



NOARK NEWS

Nov 2019

Issue No. 94

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*

2019 President's Message



In This Issue

NOARK President's Message
NWA Supervisors' Conference
2020 AR SHRM Conference & Expo
Veteran Recruiting Tool
"End of Year Celebration"
NOARK Holiday Giving...
The face of Silver Star
NOARK Salary Survey for Sale
New NOARK Members
NOARK Job Listing
SHRM Membership

Quick Links

NOARK Website
Professional Development

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Committee Chairs**

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[Sheila Moss, SHRM-SCP, SPHR](#)



FROM ALL OF US AT NOARK!!!



Sara Staley, CSP, PHR, SHRM-CP
NOARK President

NOARK Membership Meeting - You don't want to miss it... November 14th "NOARK NWA Supervisors' 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 2019 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!

Conference Topics Include:

- Equal Pay: What It Is and What It Isn't
- Workplace Privacy: What Supervisors and Managers Need to Know

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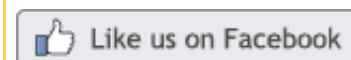
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[Tiffany Barnes, aPHR](#)
Wage & Benefits

[Tammy Sexton](#)
Young Professional

[Cathleen Hoffman, SHRM-SCP, SPHR](#)
NOARK Chapter Administrator

Telephone: 479.305.2466
PO Box 1016
Fayetteville, Arkansas 72702



November Membership Meeting/Luncheon: Creating an Inclusive Workplace

1 hour SHRM PDC & 1 hour "Business" HRCI credit

- Fair Performance Feedback
- Risk Mitigation in the Workplace
- Recognizing the Realities of Unconscious Bias and Eliminating Them in Employment Practice

Who Should Attend:

- Supervisors
- Managers
- HR Professionals
- Attorneys

Pricing:

- \$150 per attendee -all day
- \$1050 per table of 8 - all day
- \$25 per NOARK member, lunch only
- \$50 per non-NOARK member, lunch only

Register today www.noark.org

Exhibitor opportunities--\$250 contact Cathleen at info@noark.org
Sponsorship opportunities contact Cathleen at info@noark.org

- **6 hours "General" HRCI credit**
- **6 SHRM PDC hours**
- **6 CLE "General" hours**

For more information: judithtavano@gmail.com



A Clear Vision of the Future

Arkansas SHRM 2020 HR Conference & Expo • April 1-3 • Rogers, Arkansas

It's time to start planning to attend the ARSHRM State Conference next year! This conference is going to be in our backyard here in Northwest Arkansas, so please plan to come and invite others.

Your conference committee is underway planning quality educational content, engaging speakers and fun entertainment

Thank you to our 2019 NOARK Sponsors!!!



Cross, Gunter,
Witherspoon &
Galchus, P.C.

Thank you to "Cross, Gunter,
Witherspoon & Galchus" our
November Patron Meeting
Sponsor.

The JOB GUIDE

Thank you to "The Job Guide" our
NOARK website sponsor.



Thank you to "AAMSCO"
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THE EVENT GROUP
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Thank you to "The Event
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entertainment.

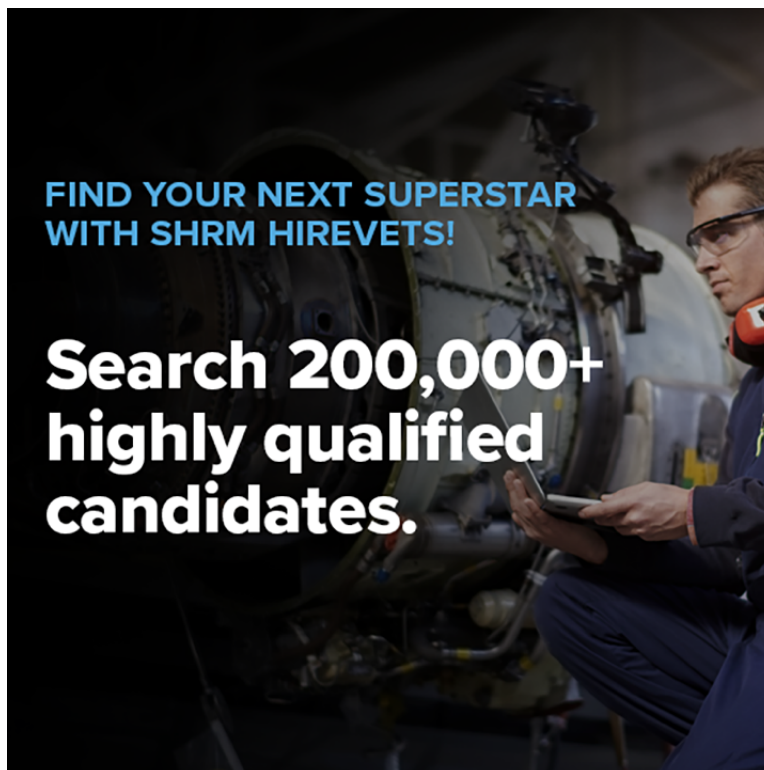
We will notify you when registration is open, so let's get this important event in the budget now. I look forward to seeing you and welcoming our friends from around the state on April 1-3, 2020, at the Embassy Suites Northwest Arkansas - Hotel, Spa & Convention Center, 3303 S Pinnacle Hills Pkwy, Rogers, AR.

www.hr-2020.org

Sheila Moss
2020 Conference Chair

Looking for a way to reach Veteran and Military-affiliated candidates?

