



November 2022 NOARK NEWS

NOARK President's Message Greetings NOARK,

This weekend I purchased a wax-warmer. If you are unfamiliar with these products, it is a small ceramic or metal piece of home décor that holds and melts candle wax (with the heat of a lightbulb inside – think Easy Bake Oven!) to fragrance your home without the presence of an open flame. As the scent of peppermint mocha began to fill my living room, I thought about the transition of the wax squares. The wax was melting from its square form and began to fill its circular tray. I knew when I turned off the warmer, the wax would again harden – but now in a different form from its original square form. And, it would again perform its purpose the next day, starting from its new circular form.

Somehow, for me, this transition symbolized my current time with NOARK. I will be transitioning into the role of Past President and the 2023 Board, though somewhat different looking than 2022, would still perform its purpose to support and promote NOARK membership and the HR profession.

Last Friday, your Board met for a 2023 strategy session in which the Board shared vision and goals for each of the Committees. It was great time together where I again witnessed the talent and dedication of this special group of HR professionals.



Introducing the 2023 Nomination Slate

It has been an honor to serve you; I am excited about our future!

Warm Regards,
Cindy Ruffing
NOARK President

OFFICERS	Name
Past President	Cindy Ruffing
President	Jamaikhan Boman
President Elect	Morgan Schultz
Vice President	Misty McGlothlin
Secretary/Treasurer	Allison Nail-Malone

COMMITTEE CHAIR	Name
Certification	Misty McGlothlin
College Relations	David Lensing
Diversity	Rachel Hudson
Emerging Professionals	Camille McCraw
Legislative Affairs	Russell Holt
Membership	Sara Huffman
Military	TBD
Programs	Sheila Moss
Public Relations	Dustin Bro
SHRM Foundation	Korenda Allen
Wage & Benefits	Kristin Bro
Workforce Readiness	Julie McAllaster

NOARK Membership Meeting: November 10th

(Approved for 1 SHRM PDC/Approved for 1 HRCI "Business" Credit)

Employee Engagement – The Ultimate ROI

Employee Engagement can feel like a mythical creature that is constantly changing. Why are some employees great while others make us pull our hair out? Why do great employees fail when we promote them? The fact is that people are messy, but when we understand our teams at the core level and the role they serve in, we can create a highly engaged workforce that gives us a greater ROI with far less headaches. In this training you will learn how to grow employee engagement through honoring, lifting, and optimizing your people, reduce employee turnover by getting the right people in the right seats and objectively hiring Top Performers.

About the Speaker | Rod Tillery - Executive Advisor with Exos Advisors
Rod has over 25 years of experience leading and training teams to perform at the highest levels. Rod has worked with everything from small companies to Fortune 500 companies to cause business growth through honoring, lifting, and optimizing people. Likewise, Rod is an excellent trainer and keynote speaker. He is an expert in team development and cultivating thriving cultures. As a certified practitioner of the Core Values Index™, Rod helps organizations increase employee engagement, grow their cultural health and guarantee that they hire top performers every time. Rod and his wife Kate make their home in Northwest Arkansas with their four amazing children. He loves to explore the outdoors, go camping, travel, make people laugh and smoke lots of meat.



Register Today!



NOARK Supervisor's Conference

Date: Thursday, November 10, 2022

Location: AR BCBS-Springdale NWA Corporate Center

Time: 8:30am-3:45pm

Target Audience: You (This conference is also designed for your front line supervisors.)

5 Hour HR CE Approved

Costs: \$150-(Lunch Provided)

Sharpen your skills with fresh, new insights and innovative tools! As a manager or supervisor, you never know what new challenges each day will bring. You have to counsel employees, manage conflicts, deal with problem workers, delegate assignments and much more. This exciting conference puts your professional development at the forefront with field-proven strategies and techniques in core areas absolutely essential to your success, including how to build high-performance teams, how to inspire and motivate people, how to be a more powerful leader, and much, much more.

AGENDA:	
8:30am-9:00am	Registration/Expo Hall/Networking
9:00am-10:00am	Challenges of Long COVID for Employers- FMLA/ADA -Mary C Moffatt (Virtual)
10:00am-10:30am	Expo Hall/Networking
10:30am-11:30am	Building A Culture of Collaboration Through Performance Mgmt - Catherine Mattice (Virtual)
11:30am-12:00pm (LUNCH PROVIDED)	Registration/Expo Hall/Networking
12:00pm-1:00pm	Employee Engagement - The Ultimate ROI - Rod Tillery (In-person)
1:00pm-1:30pm	Expo Hall/Network
1:30pm-3:30pm	Managing Troublesome Terms & Mastering Verbal De-escalation - Tim Keck (In-person)
3:30pm-3:45pm	Closing of Conference

See www.noark.org for full speaker info.

