



## September 2022 NOARK NEWS

### NOARK President's Message

Greetings NOARK!

September has always felt like an odd month to me. It feels like both the end of summer and the start of fall. The start of the new academic year has faded and people have settled into new routines and begin to look forward to the events of fall – football games, Halloween, Thanksgiving and the Arkansas HR State Conference!

Have you registered yet? The Arkansas SHRM Conference and Expo takes place in Hot Springs, AR from October 24 – 26<sup>th</sup>. Register before Oct 9<sup>th</sup> to avoid Later Bird pricing. And, consider having your company sponsor/exhibit at the conference as well! The conference is a great opportunity to reach other HR professionals and affiliated service providers.

THIS WEEK... I hope you are planning to join us on Thursday, September 8th, at 11:30 for our membership meeting and program, *Moving from Diversity to Inclusion: COVID 19 and Beyond*. This session is presented by Dr. 'Bowtie' Todd Jenkins and is approved for HRCI **Business** credits.

THIS MONTH....we also welcome a new Board Member! Kristin Bro has been appointed as Chair of our Wage & Benefits Committee. The Wage & Benefits committee organizes both our Wage Survey and Vendor Survey. I'm sure we will be hearing great things from Kristin soon; please lend her your support.  
Hope to see you all soon!

Warm Regards,  
Cindy Ruffing  
2022 NOARK President



# September 8th NOARK Membership Meeting: “MOVING FROM DIVERSITY TO INCLUSION: COVID 19 AND BEYOND.”

**Program Description:** In our current climate, diversity and inclusion matter the most. We are in a situation where our employees, customers, and communities must remain connected. Covid-19 has brought many challenges but also tremendous opportunities to grow better and stronger together. This session will be practical and action-packed.

This session will address the following: (Learning objectives)

1. Foundational Terms of DEI
2. Leading through Crisis: Bringing out the Best in Team  
DEI -Risk, Operations, & Values
3. New Normal Action Steps: Maintaining/Promoting Inclusion through uncertainty

**SPEAKER: Dr. “Bowtie” Todd Jenkins**

Dr. Jenkins is the Founder of Bowtie Leadership and Development, Inc., a global training, consultation, and coaching firm with a focus on bringing diverse people together to increase individual or organizational productivity and performance. Dr. Jenkins has more than ten years of experience as managing partner and chief diversity and inclusion executive, trainer, and strategist. His portfolio includes clients from various non-profits, small businesses, colleges and universities, and large corporations such as WalMart Inc., Verizon, Coca-Cola Inc, Tyson Foods, Inc., Kellogg’s, AT&T, Deloitte, Inc, Black Hills Energy Inc., Facebook, American Airlines, Amazon, Google, and Starbucks to name a few. Also, as another “first,” he serves in the newly created senior role to lead a formal Global Diversity, Equity, and Inclusion initiative with CBRE @ Microsoft. Throughout his consulting firm and keynotes, he has spoken to large crowds with over 30, 000 people in Korea and multiple engagements across the globe in South America, North America, Asia, and Europe. Bowtie Leadership and Development, Inc, senior partners and team has a combined 65 years of experience in leadership development, diversity and inclusion, human resources, and training and development.

Dr. Jenkins is a proud alumnus of The University of South Carolina, where he graduated with high honors and received two undergraduate degrees, his Bachelor of Science in Psychology and Bachelor of Arts in Sociology. He earned his Master of Science from Illinois State University and a doctorate from the University of Arkansas. Additionally, Dr. Jenkins completed his post doctorate studies focus on “Leading Diverse Organizations” at Harvard University. Throughout his professional career, Dr. Jenkins serves on multiple boards in his local community, colleges and universities, and internationally through global organizations such as Rotary International.

Recently Dr. Jenkins was named a 2021 DEI Champion Awardee by the National Diversity and Leadership Council. In January 2020, Dr. Jenkins received recognition as a Top 25 Influencer in Business, along with names such as Doug McMillon, CEO of Walmart, state senators, and prestigious business leaders by Arkansas Money and Politics Magazine. In 2019, he was selected as one of the Top 100 Diversity and Inclusion Executives under 50 by DiversityMBA magazine, "40 under 40" by Arkansas Business Journal, Top 12 of Ones to Watch by Celebrate Magazine in 2017, the Rodney Momon Award recipient, Paul Harris Fellow, and included in the "30 under 30" 2016 list of Top Minority-Owned Businesses. He has been featured and contributed to several research, articles, and podcasts around building inclusion and engagement within organizations and communities.

Today he is known as Dr. “Bowtie Todd,” a trainer, consultant, motivational speaker, life coach, and conversationalist. He is a proud husband, author, servant leader, and conversationalist who believes in his philosophy "bowtie" it all together, serve and simply be a gift unto the world.