**Try SHRM's new recruiting tool and let me
know your feedback.**



Discover qualified talent. Now.

Use SHRM HireVets to source and recruit job-hunting veterans and spouses of active-duty military personnel.

Catering Sponsor



**Thank you to
"QualChoice" our NOARK
2019 Wage & Benefits Survey
Sponsor**

Thank you to our vendors in the NOARK Vendor Directory!!!

**View the
Vendor Directory
[Here!](#)**

- Explore candidates based on criteria such as: military occupation, civilian experience, education, and more.
- Prominent skills among veterans in the database include: transportation, information technology, manufacturing/operations, accounting/finance, security/law enforcement and health care-to name just a few!
- Thousands of actively looking candidates added every month and include 600+ with active clearance status, 700+ Registered Nurses, 4,000+ commercial drivers, 7,000 engineers and more!

[FIND YOUR SUPERSTAR](#)

SAVE THE DATE: December 12th
NOARK
"End of Year Celebration"



NOARK Holiday Giving Initiative 2019
Children of NWA Gold and Silver Star
Families
Sponsored by Camp Alliance





Members, this year we are partnering with Camp Alliance to help them provide a happy holiday for over 250 children of local currently serving and deceased military personnel. Each year Camp Alliance collects applications from military families in need and provides infant to 16 year old children of those families with items on their holiday wish lists.

This year the lists include warm jackets, sweaters, socks, hats, gloves, basket balls, soccer balls, sports gear, ear buds, phone chargers, plush toys, art supplies, coloring books, story books, building blocks, legos, and anything else you think a child would want.

To help make our End of Year Celebration especially festive, we are asking you to bring the gifts you wish to donate to our Dec 12 meeting (whether you are attending or not). Camp Alliance representatives will be at our meeting to thank us and collect the items.

Let's overwhelm them with our generosity. These children deserve our best effort. But don't just stop at what you can donate. Involve your teams and donate as a team. Save your receipts. A member of the NOARK board will sign your receipt as acknowledgement of your donation for tax purposes.

Don't have time to shop? I have it on good authority that these children like gift cards, too. Especially the teens.

We know that the holidays are expensive and stressful for us all. Even the smallest gift is a treasure to a child in need and will be so appreciated by his or her serving parent(s).

Thank you.

P.S. if you want to adopt a whole family as a team activity. Please let Judith Tavano know at judithtavano@gmail.com. She will connect you with Camp Alliance to make that happen.

Camp Alliance to make that happen.

NOARK is honored this year to be helping Camp Alliance provide holiday gifts for local Silver Star children; children of currently serving military.

This story portrays the life of a child whose father is deployed; it puts a 'face' on the children who will benefit from NOARK's efforts. Let's make as many Silver Star children happy this holiday as we can!

His dad has been deployed 10 times. This is his message to other military kids

<https://www.cnn.com/2019/11/10/us/military-family-life-dad-deployed-trnd/index.html>



**2019 NOARK Wage & Benefits Survey
Results Now Available!**

The Wage portion of this survey will ensure your payroll budgeting is accurate, and minimize compensation surprises by leveraging quality HR data that you can trust. The Benefits portion of the study captures a wealth of data including the current offerings of health, dental, vision, life, disability, supplemental, retirement, flexible spending, health & productivity, sick leave, holiday, personal time, vacation, education incentives, retention incentives, etc.

**Discounted rates for NOARK members!
Discounted rates for participation in the survey!**

**To purchase the NOARK survey contact Tiffany Barnes,
aPHR, Wage & Benefits Chair noarkwageandbenefits@noark.org**

Special thank you for the sponsorship!



Welcome New NOARK Members!!!

- Melissa Shook, Manpower
- Makele Ndessokia, Crystal Bridges
- Brad Cavener, isolved
- Sarah Phares, DWS
- Mikki Skelton, Onin Staffing
- Page Goble, Onin Staffing
- Maurice Baggson, Consultant

NOARK Job Listing!!!

- **UAF Finance Training Coordinator** - University of Arkansas
- **UAF HCM Training Coordinator** - University of Arkansas
- **Human Resource Partner** - University of Arkansas
- **Training Coordinator** - Office of Equal Opportunity and Compliance - University of Arkansas



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!](#)

Northwest Arkansas Human Resources Association, Inc.
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!](#)

NOARK Human Resources Association, PO Box 1016, Fayetteville, AR 72702

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