



October 2025

NUHRA Newsletter

www.nuhra.org

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SHRM Foundation	Ronda Bateman
College Relations	Rachel Child
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Past President	Shauna Greer
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President's Address

Welcome back!

We have had a long break from programming, due to our golf tournament and state Work Elevated Conference. We are excited to be back and finish the year strong.

In October, we vote for our NUHRA board of directors. Please watch for an email with a survey. It should take less than five minutes to complete, and we do appreciate your input.

We are so excited for this month's speaker. We hope to see you there!

Christina London, SPHR, SHRM-SCP
2025 NUHRA President

AFFILIATE OF

SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

Upcoming Events

October Luncheon

When: October 16, 2025

Time: 11:30 A.M. – 1:00 P.M.

Where: Layton Courtyard Marriott & Zoom

Please join us for our October luncheon. Benjamin Coles from Alliance Wealth Advisors will present "How to Be Able to Retire".

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

Please RSVP by Monday, October 13.

Ask An Attorney

When: November 4, 2025

Time: 8:00 A.M.

Where: Zoom

RSVP for our quarterly Ask An Attorney event. It will be a members-only zoom and we welcome your questions.

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.

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

Please RSVP by Monday, November 17.

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 November luncheon.

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

Please RSVP by Monday, December 15.

NUHRA 2025 Calendar

October 16 Luncheon 11:30 – 1:00	November 20 Luncheon 11:30 – 1:00	December 18 Luncheon 11:30 – 1:00
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see calendar items in detail:

www.nuhra.org

The Rise of Incivility

In January, SHRM came out with a list of seven trends that will shape HR in 2025. Number four on the list was “The Concern Rise of Incivility.” Check the article out at <https://www.shrm.org/topics-tools/news/hr-quarterly/7-trends-that-will-shape-hr-in-2025>.

As you know, SHRM has been concerned about civility for at least a year now. We know that religious and political (well, some of them) leaders are also concerned. Factors contributing to incivility include political viewpoints, disagreements on social issues, generational gaps, racial or ethnic differences, and the direction of US society.

No matter what drives someone to be rude, there is always an underlying choice. You choose to use your voice and you choose which words and what tone you use. This can take a lot of strength. You may need to bite your tongue more than is comfortable, but there always is a choice. The choice may be choosing not to hold back. You may choose to never bridle your tongue or to never stop to think about the impact of your words. It is all a choice. The choice to be a jerk or the choice to be a decent human being.

In Utah’s recent news we have seen troubling times. Murder in various forms and for various reasons, automobile accidents, drownings, etc. These experiences bring pain and pain triggers various emotions. One thing is always guaranteed: there is going to be at least one jerk in the comments section of the news article. One person to make the family’s pain even worse, one person to try to place blame without all of the information, or someone to rub salt in the wound.

We don’t need this toxic culture in our workplaces. SHRM recommends being clear about the culture you want and ensuring leaders model it. I’d take it one step more – make sure leaders don’t permit a culture of incivility. Practice with them how they might shut it down before it takes root and grows.

Let’s foster workplace cultures of civility and trust, and make them safe places for our employees.