



# NEWSLETTER

July 2017 ISSUE

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## President's Address

Welcome to July's NUHRA Newsletter - I hope you are all enjoying the sun and warm weather now that summer is well under way. I most definitely am! I am looking forward to more summer fun, including our upcoming **NUHRA Golf Tournament**. Just a friendly reminder that our golf tournament will take place on Monday, July 31<sup>st</sup> at Mt. Ogden Golf Course.

If you're interested in becoming a sponsor or participating as a contestant, please visit [https://www.planmygolfevent.com/30579-NuhraGolf\\_2017/](https://www.planmygolfevent.com/30579-NuhraGolf_2017/) to register and for more information!

We're also on the lookout for swag to give away to participants. If your company is interested in donating some swag to this event, please don't hesitate to reach out and let me know! Your support would be very much appreciated and we'd love to help get your name out there as well.

Thank you all for making NUHRA a great SHRM Chapter to be a part of! I truly enjoy being a member of such an amazing society.

Sincerely,  
Alison Evans – President

## 2017 Board Members

- President | Alison Evans
- President Elect | Steven Maughan
- Secretary | Ronda Bateman
- Treasurer | Darrel May
- VP Membership | Dana Williams
- Communications | Trisha Clark
- Webmaster | Christina London
- Programs | Stacey Comeau
- Certification | Shauna Greer
- Hospitality | Michael Stanger
- Workforce Readiness | Tia Larsen
- Diversity | Kevin Smith
- Legislative Representative | Jesse Oakeson
- Public Relations | Kathy Hammerle
- Foundation Liaison | Heather Briskey
- Student Liaison | Pat Wheeler
- Student President | Curtis Waite
- Golf Committee Chair | Shawn Choate
- Past President | Veronica Akers

AFFILIATE OF



SOCIETY FOR HUMAN RESOURCE MANAGEMENT



# Upcoming Events

## July Luncheon

July 20<sup>th</sup> @11:30 a.m.

**Davis Hospital & Medical Center  
1600 W Antelope Dr., Layton**

Presenter | Ascanio Pignatelli – E3 Solutions  
“How to Drive Engagement with Energy Leadership”

## Annual Golf Tournament

Monday, July 31<sup>st</sup>

**Mt. Ogden Golf Course  
1787 Constitution Way Ogden, UT**

Visit [www.nuhra.org](http://www.nuhra.org) for more information  
on attending or sponsoring the event

## September – Crossroads Conference

September 19<sup>th</sup> & 20<sup>th</sup>

**Utah valley Convention Center  
220 W Center Street, Suite 200 Provo, UT 84601**  
<http://utahcrossroadsconference.org/>



**DOL STILL LOOKING AT OT REGULATION SALARY INCREASE:**  
The United States Department of Labor (DOL) apparently still is considering increasing the minimum salary an employer must pay to an employee in order for that employee to be exempt from overtime pay under the Fair Labor Standards Act (FLSA). The current salary threshold is \$455/week, or \$23,660/year. Last year, DOL issued regulations that doubled these minimum salaries, but a court put the new regulation on hold. The Trump administration is considering what to do with them now. New DOL Secretary Alexander Acosta suggested in his confirmation hearings that, due to the increase in the cost of living, the salary amount should be increased to somewhere around \$33,000/year (which is about \$635/week). DOL is expected to soon request information from the public on this issue. *(courtesy of Jones Waldo)*

# Watch Out for These 8 Workplace Bully Personality Types



By: Tim Gould via HRMorning.com

Workplace bullies have always been on the scene. But they’re now being recognized as productivity killers and potential legal threats to employers.

Some researchers claim one in every three employees will experience bullying at work. And the experts say bullying costs businesses more than \$200 billion a year due to decreased productivity, increased absenteeism and high turnover.

A partial rundown of the corrosive effects of workplace bullying:

- reduced productivity, efficiency and profitability
- higher absenteeism, sick time and employee turnover
- decreased morale and loyalty
- increased costs due to recruitment and retraining
- increased workers’ comp claims
- indirect costs though time spent dealing with bullying situations
- negative effects on the company’s image
- potential fines for not abiding by occupational health and safety laws
- legal costs from employees who bring lawsuits, and
- potential increases to insurance and workers’ comp premiums.

