

NUHRA Newsletter

December 2025

www.nuhra.org

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President's Address

Happy Holidays!

It has been a year! Thank you all for bearing with me as we weathered 2025.

This year we welcomed many new members into our chapter. Thank you for joining NUHRA and telling your colleagues about us. Our goal is to add value to your life and career by helping you network with others, hear the content you need, and achieve certification or recertification.

In addition to our regular programming, we were able to hold a SHRM foundation drive at our half-day conference, as well as raise money for student scholarships at our golf tournament.

We also started and continue to develop an initiative in workforce readiness where we are putting together resources and a network of helpers for chapter members who lose their employment. It is still in the early development phases, but we still submitted it for a SHRM Impact Award and will continue to do so as it grows.

We have had an amazing year and I appreciate all of your participation and kind words.

I wish you all a very happy new year!

Christina London, SPHR, SHRM-SCP
 2025 NUHRA President

AFFILIATE OF





Upcoming Events

December Luncheon

When: December 18, 2025

Time: 11:30 A.M. – 1:00 P.M.

Where: Layton Courtyard Marriott & Zoom

Please join us for our December luncheon.

We'll hear from Jeanine Wilson on the Fundamentals of Coaching Employees.

Coaching is one of the most effective ways to develop employees, improve performance, and foster a positive workplace culture. Mastering coaching techniques can help you build stronger teams, increase engagement, and drive success.

Jeanine's leadership experience and knowledge of HR practices is broad and deep, with over 25 years of experience in diverse industries. Currently, through her consulting firm, Jeanine provides HR expertise to small and large organizations, including staff and leadership training, culture assessments, conflict resolution, internal investigations, individual coaching, and fractional HR support. Jeanine has a bachelors and masters degree in HR and teaches college HR courses.

This event will be submitted for credit to HRCI and SHRM.

Please RSVP by Monday, December 15.

January Luncheon

When: January 15, 2026

Time: 11:30 A.M. – 1:00 P.M.

Where: Layton Courtyard Marriott & Zoom

Leah Lobato will present to us on Reasonable Accommodations.

Leah Lobato is the Director of the Governor's Committee on Employment of People with Disabilities. The mission of this position is to help promote the employment and retention of individuals with disabilities in competitive employment by promoting public and private partnerships and efforts. She networks, connects with and trains state, regional, and national employers. She has a BS degree from the University of Utah and is a Certified Public Manager.

We will submit this presentation for SHRM and HRCI credit. Please RSVP by January 12.

February Ask an Attorney

When: February 3, 2026

Time: 800 A.M.

Where: Zoom

Please join us for our quarterly members-only Ask an Attorney Zoom meeting.

NUHRA 2025–2026 Calendar

December 18 Luncheon 11:30 – 1:00	January 15 Luncheon 11:30 – 1:00	February 19 Luncheon 11:30 – 1:00
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see calendar items in detail:

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Disabilities in the Workplace

This month, our speaker is a local expert on reasonable accommodations. We are fortunate to have her as a resource.

The following articles came to mind when considering disability:

The Benefits of Disability Inclusion in the Workplace

<https://www.ache.org/blog/2024/the-benefits-of-disability-inclusion-in-the-workplace>

How HR can support employees with disabilities

<https://www.peoplekeep.com/blog/how-hr-can-support-employees-with-disabilities>

It probably isn't hard to remember a time when hiring someone with a visible disability was met with resistance. The reasoning for the pushback probably seemed absurd but stemmed from years of faulty logic or a past experience from an era when accommodations weren't as abundant as they are now.

Unfortunately, we may also remember a time when that hire didn't work out – either didn't fit in or just couldn't get the work done. But is that different from any other hire? Some of them just don't work out or just don't fit in. All people fit into our statistics of hires that succeed and fail.

As HR professionals, I think by now we know the advantages of being inclusive in our workforce. We benefit from people with different experiences and are more than happy to support productive employees in whatever way is needed. What we need now is to explore the details, such as determining the reasonability of an accommodation request and how to make our workplaces more accessible.

We would love your commentary at this month's luncheon.