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## Recognition to NOARK's 2022 NWA 40 Under 40 Nominees

The 2022 NWA 40 Under 40 was published on August 15, 2022, and though NOARK's two nominees, Morgan Shultz and Camille McGraw were not selected for the 2022 class, NOARK recognizes both members for their commitment to NOARK and it's mission to advance the profession and serve the NWA workforce. Both Morgan and Camille are shining examples of the future of Human Resource Management and NOARK looks forward to what they will continue to accomplish in their careers.

NOARK will continue to recognize its members for their contributions to our community. If you know of any of our members deserving of nomination for any local awards, please email Judith Tavano at [judithtavano@gmail.com](mailto:judithtavano@gmail.com).

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## HR Award Nominations Needed

Arkansas SHRM State Council recognizes professionals and organizations who endeavor to improve the HR profession in our state. You can find the nomination forms on Arkansas SHRM's [website](#) to nominate a deserving individual or organization.

The nomination deadline is September 15 as these awards will be given at the State Conference in October:

Professional of the Year recognizes an individual that has shown outstanding service and has promoted the profession of Human Resources Management.

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.

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

## \$1,000 Scholarship Available!

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

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**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](http://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](#)



**September Diversity Update**

**Labor Day** is a national holiday that always falls on the first Monday in September. As such, it gives (most) workers a three-day weekend off from work, which is why it’s often referred to as Labor Day Weekend.

The first-ever Labor Day happened on September 5, 1882 and began when members of New York’s Central Labor Union marched in protest to unsafe work conditions, but also to honor the benefits of the union. Approximately 10,000 workers marched from City Hall to 42<sup>nd</sup> Street in New York City.

In 1894, President Grover Cleveland signed Labor Day into law, officially declaring the first Monday of every September the national holiday we know it to be today. This holiday recognizes the many contributions workers have made to America’s strength, prosperity and well-being, per the US Department of Labor.



**Are you interested in becoming SHRM Certified?**

The application window for winter testing is now open. Be sure and get your application in by November 9<sup>th</sup>, to get in for an exam between December 1-February 15, 2023.

- Applications Accepted June 1, 2022
- Early-Bird Application Deadline October 14, 2022
- Standard Application Deadline November 9, 2022

The testing windows are the dates during which the exams are administered. The application dates are when candidates can apply for the exam.  
Please note: The exam application deadlines close at 11:59 PM, ET.

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.



## Programs Coming Soon!

The Arkansas SHRM HR Conference and Expo will be October 24-26, 2022 in Hot Springs.  
Visit our website at [HR2022.org](https://hr2022.org) to register as an attendee, exhibitor or sponsor today!

We're excited to announce some of our nationally recognized keynote speakers and other sessions:

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**Thank you to QualChoice for being our Meeting Patron for our September Meeting!**

**2022 NOARK Compensation and Benefits Survey is available for purchase. Contact Cathleen, NOARK Chap Admin for details at [info@noark.org](mailto:info@noark.org)**

**Survey sponsored by**



- **Diane Swysgood**, John Brown University
- **Lettie Chaisson**, AcreTrader
- **Kristin Bro**, Brown & Brown
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- **Alexandria Yang**, Marshalltown Company
- **Jocelyn Diaz**, City of Centerton
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- **Audra Hamilton**, Mitchell Williams
- **Beth Pittman**, Skills Lab Training
- **Christie Martin**, Skills Lab Training
- **Reginato Cascamo**, Student
- **Maria Salas**, The Clorox Company
- **Coletta Patterson**, TASC
- **Rachel Petree**, Samaritan Community Center
- **Brandi Hollis**, K&K Veterinary Supply Inc
- **Anna Edwards**, BHC Insurance

**Please reach out to them and make them feel welcome.**

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## **NORTHWEST ARKANSAS HR JOB, LISTINGS**

- Sr. HR Manager-DBG-Conway

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

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



Northwest Arkansas Human Resources Association  
[info@noark.org](mailto:info@noark.org)  
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Survey sponsored by



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- **Daisy Nelson**, Arvest Bank Group, Inc
- **Dustin Bro**, Brown & Brown, Inc
- **Alyssa Lee**, Hatchery Group
- **Nicholas Quaid**, Pacific Group

**Please reach out to them and make them feel welcome.**

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## **NORTHWEST ARKANSAS HR JOB, LISTINGS**

- **Compensation Analyst**, University of AR-Fayetteville
- **Recruitment Coordinator**, University of AR-Fayetteville
- **Director of Human Resources**, NW AR Children's Shelter
- **HR Generalist/Payroll**, NW Health

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



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