



June 2022 NOARK NEWS

NOARK President's Message

Greetings NOARK,

I do not know who is credited for saying ‘Time flies when you are having fun’ but they sure are right! We are nearing the half-way point of the year and it seems I was writing Happy New Year just a short time ago. I am so proud at the progress NOARK has made in such a short time of returning to in-person membership meetings!

- HR Pro Connect is going strong the 3rd Thursday of every month from 5 – 7pm. No formal program; just HR professionals networking and enjoying some fellowship. If you haven’t attended one yet, you are missing out! Next one is June 16th at Fox Trail Distillery.
- Club 22 is raising funds to support the SHRM Foundation and making a member \$100 richer at every membership meeting! It’s not too late to join – a one-time \$22 contribution gives you a chance at EVERY meeting to win \$100 Cash.
- Our Chapter By-laws have been revised to re-align more closely with SHRM and provide us greater flexibility in the methods of running our Chapter.
- Discussions are being held on a new website to reduce administration costs and support our membership growth.
- Legislative visit conducted with US Rep Steve Womack to discuss HR-related regulatory and legislative concerns.
- College Relations Committee is planning a NWA event for student meet-and-greet and introduction to NOARK.
- And, NOARK is serving our communities! Board members have been interviewed for article in Arkansas Business and Judith Tavano has presented workshops for the Rogers-Lowell Area Chamber of Commerce and University of Arkansas. If you hear of other avenues for NOARK to serve our communities, let us know!

And, ***in addition*** to our regular monthly membership meetings, there are many more exciting programs and events on the horizon:

- June 12 – 15, SHRM Annual Conference & Expo, New Orleans & virtual
- June 21st, 2 – 4pm, The “How” of Implementing Diversity, Equity, and Inclusion in Your Workplace - NOARK is sponsoring this workshop with the Rogers-Lowell Area Chamber of Commerce. There is a \$15 registration fee to attend.
HRCI/SHRM credits
pending. <https://www.rogerslowell.com/events/2022/06/21/business-connect-events/spotlight-series-the-how-of-implementing-diversity-equity-and-inclusion-in-your-workplace/>
- August 25th – HR Summit with Hogan Taylor. This event WILL replace our regular August meeting.
- October 24 – 26th, Hot Springs AR – ARSHRM State Conference – Registration is now open! <https://hrstaged.arshrm.com/register-for-hr2022-conference>

It has been an honor to serve alongside our 2022 Board and I’m looking forward to more growth and success in the months to come. Please, join me – get involved in a committee or short term project!

Warm Regards,
Cindy Ruffing
2022 NOARK President



Focus on Employee Experience to Attract, Grow, and Retain Employees

Session Description:

Are you seeing smaller qualified applicant pools? Seeing a dip in productivity and/or engagement? Experiencing higher than normal turn over rates? If you answered yes to any of these questions, then it’s time to start thinking about the employee experience to help attract, grow, and retain employees. Let’s start by putting the employee at the center of our strategy and start to understand their experience throughout the employee lifecycle so we can make improvements.

Session Objectives:

By the end of this session, you will be able to:

- Describe the meaning of employee experience and why it’s important
- Evaluate how your organization is doing with employee experience throughout the employee lifecycle
- Apply new approaches or ideas to improve the employee experience in your organization

Speaker: Ashley INgram, CPTD

Ashley Ingram is currently the Director of Talent Development at the University of Arkansas where she and her team are working to elevate employee onboarding, learning and development, engagement, and organizational development across campus to become an employer of choice. Her previous work experience includes developing workforce training through the University of Arkansas Global Campus, elevating the new employee experience at Sotheby’s, and managing global training and development programs at Transplace, an Uber Freight Company. Ashley was awarded the national award of, “One to Watch” through ATD based on her work in improving retention and engagement by designing and implementing a new employee onboarding program. Ashley earned a Bachelor of Science degree in Psychology concentrating in Human Resources from Mansfield University of Pennsylvania and a Master of Education in training and development from Pennsylvania State University. She is also a Certified Professional of Talent Development (CPTD) through the Association of Talent Development (ATD). Ashley is actively involved with ATD and served on the local NWA ATD Board for several years including serving as the VP of Programming, and then President. She is a new member of College and University Professional Association for HR (CUPA-HR). Outside of work, Ashley likes to travel with her husband to see sporting events, explore new cities, and visit family and friends back home in Pennsylvania. During Covid she learned how to do handlettering and starting crafting as a way to destress and be creative.



Register Today!



We had a great time at the HR PRO Connect! Thank you to Paychex 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**



LGBT Pride Month

If you're a new ally to the LGBTQ+ community, welcome! June is Pride Month, and it's you'll be seeing rainbows to signify this all month long. June was selected in honor of the Stonewall Riots, which took place on June 28, 1969. During this event, the NYC police raided Stonewall Inn, a gay club located in Greenwich Village. The police roughly hauled both employees and patrons from the bar, and the incident ended in violent protests and clashes in the streets for six days. It catalyzed the gay rights movement in the U.S. **Read more...**



DOL Likely to Increase Overtime Threshold

by Russell Holt, Chairman, Legislative Affairs

One purpose of NOARK's Legislative Affairs Committee is to help members stay informed about current and pending regulatory and legislative concerns that will affect HR professionals.

This month, one issue that should be on everyone's regulatory radar is the potential increase in the overtime threshold. You may have heard the grumblings coming from the Department of Labor (DOL) that the wage level to qualify for overtime pay has been too low for some time. Employment practice attorneys and HR Consultants believe this change is forthcoming.