## Workplace Bully cont.

Bullying isn't automatically illegal. However, behaviors commonly associated with bullying often overlap with other behaviors that are illegal, such as harassment or bias.

### The 8 most common bully personalities

Anton Hout, founder of OvercomeBullying.org, identifies these eight bully types:

- 1. The Screaming Mimi.** This is the most easily recognizable type of workplace bully. Screaming Mimis are loud and obnoxious, and their abusive behavior is meant to berate and humiliate people. They thrive on the notion that others fear them.
- 2. The Two-Headed Snake.** To a co-worker's face, this employee acts like a trusted friend or colleague. However, when the co-worker is out of earshot, this person will destroy his colleague's reputation, stab him in the back and even take credit for his work.
- 3. The Constant Critic.** This bully's goal is to dismantle other people's confidence through constant – and often unwarranted – criticism. A critic will look for any possible flaw in someone's work and labors tirelessly to kill that person's credibility. Impeccable work? No problem: This type of bully isn't above falsifying documents or creating evidence to make others look bad.
- 4. The Gatekeeper.** Every office has at least one employee who gets off on wielding his or her power over others – regardless of whether that power is real or perceived. Gatekeepers deny people the tools they need – whether it's resources, time or information – to do their jobs efficiently.
- 5. The Attention Seeker.** This type of bully wants to be the center of the action at all times. They'll try to get on their superior's good side through consistent flattery and even come on as kind and helpful to their peers – especially the newer employees. However, if co-workers don't provide the right amount of attention, these bullies can quickly turn on them. Attention seekers are often overly dramatic and relate everything to something that's going wrong in their own lives to garner sympathy and control. These bullies also have a tendency to coax personal info out of new employees – only to use it against them later.
- 6. The Wannabe.** This is an employee who sees himself or herself as absolutely indispensable and expects recognition for everything. But Wannabes aren't usually very good at their jobs. To compensate, these bullies spend a majority of their time watching more competent workers and looking for areas of skilled workers' performance to complain about. Wannabes will demand that everything is done their way – even when there are better ways of doing things. Because they're automatically opposed to others' ideas, they'll do everything in their power to prevent changes to their work processes.
- 7. The Guru.** Generally, there's nothing wrong with this bully's work performance. In fact, it's not unusual for a Guru to be considered an expert in his or her own niche area. What these bullies offer in technical skill, however, they severely lack in emotional maturity.

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Help Support the WSU Student  
SHRM Chapter Scholarship Fund

MONDAY, JULY 31<sup>ST</sup>  
Mt. Ogden Golf Course

*The event will include a 4-person  
scramble, lunch and awards receptions  
following the golf.*

Check-in will begin at 7:30 a.m.

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## Workplace Bully cont.

Gurus see themselves as being superior to their co-workers. As a result, they don't consider how their actions will affect others, aren't able to fathom the possibility that they can be wrong and don't accept responsibility for their own actions. In addition, because these bullies feel as though they're "above it all," they don't always feel compelled to follow the same rules as everybody else.

**8. The Sociopath.** Intelligent, well-spoken, charming and charismatic, sociopaths are the most destructive bullies of all. Reason: They have absolutely no empathy for others, yet they are experts at manipulating the emotions of others in order to get what they want.

These bullies often rise to positions of power within the company, which makes them extremely dangerous. Sociopaths tend to surround themselves with a circle of lackeys who are willing to do their dirty work in exchange for moving up the ranks with them.

### 5 policy keys

The best defense a company can have against workplace bullying is a clearly worded policy that prohibits any type of bullying behavior.

Here are some components every good anti-bullying policy should include:

- a clear definition of what is considered bullying – along with a list of some of the actual behaviors that meet the definition
- an outline of how employees can report bullying, including guidance on what to do when the bully is the manager
- a detailed explanation of the complaint and investigation process that will take place
- a "no retaliation" clause to help employees feel safe about reporting problem behavior, and
- a list of consequences of violating the anti-bullying rules.

