award from the Tulsa Area Human Resources Association in 2016 and the Richard R. Messer Excellence in Human Resources award in 2019. She also received the Oklahoma Human Resources Award of Excellence in 2020. The People Perspective has also been nominated for various awards through TYPROS Boomtown Awards, the Bixby Metro Chamber of Commerce, Tulsa Chamber of Commerce Small Business Awards and the Broken Arrow Chamber of Commerce. The People Perspective was selected as the Small Business of the year in 2021 through the Bixby Metro Chamber of Commerce.

Kristi and her family reside in Broken Arrow, OK.



[Register Today!](#)



We had a great time at the HR PRO Connect! Thank you to The Payroll Company for your sponsorship. We appreciate your support!



HR Professionals...The NOARK Vendor Directory is a listing of vendors by category that serves as a convenient resource for Human Resource Professionals to refer to throughout the year to assist them in making purchasing decisions. Accessible 24/7 at the NOARK website www.noark.org.

Vendors...The NOARK Vendor Directory listings include your company logo, name, contact information, a website link and a short paragraph (less than 200 words) describing your company's services. You have the option to subscribe to be listed in one or more categories and your listing will appear within 48 hours. Listings are on an annual basis and you will have the option to renew each year. [**Create NOARK Vendor Directory Listing**](#)

**Vendor
Directory**

Mental Health Awareness Month

This May diversity month theme raised awareness for individuals living with mental or behavioral issues and seeks to reduce the stigma that they experience. We suggest celebrating Mental Health Awareness month by understanding how stress impacts your body, developing your support network, and reaching out to friends or family members that you believe may be struggling. [**Read more...**](#)



SHRM EXCEL 2021

Congrats to NOARK...On behalf of the Society for Human Resource Management, I am pleased to confirm that 148 - NOARK HR Assn. has been awarded the 2021 Platinum Excel Award. This is the highest award bestowed upon a Chapter by SHRM. This award recognizes outstanding achievements in Chapter/State Council operations and a commitment to providing meaningful programs and services to your members/HR professionals in your State. It also is recognition of your continued growth and development as a business leader, capable of developing strategies that lead to business success! We are immensely proud of your leadership and thank you for your continued partnership with SHRM.



Annual Conference & Expo
New Orleans & Virtual
June 12-15



**THE WORLD'S LARGEST HR CONFERENCE
IS HEADING TO NEW ORLEANS.**

Will we see you there?

[LEARN MORE](#)

Are you a member of SHRM? If not, today is a great day to join! SHRM membership enhances your chapter membership and provides a multitude of resources and tools. For more info, click on the SHRM logo to go to the SHRM website.





NOARK Board goes to ELLA 2022!

Looking for an opportunity to get involved? College Relations has additional opportunities on our committee. Our focus this year is to reintroduce NOARK to the college community in NWA. Come join us as we plan a spring/summer outreach to students who are considering HR as a career. We meet monthly to discuss our progress and need additional members to help us spread the message. Please reach out to committee chair. [Contact me today!](#)

– Dale Clinton, College Relations Chair

JOIN NOARK CLUB 2022 AND SUPPORT THE SHRM FOUNDATION!

- Annual membership is \$22.00.
- One (1) ticket each paying membership to be entered in our monthly meeting drawing for \$100.00 sponsored by The Payroll Company (TPC).
- Additional tickets and memberships can be purchased at <https://square.link/u/xHbY2jTQ>.

1 TICKET = \$5.00 5 TICKETS = \$20.00

*We will use this online platform for payment processing until
we are back to in person meetings.*

[Compose new message](#)

Please email Korenda Allen with any questions or suggestions you may have for NOARK Club22 at kallen@bwdh2o.org.

More Than Payroll

HR PROFESSIONALS

MAGAZINE



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NOARK & PAYCHEX INVITES YOU TO:

HR PRO CONNECT

THURSDAY, MAY 19TH | 5PM
Rendezvous Junction Brewing Co.
2225 S Bellview Rd Suite 101, Rogers AR 72758

PLEASE RSVP
[HTTPS://WWW.EVENTBRITE.COM/E/335847387577](https://www.eventbrite.com/e/335847387577)

May Learning & Networking Opportunities



In an effort to promote our chapters and provide you with continuing education opportunities, here are some of our chapter's meetings that you are invited to attend and join. Not a chapter member? Consider joining your local SHRM chapter for more learning, networking, growth opportunities, and lower registration rate for our state conference. Go [HERE](#) for more info on our chapters or click on the links below.

