

NUHRA Newsletter

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President's Address

We are through the first quarter, and tax season. Is this year travelling fast for anyone else?

We hope you had the opportunity to submit names of your colleagues for the Utah Achievement Awards HR Person of the Year. It is a wonderful way to recognize the incredible work that each of us do in HR.

While we are looking for signs of burnout in our employees, be sure to look for those same signs in yourself. Be sure to take care of you, so you can continue caring for all of the people you work for.

Lastly, Utah SHRM is also looking for committee members for the annual conference on August 30-31 at Thanksgiving Point. If you have great ideas on how to make the conference a stand-out event for HR Professionals, please apply at this link: <https://utahshrm.bamboohr.com/jobs>

Rachael Child
2022 NUHRA President
Connect with me on LinkedIn!

AFFILIATE OF



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April Fools!

If you've been in HR long enough, you've likely seen some really good pranks, really good meaning really bad.

- You remember the group of anonymous employees who plastic wrapped the safety guy's car? It turns out that can damage the paint! Oops.
- Or the time someone stole random office supplies from someone only to box them up and give them back at Christmas? That can be emotionally damaging.
- Or the person who placed post-it notes ALL over someone's office? Who paid for those post-it notes and the time it took to place and remove them all?
- Or the guy who thought it would be funny to park so closely to someone that she couldn't open her car door. That wasn't funny for him after she filed for harassment.

We'd love to hear about all the pranks you've witnessed or heard about. Drop a note on our Slack channel. In addition to laughing with you, we can also commiserate. It is no fun having to place office police when things get out of hand.

April Fools can be tricky – employees love to laugh, but they don't love being made fun of or bullied. Consider your company culture and ask yourself, as one person told SHRM, “a year from now, could you talk about it fondly?”

Read more advice on this topic at: <https://www.shrm.org/hr-today/news/hr-news/pages/treadcarefullyapril1.aspx>

HR Certification

If you are thinking about certification, now is the time to apply for your testing window!

SHRM Certification

The SHRM Certification Exam has two windows: May 1 – July 15 and December 1 – February 15.
<https://www.shrm.org/certification/apply/exam-windows-and-fees/Pages/default.aspx>

Applications are now being accepted. The standard deadline is April 8.

HRCI Certification (PHR, SPHR, GPHR, etc.)

HRCI has moved away from testing windows and you can now schedule year-round.

Good News

Weber State University's SHRM chapter's Master's team won the 2022 Utah SHRM Case Competition! More information on page four.

Send your good news to Christina at CLondon@nutracorp.com (please no spam or solicitation).

Upcoming Events

April Meeting

When: April 21
Time: 11:30 – 1:00
Where: Warehouse 22 & Zoom

Michael Jeanfreau, Regional Economist at the Department of Workforce Services will present to us on the economy.

Please RSVP before noon on April 18.

This meeting will be submitted for HRCI and SHRM credit.

Thank you to our sponsors!

We'd like to give a big thank you to our sponsors for the half-day conference this year!



May Half-Day Conference

When: May 19
Time: 7:30 – 1:45
Where: Warehouse 22

Join us on May 19 for our annual conference!

Registration and continental breakfast will start at 7:30.

Our schedule:

- **7:30:** Registration and continental breakfast
- **8:00:** David Clark, Director at Linqvist Cultural Diversity, Village Lingo
- **9:00:** Break
- **9:15:** Jeffrey Vanek, Director of HR at Utah's Hogle Zoo, What it Takes to Build a Mission Driven Culture
- **10:15:** Break
- **10:30:** Jesse Oakeson & Mike O'Brien, Legal Update
- **11:30:** Lunch Service & Networking
- **12:30:** Mark Schaerrer, Vice President HR at Verisys, Raising the Bar on Employee Recognition
- **1:30:** Wrap Up and Door Prizes

NUHRA 2022 Calendar

<p>April 21 Meeting 11:30 – 1:00</p>	<p>May 19 Conference 7:30 – 1:45</p>	<p>June 16 Meeting 11:30 – 1:00</p>
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see calendar items in detail:

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Weber State University Wins!

Each year for the past several years, Utah SHRM has put on a state SHRM case competition. This year, Weber State's master's team won.

The case competition replaced the old HR Games where students studying to take the PHR faced off in a jeopardy style game, using HR and business acumen for the questions. Traditionally, winners won a scholarship to take the PHR exam. When the PHR exam was no longer offered to new graduates without two years of exempt level experience, a change was made.

According to SHRM, "The SHRM Case Competition consists of a one day event where teams of up to six undergraduate or graduate students from various colleges and universities compete in both oral and written presentations. The case is created specifically for the SHRM Case Competition and can focus on any number of HR issues (i.e., Management Practices; Selection & Recruitment; Training & Development; Compensation & Benefits; Employee/Labor Relations; and Health, Safety & Security or a combination)."

Each year Utah's universities prove to be fierce competitors, each coming up with unique solutions to real-life problems. This year, Weber State SHRM entered the master's division with Selene Rodriguez and Sophia Muirhead working together.

Selene and Sophia are NUHRA scholarship recipients and we couldn't be more proud of their accomplishments.

We asked each of the participants to provide us with their insight from the competition (noting that they cannot share details about the case):

Selene Rodriguez

"This is the last year I get to compete and I was thrilled to place first place with Sophia! We both have busy schedules, but were committed in giving it our all. These competitions help us stay in tune with the ever-changing market and present to well-known HR professionals. Their feedback is crucial to our development and we were able to gather awesome feedback. I am grateful to everyone involved in making sure the event runs smoothly and for all the judges that took time from their weekend to listen to us present."

Sophia Muirhead

"As always, SHRM goes all out for the competition! It was a wonderful time, and there were loads of amazing networking opportunities! Rachel and Afton were both there to cheer us on, and though we weren't allowed to discuss the case with them, their presence alone was reassuring! We are blessed to have them both as mentors.

"I appreciated the time and effort that was put into making the competition run smoothly, UVU always provides a great space for judges, sponsors, and students to come together. The judges were insightful into the case, and really tested us on our knowledge! After competing, we were able to speak casually with other teams, and I was excited to see the bright and diverse minds entering the HR profession! It's always a lovely experience, and I would recommend it to any students who are interested in HR."

Congratulations Selene and Sophia!



Sophia Muirhead, Rachel Child (NUHRA President), Selene Rodriguez