

NUHRA Newsletter

November 2025

www.nuhra.org

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College Relations	Rachel Child
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Past President	Shauna Greer
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President's Address

Happy Thanksgiving!

I am so thankful for all of you! It has been so fun to be part of NUHRA for as many years as I have. I feel like my network is my family. Many of you have contributed greatly to my life and my success and I truly appreciate it.

I am also grateful to our board – they work behind the scenes to keep NUHRA running strong. Soon, I'll have them all introduce themselves to you.

I can't wait for this month's speaker – come learn more about retirement plans and their strategic advantage.

Also, thank you for voting last month. Our bylaws were approved and our 2026 board was approved!

See you soon!

Christina London, SPHR, SHRM-SCP
2025 NUHRA President



AFFILIATE OF



Upcoming Events

November Luncheon

When: November 20, 2025

Time: 11:30 A.M. – 1:00 P.M.

Where: Layton Courtyard Marriott & Zoom

Please join us for our November luncheon.

Michael Sayre will present "Wealth Management for Your Employees."

In a competitive labor market, your retirement plan can be more than a benefit—it can be a strategic advantage.

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

Please RSVP by Monday, November 17.

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.

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.

NUHRA 2025–2026 Calendar

November 20 Luncheon 11:30 – 1:00	December 18 Luncheon 11:30 – 1:00	January 15 Luncheon 11:30 – 1:00
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see calendar items in detail:

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Gratitude

As we approach Thanksgiving, considering gratitude in the workplace and what it can do for us as employees, employers, and as people, could be a good idea.

Here are some articles worth reading:

The Power of Thank You

<https://www.shrm.org/topics-tools/news/hr-quarterly/the-power-of-thank-you->

Why Gratitude in the Workplace is Crucial – And Part of Compensation

<https://www.forbes.com/sites/allbusiness/2025/08/15/why-gratitude-in-the-workplace-is-crucial-and-part-of-compensation/>

Being thankful: what 12 days of gratitude journaling can do for your employees

<https://www.humanresourcesonline.net/being-thankful-what-12-days-of-gratitude-journaling-can-do-for-your-employees>

Gratitude in the workplace, as shown above, invokes many different ideas and feelings. Performance reviews and feedback, compensation and bonuses, and expressing thanks – even just recognizing the things for which we are thankful. There is a lot to consider.

Consider your current state – does your compensation plan or performance review plan show proper gratitude? Do people express their gratitude in the moment and at appropriate milestones? You may not have the budget for a fancy employee recognition system or to start handing out cash, but if done correctly and in the appropriate circumstances, a thank you can go a long way.