



March 2016

NUHRA Newsletter

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President's Address



Happy March to you all!

I hope you all have enjoyed the change in time recently! Spring is here shortly, even though we see snow on the mountain tops.

Thank you to everyone who attended the February meeting. Although I was not able to attend myself, I was told it was a great presentation.

In March we will be hearing from Diane Passey with Intermountain EAP who will help us with managing difficult people. This is always a timely subject as many of us deal with this frequently.

As mentioned last month, our website is still being worked on. We do hope to have it up and going as soon as possible. Just as a reminder, the rest of 2016 is set up as follows:

April - Sandra Abbey with Leadership Discovery will be speaking on Courageous Leadership

May – ½ Day Conference – we have several great speakers attending this yearly conference held at the OWATC.

June – Joe Tae with GBS on Current Legal Relations

July – Matt Garner with Longboard Public Relations talking about Public Speaking Skills

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Main Article Title

Feb 5, 2015 / by Kurt Naasz

TO BE OR NOT TO BE INCLUDED IN BUSINESS COMMUNICATIONS, THAT'S THE EMOJI QUESTION



Emoticons and emoji are increasingly finding their way into workplace e-mails and texts. That may or may not be a good thing, but do HR professionals need to address the issue in employee handbooks?

Here's the good news: no one is suggesting that you drop everything and immediately update your policies to spell out the different characters and symbols employees can and can't use. Nevertheless, it's a communications trend worth paying attention to.

First, let's review the terminology. *Emoticons* are the character strings you can type out and look at sideways to discern facial expressions, such as :-) for a happy face and :- (for a sad face. *Emoji* (some people prefer "emojis" for the plural) have more variety and color, kind of like Dorothy in Oz

instead of Kansas. Their usage is common in texting and other arenas, including Twitter, Pinterest, Skype and Gmail. To see some of the most popular emoji, you can check out a [top 100 list](#) compiled by DataLab or visit emojitracker.com.

Pros and Cons

Technological advances are transforming our methods of communicating. As we rely more on e-mail and text-based communications, one of the challenges is the lack of subtle cues that would be present in face-to-face or voice conversations. Emoticons and emoji are often touted as a means of adding an emotional dimension that would otherwise be absent, but they can also be viewed as informal and unprofessional.

Researchers explored this issue in [one study](#), which showed that a smiley emoticon in a business e-mail gave it a more positive tone and caused the sender to be viewed as friendlier, though less professional. In a separate [examination of several studies](#), the author put a more favorable slant on the use of emoticons and emoji, saying they're okay in business and don't really affect credibility.

If you decide to give the use of emoji an official 👍 at your workplace, there's another issue to be aware of, and that's a lack of diversity. For instance, you're likely to find that the [Keebler elves](#) are more diverse than the emoji characters on an iPhone. However, this won't be the case for long, according to [recent](#)

Upcoming Events

April Luncheon

When: March 17
Time: 11:30 – 1:00
Where: Jeremiah’s

Sandra Abbey will present on Courageous Leadership.

Please RSVP before noon the Monday prior to Ashley Wendt.

& Medicare

11:30 - 12:30: Lunch Service & Networking
12:30 - 1:30: Erika Atwood: FMLA/ADA/WC Bermuda Triangle
1:30 - 1:45: Wrap Up and Door Prizes

RSVP by May 1.

Non-NUHRA members may attend for only \$50! Apply now for Custom Fit funding to have the \$50 waived.

These events have been pre-approved by HRCI and SHRM.

May Half Day Conference

When: May 19
Time: 7:45 – 1:45
Where: OWATC

7:45 - 8:00: Registration, Continental Breakfast
8:00 - 9:00: Brenda Yamagata - Getting a Seat at the Table
9:00 - 9:15: Break
9:15 - 10:15: Jesse Oakeson & Mark Tolman/ Legal Update
10:15 - 10:30: Break
10:30 - 11:30: Tyler Petersen: Social Security



NUHRA 2016 Calendar

<p>March 17, 2016 Luncheon Jeremiah’s 11:30 – 1:00</p>	<p>April 21, 2016 Luncheon Jeremiah’s 11:30 – 1:00</p>	<p>May 19, 2016 Half Day Conference OWATC 7:45 – 1:45</p>
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see calendar items in detail:

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Main Article Title, continued from page 2

[reporting](#) by NPR and other news outlets, as coders are already working to solve the problem.

Which brings us back to the question of whether you should take a formal stance on the use of emoticons and emoji in workplace communications. The research doesn't provide a definitive answer, but if you want to add something to your company policies, here's a one-sentence recommendation: "Because emoticons and emoji suggest a certain level of familiarity, you should reserve their use for contacts, clients and colleagues you know well."

And now, with the hope of engendering some real-life smiles, I'll call your attention to some emoji-related humor geared specifically to HR professionals in an irreverent [blog post](#) by Tim Sackett. You might—or might not—want to check it out. ;-]

Kurt Naasz is a 26-year veteran of Bloomberg BNA, with more than 20 years covering issues related to human resource management. Naasz is a graduate of the University of Washington.



Opinions here

Do you believe emoticons have a place in business communication? Send me your professional opinion at karen.johnson@rescare.com. Results will be reported in next month's newsletter.

Karen's advice to self: Wait until the other person uses an emoticon before using one yourself.

President's Address continued from page 1

August – Annual NUHRA Golf Tournament

September – Annual State Crossroads Conference

October – Scott Ferrin, our National SHRM Field Services Director

November – David Wiseman with Predictive Index

December – Roger Knecht with Universal Accounting

I hope everyone will join us for as many of these meetings as possible. We have SHRM and HRCI credits for most of the meetings and are working on the last few months' credits now.

One last thing – I'd like to thank the NUHRA Board for their help and hard work on helping make NUHRA such a great chapter! We do have a couple of openings, so if you have an interest on joining our fun Board, please contact me.

SHRM CERTIFICATION

SHRM EXAM WINDOW:

May 1 – July 15, 2016

APPLICATION DEADLINE:

March 25

LATE APPLICATION DEADLINE:

April 15

APPLY TODAY!

shrmcertification.org/apply/march

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