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RESOURCE MANAGEMENT

NOARK Human Resource Association Newsletter

Oct 2018

Issue No. 81

Dear Member,

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*

2018 President's Message



Over the last year the #MeToo movement has continued to be prevalent in current news. As HR professionals, we will most likely need to deal with this issue in one form or another and our meeting this month will help you in preparation for those conversations. How do we handle these issues in an equitable manner for all?

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handle these issues in an equitable manner for all. What can we do to strengthen our workplaces so that we not only respond to the issues, but work toward preventing them in the first place? Our speaker this month, Kristi Spaethe, is president and principle consultant of The People Perspective, LLC. Kristi is also currently the president of the Tulsa Area Human Resources Association.

We are also pleased to welcome the Northwest Arkansas Center for Sexual Assault. As these issues continue to claim front page news, many former assault survivors are having to once again face their own memories and some are being triggered by the constant news on this topic. The Northwest Arkansas Center for Sexual Assault has resources available that you can use for referring employees when they need that extra support.

As we mentioned at our last meeting, we would like to add a new element to our monthly membership meetings. We would love to hear from you, our members, on tips or things you have learned in our profession that you would like to share with the rest of us. We are looking for short, 5 - 7 minute presentations, NOARK Talks, for each membership meeting. And, we would like to kick this off by having 3 or 4 of these NOARK Talks during our December 2018 meeting. If you would like to present either in December or at a monthly meeting in the future, please contact us at info@noark.org to submit your idea.

As a thank you to all of our members, the NOARK board voted to offer the December meeting to our members free of charge. Please come and help us celebrate the achievements of our members and committees and help us welcome our new officers for the 2019 year.

Thank you,
Amy

2018 NOARK Compensation & Benefits Survey Report is complete.

The 2018 Wage and Benefit Survey is now available, go to noark.org to get your copy today. We want to thank those that participated, we really appreciate your time and effort in the data submission process. We could not continue to provide this excellent resource without the ongoing participation from you -- the local and regional Northwest Arkansas business community. The 2018 Compensation & Benefits Survey is sponsored by QualChoice.

The Vendor Survey has been completed and is currently available, get your copy today. If you have questions about the Vendor Survey, please submit them to noarkwageandbenefits@noark.org.

More information at www.noark.org or contact noarkwageandbenefits@noark.org

"Member Connect" NOARK New Member Orientation

Join us prior to the monthly membership meeting in October for New "Member Connect". If you are a new

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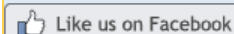
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OCTOBER FOR NEW "Member Connect" . If you are a new member to NOARK, or are a seasoned member in need of a review, New "Member Connect" is where you are going to learn the ins-and-outs of NOARK and the benefits of your membership.

As the Vice-President and Membership Chair, I will be hosting a brief orientation focusing on NOARK's membership and all of the resources, values, and benefits that there is to offer you from your commitment to our association. This will take place at the NWA Realtors Building at 10:30am prior to this month's membership meeting. [Please register](#) This is a free event.

Thank you,
Sheila

WHERE ARE YOU ON #METOO?

October 11th NOARK meeting

#MeToo has highlighted the uncomfortable fact that we haven't moved the needle on gender practices as much as we've thought or hoped. How do we, as organizational leaders, structure our practices so that we are modeling and promoting equal and ethical treatment for all? How do we have generative conversations that strengthen our workplaces? How do we set up BOTH genders for success? Kristi Spaethe will share insights & recommendations gleaned from their work as organizational change agents to help you strengthen your organization's approach to this important reality.

Agenda includes:

- Overview of #metoo and Other Recent Movements
- Effects in the Workplace
- Discussion on How We Move Forward on Gender Equity in the Workplace
- Protecting our Business (Proactive and Reactive address)

Learning objectives:

- Realization of the impact of the movements on our workplaces
- Understanding of the inequities that remain
- What actions we can take to address those inequities
- How to create an even environment
- How to react to sexual harassment in the workplace



SPEAKER:

Kristi Spaethe is President and Principle Consultant of The People Perspective, LLC, an HR Consulting firm helping organizations realize their Best Practices in

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"QualChoice" our 2018
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helping organizations realize their Best Practices in Human Resources. Additionally, Kristi serves as an adjunct instructor for Tulsa Technology Center. With over 10 years' experience in "all things HR", Kristi's past experience includes companies such as QuikTrip, Solvay, NORDAM and SBS Industries. Kristi earned a Bachelor's Degree in Psychology with a Human Resources Development option and also holds the PHR and SHRM-CP certifications. Currently, Kristi serves as the President of the Tulsa Area Human Resources Association and has served in other board roles with the association since 2014. Kristi also gives back to the community by giving her time to non-profit organizations such as Women in Recovery, where she uses her expertise to assist the participants in being workforce ready.

