



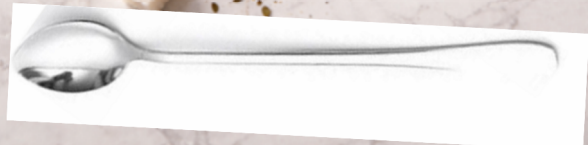
Northern Utah

A monthly report of the happenings of the SHRM-Northern Utah chapter and information to support Human Resource professionals.



Visit us at www.NUHRA.org

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Contents

Board Members	2	Ethical Governance and Transparency	3
President’s Address	2		
Upcoming Events.....	2		

Board Members

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President’s Address

Welcome to the last month of Q1. My how time flies!

As we continue our rebrand to Northern Utah SHRM, we will do our best to keep you up to date with any changes to contact information. The President's email and communications emails will need to change eventually.

Other than that, we are looking forward to our half day conference on the 19th. We have a great set of speakers lined up, breakfast and lunch and 4 CE credits. What could be better? Well, probably several things, but you could certainly do worse by staying in the office.

We are starting to be more intentional about welcoming new faces. We will be posting slides at the luncheon. Take the time to connect with each other on LinkedIn. You know what they say: the best time to build your network is yesterday.

Watch for the announcement of the golf tournament. We'd also love to see you as a judge for the Utah SHRM Case Competition on Saturday March 21st.

Till next month!

Rachel Child
2026 SHRM Northern Utah President

Upcoming Events at a Glance

See calendar items in detail at ww.NUHRA.org.

<p>March 19, 2026 Conference 7:45 – 1:15 Courtyard Marriott</p>	<p>April 16, 2026 Ask an Attorney 8:00 – 9:00 Zoom</p>	<p>May 21, 2026 Luncheon 11:30 – 1:00 Courtyard Marriott</p>
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Ethical Governance and Transparency

Does your organization have a Code of Ethics? Probably so. Have you dusted it off recently?

While ethics are something that shouldn't necessarily change, it is good to be familiar with your policy and make sure you are using it. Or is it one of those policies that exists in writing, but not in practice?

Ethics can include items such as conduct and behavior, including transparency in decision-making, non-discrimination, handling data appropriately, and including a confidential way to report unethical behavior.

It may seem obvious, but harder in practice, but we must remember not to reward unethical behavior. Often, when employees are incentivized for their end results, without looking at the process they used to get there, we can inadvertently reward unethical behaviors. We should review our performance reviews and incentives to ensure that our ethics policies aren't being trampled or overlooked.

For more information, you may want to review the following articles:

<https://www.forbes.com/councils/forbeshumanresourcescouncil/2023/05/25/why-ethical-and-transparent-hr-decision-making-is-crucial-to-team-success/>

<https://www.hrci.org/community/blogs-and-announcements/hr-leads-business-blog/hr-leads-business/2022/02/14/hr's-ethics-in-the-digital-age-of-hr>

<https://www.shrm.org/topics-tools/tools/toolkits/introduction-to-human-resources-discipline-ethics-corporate-social-responsibility-sustainability>