## Starting Salaries for 2017 College Grads Hit All- Time High



*Entry-level salaries are up 14% since the recession;  
STEM jobs are highest-paid*

*By: Stephen Miller, CEBS via SHRM*

There's good news for recent college graduates: Average salaries in the U.S. for people receiving undergraduate degrees in 2017 are at an all-time high, according to a recent study by pay consultants at the Hay Group division of Korn Ferry.

Researchers analyzed salaries of 145,000 entry-level positions from more than 700 organizations in the United States. A key finding: 2017 college grads will make on average \$49,785 annually—3 percent more than the average for 2016 graduates (\$48,270).

Adjusted for inflation, 2017 grads will make 14 percent more than those who graduated in 2007, just months before the start of the Great Recession.

"With unemployment rates back down to pre-recession levels and jobs requiring more highly specialized skills, companies will need to offer competitive compensation packages if they hope to attract top talent," said Benjamin Frost, Korn Ferry Hay Group's global product manager.

### STEM Careers Still Pay the Most

As in years past, those beginning science, technology, engineering and math (STEM) careers can expect to garner the best starting salaries. In an analysis that looked specifically at 25 entry-level professional roles, the five highest-paying positions were as shown below:

Best-Paying New-Graduate Professional Jobs		
Occupation	Average salary	Relative to average entry-level professional salary
Software developer	\$65,232	+31%
Engineer	\$63,036	+27%
Scientist/researcher	\$58,733	+18%
Environmental professional	\$56,660	+14%
Source: Korn Ferry Hay Group.		

The five lowest-paying salaries from the entry-level professional roles that were analyzed were:

Lowest-Paying New-Graduate Professional Jobs		
Occupation	Average salary	Relative to average entry-level professional salary
Call center specialist	\$44,247	-11%
Claims examiner	\$41,158	-17%
Customer service representative	\$37,508	-25%
Category assistant—retail	\$35,592	-29%
Source: Korn Ferry Hay Group.		

## College Grads. Cont.

### Salary Differences in Major Cities

Of seven major cities across the U.S. that were analyzed, San Francisco is the place to be for college grads who want to make the most money (although it's also among America's most expensive places to live).

The average salaries for recent grads in these seven cities are:

- San Francisco: \$62,829
- New York: \$60,190
- Los Angeles: \$55,709
- Chicago: \$54,515
- Minneapolis: \$53,121
- Dallas: \$50,084
- Atlanta: \$49,038

### Internships Lead to Hires

"We're seeing a trend toward companies hiring summer interns between their junior and senior years of college, and then making offers for full-time employment right after the internship ends," said Adam Blumberg, vice president for key accounts at Korn Ferry's Futurestep, which handles recruitment services. "It may be nine months before the graduate is ready to start, but this practice keeps the really talented new professionals out of the interview process and committed to the company for which they interned."



## THE LIGHTER SIDE OF HR



A dozen HR professionals and hiring managers out of a poll of 2,201 shared excuses they've heard from employees arriving late to work that are so horrible, they're awesome.

These were the crown jewels of the survey, conducted by Harris Poll on behalf of the surveying masters at CareerBuilder:

1. **Zebra congestion.** Employee claimed a zebra running down the highway held up traffic (turned out to be true).
2. **Rough night.** Employee woke up on the front lawn of a house two blocks away from his home.
3. **Feline shenanigans.** Employee's cat got stuck in the toilet.
4. **Couldn't make breakfast.** Employee ran out of milk for cereal and had to buy some before getting ready for work.
5. **Cozy parking.** Employee was late to work because he fell asleep in the car when he got to work.
6. **Temporary blindness.** Employee accidentally put superglue in her eye instead of contact lens solution, and had to go to the emergency room (wonder if she drove herself).
7. **Free candy = national holiday.** Employee thought Halloween was a work holiday.
8. **Roofing issues.** Employee said a hole in the roof caused rain to fall on the alarm clock and it didn't go off.
9. **The suspense was brutal.** Employee was watching something on TV and really wanted to see the end.
10. **Short-term memory loss.** Employee forgot that the company had changed locations.
11. **Tangled.** Employee got a hairbrush stuck in her hair.
12. **Boogeyman paid a visit.** Employee was scared by a nightmare.