Register Today!

We are seeking volunteers to serve on committees including our website redesign consulting committee, conference committees, and a volunteer for the 2023 ELLA committee with marketing/PR and graphic design experience. Please email [HERE](#) for info.



Are you interested in getting your SHRM certification, but you need help studying for it?

The University of Arkansas offers the SHRM Learning System for SHRM-CP/SHRM SCP. This is a 15-week learning program. You can attend on campus or online (live stream or playback). This course helps ensure you're prepared for your certification exam with their prep course, which utilizes both the SHRM Learning System for SHRM-CP/SHRM-SCP® (the official and most comprehensive, flexible, and effective SHRM certification prep tool) and expert instruction so you will learn faster, retain more knowledge, and stay on track for success on the exam.

The University of Arkansas has agreed to give NOARK members a 10% discount. To receive the discount please contact:
Erin Dickey, M. ED
Workforce Development Coordinator
1-855-402-3300
emorgan@uark.edu

The spring course will begin in February, feel free to start registering for the course now. Additionally, the U of A Reimagine Arkansas Workforce Project allows qualifying applicants to take the SHRM Learning System course at no cost to them. Folks can learn more and apply online!



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](#)



November Diversity Update National Native American Heritage Month

As Thanksgiving approaches, this is a fitting November diversity celebration. Native American Heritage Month celebrates the culture and heritage of native people who enrich this country. You can make this month more personal to your region by researching native tribes living near you, and exploring their rich culture.



[Read More!](#)



November Learning & Networking Opportunities

In an effort to promote our chapters and provide you with continuing education opportunities, here are this month's chapter 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.

Central Arkansas HR Association (Little Rock Metro, Conway, Pine Bluff): 4th Annual CAHRA Work Matters Leadership Forum | November 4 at 7:30 a.m. – 9:15 a.m. at Clinton Presidential Center | Free | Register online [HERE](#).
Membership: SHRM Member annual dues: \$75; Non-SHRM Member annual dues: \$100. For info, click [HERE](#).

Western Arkansas HR Association (River Valley Region including Fort Smith, Van Buren, Alma, Greenwood): Avoiding a Catch 22: The 2022 ELLA Update with Wayne Young, JD of Friday Eldredge & Clark, LLP | November 8 at 11:30 a.m. (Program starts at 12 Noon) |Virtual and In-person at UA Fort Smith in FS Bakery District | Register online [HERE](#).
Membership: Dues: \$75. For info, click [HERE](#).

North Central Arkansas SHRM (Searcy, Batesville, Heber Springs): Annual Boss's Luncheon | November 16 at 11:30 a.m. at First Community | Register online [HERE](#).
Membership: Annual dues: \$155. For info, click [HERE](#) or email [HERE](#).

West Central Arkansas SHRM (Hot Springs, HSV, Malvern, Arkadelphia, Glenwood, Mena, Benton, Virtual): Diversity: Getting Beyond Lip Service and Moving Into Action with Minnie Lenox | November 29 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.

Northeast Arkansas SHRM (Jonesboro, Paragould, Osceola):
Membership: Dues: \$125. For info, click [HERE](#).

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



Arkansas SHRM Award Winners

Arkansas SHRM HR Professional of the Year: **Shayne King**, SHRM-SCP, PHR, IPMA-SCP
Arkansas SHRM HR Best Practice: **Southern Bancorp**
Arkansas SHRM Jim Wilkins Lifetime Recipient: **Steve Schulte**
Arkansas SHRM Scholarship: **Jennifer Vaughn**



Save the Dates for 2023

Arkansas SHRM Employment Law &
Legislative Affairs Conference
April 13-14, 2023
Robinson Center & Doubletree Hotel of Little Rock

Arkansas SHRM HR Conference & Expo
Navigate the Future
October 18-20, 2023
Fort Smith Convention Center & Wyndham Fort Smith

2022 NOARK Compensation and Benefits Survey is available for purchase. Contact Cathleen,
NOARK Chap Admin for details at info@noark.org

Survey sponsored by



- **Carla Wells**, Northwest Arkansas Community College
- **Becky Davidson**, Express Employment Professionals
- **Courtney Ramsey**, Daisy Outdoor Products

Please reach out to them and make them feel welcome.

NORTHWEST ARKANSAS HR JOB, LISTINGS

- University of Arkansas
 - Classification/Compensation Extra Help-Analyst
 - Sr Human Resources Coordinator
 - Recruitment Coordinator
- Human Resource/Payroll Manger, Arkansas & Missouri Railroad
- Benefits Coordinator (P/T), Medical Associates of NWA (MANA)
- Human Resources Coordinator, Teen Action & Support Center

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!!!



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