Northeast Arkansas SHRM (Jonesboro, Paragould, Osceola): Resetting the HR Mindset by Becoming More Self Aware with Kathleen McComber | May 10 at 11:30 a.m. | Cooper Alumni Center, 2600 Alumni Blvd, Jonesboro, AR 72401 | Register online by e-mailing neashrm@gmail.com
>Membership: Dues: \$125. For info, contact neashrm@gmail.com.

Western Arkansas HR Association (River Valley Region including Fort Smith, Van Buren, Greenwood): Building a People-Centric Culture on a Budget with Mark Schaerrer | May 10 at 11:30 a.m. (Program starts at 12 Noon) | Virtual and In-person at UA Fort Smith Center for Economic Development at Bakery | Register online [HERE](#).
>Membership: Dues: \$75. For info, click [HERE](#).

Central Arkansas HR Association (Little Rock Metro, Conway, Pine Bluff): Pressing Play After The (Not So Great) Pausedemic with Susie Reynolds Reece | May 12 at 11:30 a.m. at Union Train Station | Register online [HERE](#).
>Membership: SHRM Member annual dues: \$75; Non-SHRM Member annual dues: \$100. For info, click [HERE](#).

West Central Arkansas SHRM (Hot Springs, Malvern, Arkadelphia, Glenwood, Mena, Benton): TBA | May 31 at 11:30 a.m. | Virtual | Register online [HERE](#).
>Membership: SHRM Member: Free with Chapter Designation; Other Chapter Designated: \$30; Non-SHRM Member annual dues: \$45. For info, click [HERE](#) or email Membership@WCASHRM.org.

North Central Arkansas SHRM (Searcy, Batesville, Heber Springs): For info, click [HERE](#).

South Arkansas HR Association (El Dorado, Magnolia, Camden): For info, click [HERE](#).

HR Award Nominations Needed

Arkansas SHRM State Council recognizes professionals and organizations who endeavor to improve the HR profession in our state. These awards will be presented at the State Conference in October. Please note each award with its deadline to nominate a deserving individual or organization. You can find the nomination forms on Arkansas SHRM's [website](#).

Professional of the Year recognizes an individual that has shown outstanding service and has promoted the profession of Human Resources Management. (Deadline is September 15)

Jim Wilkins Lifetime Achievement Award recognizes an individual who has continually shown outstanding service and has promoted the profession of Human Resources Management throughout their career. (Deadline is September 15)

Best HR Practice Award is awarded to a company that demonstrates the importance and positive impact strong HR practices can have within an organization. (Deadline is September 15)

\$1,000 Scholarship Available!

Arkansas SHRM State Council presents a \$1,000 scholarship to one deserving college student. You can find the J.C. Cote Scholarship Application and criteria [HERE](#). The deadline to apply is September 15.

2022 NOARK Compensation and Benefits Salary Survey participation open.

Let me know if you want to participate [click here](#).

SHRM Foundation

Don't miss an opportunity to donate to the [SHRM Foundation](#). Be sure to note your chapter and Arkansas SHRM on your donation via [SHRM Foundation](#).

Check out these programs provided by the Foundation:

[WORKPLACE MENTAL HEALTH ALLY CERTIFICATE](#): Attention to the mental health and wellness of employees is crucial to employee retention, job satisfaction, productivity, and overall success. With a Psych Hub membership of \$99 a year per person, you can attain a Workplace Mental Health Ally Certificate. The certificate equips HR professionals and people managers to understand critical mental health topics and identify appropriate approaches to help.

