

NUHRA Newsletter

July 2020

www.nuhra.org

2020 Board Members

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SHRM Foundation	Elizabeth Phillips
College Relations	Rachel Child
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Past President	Tia Larsen
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INSIDE THIS ISSUE

2020 Board Members	1
President's Address	1
HR Change Agent	2
Good News	2
Upcoming Events	3

President's Address

Thank you for staying with us. We have great attendance for our monthly virtual meetings and can't wait until we can meet again in-person.

Our August Half-Day Conference has been moved to a virtual format and will be held on August 20. We hope to meet in person, but will move to a virtual meeting if necessary.

At this time, we have chosen to cancel our annual golf tournament. We appreciate your continued support and look forward to holding this event in 2020. We will still fund a scholarship for a WSU HR student; this is a long-time tradition that we plan to continue.

I hope everyone is doing well during this continued COVID pandemic.

See you soon!

Ronda Bateman
 2020 NUHRA President



HR Change Agent

One of the many hats that HR wears is that of change agent. There were years where this hat may have become rather dusty, as HR was pushed to the corner and management insisted that companies leave things the way they have always been done.

HR has been consistent in having and embracing the vision of continual improvement. Today's news of people wanting less bias and more inclusion isn't really news to HR; it's something HR has been pushing for years. Employment laws prohibiting discrimination based on protected classes were a start, but it didn't follow employees up the career ladder. It didn't push past the glass ceiling.

These times may seem stressful: earthquakes and associated safety concerns; the pandemic and the desire to keep employees safe, healthy, and productive; and the latest riots and concerns over racial equality and inclusion. These times may *seem* stressful, but they may also be the catalyst needed for others to see the vision HR has had all along. Now is the time for the Change Agent to step forward, dust off the hat, and gently guide management into doing the right thing, not because of social pressure, but because they are right for the organization. Unless management sees the potential benefits of a culture of inclusion, no change will last or work the way it was intended.

As it says in Frozen II, "When one can see no future, all one can do is the next right thing."

It has been a slow road for HR to enact the changes that have proven to make organizations stronger, and it may still be a slow road ahead, but don't panic. This isn't anything new and we are all in this together. Let's press on and not just hope, but *work* for a better future.

Good News

We want to welcome our newest NUHRA members:

- Jennie Gordon
- Gwen Johnston

Thank you for joining! We can't wait to meet you.

Have you noticed our new logo?



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

Upcoming Events

July Meeting

When: July 16
Time: 12:00 – 1:00
Where: Zoom

Tara Ross from GetHealthyUtah.org will present to us on Worksite Health and Wellness.

Please RSVP before noon on July 13.

We traditionally do not meet in September, so members may have time to attend the Utah SHRM Conference.

This year’s conference has been renamed the Work Elevated Conference (WECon) and will be held Sept. 22-23. <https://weconutah.com/>

October Meeting

When: October 15
Time: 12:00 – 1:00
Where: Zoom

Nancy Conway, Field Services Director for SHRM, will present to us.

Please RSVP before noon on October 12.

Join us for our annual conference now in August!

Location: Held Virtually on Zoom

Price: Free to NUHRA members; \$50 for members of another Utah SHRM chapter; \$75 for non-members

We’ll have a five-minute break between speakers.

- 8:00 Christine Wzorek on Human Capital Strategy
- 9:00 Kathleen Weron on Workplace Relationships
- 10:00 Roger Connors on Coaching
- 11:00 Legal Update by Jesse Oakeson & Mark Tolman
- 12:00 Wrap Up and Chapter Business

This conference has been approved for HRCI & SHRM credits.

Invite a friend! Members come for free. Non-NUHRA members who are members of another Utah SHRM chapter may attend for only \$50. Non-Utah SHRM members may attend for \$75.

NUHRA 2020 Calendar

<p>July 16 Meeting Zoom 12:00 – 1:00</p>	<p>August 20 Annual Conference Zoom 8:00 – 1:00</p>	<p>October 15 Meeting Zoom 12:00 – 1:00</p>
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see calendar items in detail:

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