How much is it estimated to go up? No one knows. Rep. Mark Takano, D-Calif. sent a letter to encourage the DOL to adopt a salary threshold that by 2023 would be around \$85,000 annually. That's a bit of a stretch, but we should expect something. Some experts are guessing between a 2% to 5% increase with built-in annual incremental increases. Of course, regulators must take into consideration a host of economic and business issues before they make any changes.

The first thing HR managers must do is make sure that they properly classified employees as either exempt or non-exempt. There are two considerations when classifying employees: wages and job responsibilities. These two must be considered in tandem—fulfilling just one of these tests doesn't automatically lead to an employee's classification as exempt or nonexempt.

If the employment law professionals' predictions are correct and a change to the exemption pay threshold is fast-approaching, HR professionals should consider analyzing the potential financial impact these changes will have on their organizations; review which employees will be affected, taking special note if some might have to be reclassified to non-exempt positions, and consider if changes to the pay threshold will create any pay equity issues.

The Legislative Affairs Committee will do its best to keep NOARK members apprised of any changes.

Fact Sheet #17A: Exemption for Executive, Administrative, Professional, Computer professionals' Outside Sales Employees Under the Fair Labor Standards Act (FLSA) | U.S. Department of Labor ([dol.gov](https://www.dol.gov))

<https://www.shrm.org/resourcesandtools/legal-and-compliance/employment-law/pages/dol-is-reviewing-overtime-rule.aspx>



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.



Spotlight Series - The “How” of Implementing Diversity, Equity, and Inclusion in Your Workplace

(NOARK in community sponsorship with Rogers/Lowell Chamber of Commerce come together to bring you 2 hours of HR CE-pending)

In-Person Event | \$15 Registration Fee

This is the second 2022 program in the quarterly Spotlight Series designed to bring the right people together at the right time to spark innovation, inspire ideas and align our community around common goals. Each quarter features a different theme to spotlight progress and illuminate issues that are opportunities for growing business, activating high-impact leaders and building a strong and diverse place to visit, live, invest, work and play.

Diversity, Equity, and Inclusion (DEI) has been a “hot button” topic across Northwest Arkansas and the United States in recent years. There have been hundreds of studies and thousands of news articles and discussions about the importance of companies embracing DEI as workforce development and retention. Local organizations like Engage NWA have focused on the community-wide aspects while the Rogers-Lowell Area Chamber of Commerce has been educating the business community on the importance of DEI as part of a company’s culture. A lot of time has been spent discussing “Why” it is important to embrace DEI initiatives and now is the time to learn “How” to implement programs in your business.

The Rogers-Lowell Area Chamber of Commerce is pleased to partner with Cox Communications to showcase their grassroots, employee-led, and robust DEI programs implemented across their organization. Cox Communications is consistently recognized as a top employer for DEI programs and Employee Resource Groups from organizations like Diversity INC and The Human Rights Campaign with scores of 100% on disability and LGBTQ equality in the workplace. Local employee resource group leaders from Cox Communications will participate in a panel discussion highlighting the local work they do to ensure DEI is part of company culture and how other companies can emulate their successes.

Generation Z and Millennials are quickly becoming the largest workforce segments in America and these generations prioritize companies that have DEI as core values when looking for employment and careers. We encourage you to attend the 2nd Quarter Spotlight Series to learn simple and effective ways on how to make DEI part of your culture as a method of workforce development, retention and recruitment.

June 21, 2022

2:00 pm - 4:00 pm

Contact Name:

Steve Cox

Contact Phone:

(479) 636-1240

Contact Email:

steve@rogerslowell.com

Address:

Supply Chain Hall of Fame

5111 W. J.B. Hunt Drive

Rogers, AR 72758

Parking Instructions - When you arrive at the building, pull into the parking garage between Ruth's Chris and 1st National Bank, and follow it up to the top floor. You can enter the building through the rooftop of the parking garage.

CANCELLATION POLICY: Refunds are not accepted within 48 hours of event.

To safeguard against community spread, all Chamber events currently scheduled are subject to being postponed and/or cancelled with new dates and times to be announced later. #KeepRogersSafe

Register Today!

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.*

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



*iSolved & Northwest Arkansas Human
Resources Association presents:*

CRAFT BEER, COCKTAILS & CONVERSATION

June 16th | 5-7 p.m.
Apple Blossom Brewing
1550 East Zion Rd. Suite 1
North Fayetteville (right off Fulbright
Expressway)



USE THIS CODE TO RSVP:



**2022 NOARK Compensation and Benefits Salary Survey
will be available for purchase soon. Contact Cathleen,
NOARK Chap Admin for details at info@noark.org**

Survey sponsored by



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!](#)



- **Averee Gumm**, John Brown University
- **Nessia Davis**, Outdoor Cap Company, Inc
- **Sherry Stephens**, Slim Chickens
- **Nichole Parsons**, Arkansas Center for Data Science

Please reach out to them and make them feel welcome.

NORTHWEST ARKANSAS HR JOB, LISTINGS

- **Human Resources Partner**, Athletics, University of Arkansas
- **Benefits & Leave Administrator**, City of Fayetteville
- **Human Resources Director**, TheatreSquared

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

FOLLOW US



NOARK Human Resource Association | PO Box 1016, Fayetteville, AR 72702

[Unsubscribe](#) news@noark.org

[Update Profile](#) | [Constant Contact Data Notice](#)

Sent by news@noark.org powered by