1 SHRM PDC Approved
1 HRCI "General" Hour Approved

Resource: NWA Center for Sexual Assault

Two short years ago, the staff at the NWA Center for Sexual Assault would have said that they work in a field that no one wants to talk about-supporting adult survivors of sexual assault, harassment and rape. In fact, the Center's annual event, then called Light Up the Night was focused on "unmasking sexual assault" in hopes to bring awareness to the issue. Then #MeToo became a household phenomenon. As a reflection of the times, this November 17th, the Center's newly named #MeToo Gala will celebrate the strength of survivors and lift up the voices of those who support them. The event is designed to give all those who care about this issue an opportunity to echo the call of "I support survivors" with: "Me Too"!

In its 37th year of serving our region, the NWA Center for Sexual Assault provides a safe haven of healing and hope for adult survivors of sexual violence or harassment, and their loved ones, while tirelessly working for a safer future for all through education and awareness. In this unprecedented time of public discussion and disclosures, it is more vital than ever that survivors have a safe haven of healing and hope to which they can turn. This need is reflected in the Center's unprecedented growth over the past year-both in numbers of survivors served and in the size of its staff and its facility.

"With nationwide attention being focused on sexual assault, we continue to be humbled and honored by serving survivors each and every day right here at home," notes Anne Shelley, the Center's Executive Director. "Even with the very public dialog, the majority of folks who call our hotline or walk through our doors feel isolated and alone," Shelley adds, "and that's why we're here, to assure that survivors know: you're not alone; we believe you; we are listening; and we're here to support you through every step of your healing."

The NWA Center for Sexual Assault provides free, comprehensive and compassionate services-in both English and Spanish-for any adult dealing with sexual trauma or harassment, no matter when the assault occurred. Services include: 24-hour crisis hotline; forensic rape kit exam clinic; advocacy and referrals; counseling; support groups. In addition, the Center does

trainings and presentations throughout Northwest Arkansas, so that we as a community can better support survivors and prevent sexual violence. For more information about the Center, or to volunteer: nwsexualassault.org.



November 8th 2018 NWA Supervisor's Conference

You are a supervisor, manager, or human resources professional. You know that no matter what your job is, "Job One" is the managing of people. Everything else goes just a little easier when your people are happy and productive. The more you know about effectively managing people in today's ever-changing workplace, the better equipped you are to solve problems, encourage engagement, and align the efforts of your department with your organization's overall mission - and if you attended last year's conference - or heard about it - you know our presenters are experts in providing managers and supervisors with what you need to know, and do, to successfully and lawfully manage people.

The 2018 NWA Supervisors' Conference is your one-day, all inclusive supervising and managing people experience. Whether you are new to supervising or an experienced manager, this conference is for you!

For more info www.noark.org

7 SHRM PDC's Approved.

7 HRCI "General" Hours Approved w/ 1 "Business" Hour included.

Fall Professional Development Opportunities

NOARK has partnered with the University of Arkansas Global Campus to promote HR education. The following course will award SHRM recertification hours, and NOARK members get a 10% discount with coupon code 'NOARK 18'.

Recruiting, Interviewing, Hiring and Onboarding OCT 26 8:30 A.M. - 4:30 P.M. \$249

Emotional Intelligence in the Workplace NOV 2, 8:30 A.M. - 4:30 P.M. \$299

Register Today!!!
<https://training.uark.edu/>



SAVE THE DATE-December 13th FREE Meeting for NOARK

Members

Our December 13th meeting is our NOARK "End of Year Celebration".

Each year NOARK recognizes a few people for their outstanding achievements in the HR field. The awards are presented at the "End of Year Celebration". Also, our 2019 NOARK Board will be sworn in.

During our meeting on Thursday we will have "NOARK TALKS" --we will have a variety of NOARK members as speakers. If you are interested in being one of these speakers contact info@noark.org So looking forward to this.

We hope you can join us for this festive celebration!!!



NOARK Career Center!!!

- **Human Resources Manager**-Rogers Water Utilities
- **HR Business Partner**-V Point Solutions, LLC

Welcome New NOARK Members!!!

- **Robin Hampton**, V Point Solutions, LLC
- **Adaleigh Emerson**, Student
- **Aaron Smith**, Hope Cancer Resources
- **Maureen Brown**, TRS Healthcare
- **Jennifer Taylor**, Arvest Bank Group, Inc



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!](#)

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.

[Come explore NOARK!](#)

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