[UNTAPPED WORKERS](#): Workers from untapped talent pools, such as veterans, military spouses and caregivers, individuals aged 60 or older, disabled workers, those with a criminal record, and opportunity youth (non-student unemployed youth), provide high return on investment and unique, in-demand skills. And greater inclusivity in hiring practices opens doors to more equitable and diverse work environments where both business and employees can thrive. The SHRM Foundation created "Untapped Talent Pools" to put research, guides, and templates at HR professionals' fingertips to help them invest in untapped talent pools, diversify their workforce, and recognize the benefits for both people and business from building inclusive workplaces.



In-district Advocacy

On April 19th, Amy Fisher, the Chief Human Resources Officer and Director of Risk Management & Government Relations at John Brown University, and I met with US Rep. Steve Womack, (R) 3rd district, AR, while he was back home working in the district. As NOARK's legislative affairs committee members, we aim to stay connected with our legislators and advocate for the HR profession. This makes the second year in a row that we met with Womack while he was in the district to discuss HR-related regulatory and legislative concerns.

Anytime we visit our legislators, state or federal, we try to have relevant topics to discuss with specific desired outcomes in mind.

During this meeting, we discussed two bills connected in one way or another to human resources. The first one was HR 7309, Workforce Innovation and Opportunities Act (WIOA), which is intended to reauthorize the Workforce Innovation and Opportunity Act. And the other one was HR 5318, the Commonsense Reporting Act, which addresses several reporting issues under the Patient Protection and Affordable Care Act (PPACA).

The outcomes we hoped for were to make sure Womack was aware of the benefits of the WIOA, and we wanted to ask him to co-sponsor the Commonsense Reporting Act.

We spent most of our time discussing how the Commonsense Reporting Act would benefit us if it were to become a law.

In short, the Commonsense Reporting Act will require the Department of the Treasury and the Internal Revenue Service to work together with other relevant departments and agencies to identify and implement methods to minimize compliance burdens on businesses, insurance carriers, and individuals. Legislators know how to legislate, but sometimes they are not aware of how a bill going through the legislative process will impact businesses in their districts. The only way the legislators can know is by hearing from their constituents. I believe advocating HR-related issues to our legislators can be one of the most important functions the legislative affairs committees can do for their members and the HR profession.

Our meeting with Rep. Womack went very well. He said he would look into the WIOA. He seemed sincerely interested in learning more about the Commonsense Reporting Act, leaving both Amy and me confident that he would consider co-sponsoring the bill. And if he does, then we will chalk this visit up as a success.

Russell Holt
NOARK Legislative Chair

Registration Now Open!



TAKING YOU

October 24-26, 2022

HIGHER

ARKANSAS SHRM 2022

HR CONFERENCE & EXPO - HOT SPRINGS, ARKANSAS

The Arkansas SHRM Conference & Expo will be October 24-26, 2022 in Hot Springs. Registration is opening very soon! Watch our [website](#) and social media for more information.

HR2022 Speaker Topics include:

- Think Like an Executive & Build Your HR Brand
- Best Practices for Diversity Initiatives
- Emotional Intelligence
- The Critical Relationship Between the CEO & HR
- Wellness in the Workplace
- The Next Generation of Solutions: Collaborating with Colleges & Universities
- ...legal insights, including attorney panels, the interactive ADA process, I-9 forms and much more!

[Register Today!](#)



- **Bethany Vaughn**, Benchmark Group
- **Gena Sego**, Happy Egg
- **Mark Stuart**, Flores & Associates
- **Veronica Medina**, Garland and Greenwood CPAs and Advisors, PLLC
- **Adrielle Robertson**, Wellness Pet Company
- **Frances Bauman**, Novo Nordisk

Please reach out to them and make them feel welcome.

NORTHWEST ARKANSAS HR JOB, LISTINGS

- **Human Resources Employment Analyst**, Northwest Arkansas Community College
- **Human Resources Manager**, Bella Vista, POA
- **People & Engagement Manager**, Wellness Pet Company
- **Human Resources Business Partner**, Bekaert, Rogers Plant

Note--Please remember as a NOARK Member you can post an HR Related job for FREE.

[Create HR Job Listing](#)

Thank You To Our NOARK Sponsors...We Appreciate You!!!



Northwest Arkansas Human Resources Association
info@noark.org
479.305.2466

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