



September 2025

NUHRA Newsletter

www.nuhra.org

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President's Address

We appreciate all of your support at our annual golf tournament last month! It was the perfect day for golf. The students are so grateful for the scholarship money we were able to raise to help with their HR degrees.

In September, we are looking forward to Utah SHRM's Work Elevated Conference, so we will not hold a NUHRA luncheon this month.

We will be back in October with our regularly scheduled luncheon.

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:

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AI Generated Resumes

What are your thoughts on AI Generated resumes?

AI has been in the world long enough that we have a handle on how to use it for good vs. bad. For example, some of us have had to amend our handbooks or hold trainings to specifically tell people not to try to pass off work copied and pasted from AI as their own. But did everyone get the memo?

We all know that AI can be used for good. It can generate ideas, show us possible scenarios or layouts without having to put hours of effort in just to be shot down, and even help us write job descriptions (with a lot of deleting and editing involved).

For example, Canva has a resume template. That's all it is - a template. You copy and paste your own information into the template, and it makes it look nice.

Resume-Now.com has a similar template. It even allows you to import your resume.

There are several sites that review your resume and suggest improvements. These are all helpful tools. What isn't helpful is having a program (or person) write a fictitious resume with your name on it.

I recently spoke to a hiring manager (not at my firm) who had received three nearly identical resumes for his position. Note that this was a very specific position and title, that isn't very common. To have three people who have had the exact same position before stood out. He discovered that the only differences in the resumes were the name of the candidate and the name of the company at which they were supposed to have worked. It would be one thing if this was a job flipping burgers at McDonalds. You could flip burgers anywhere and probably use the same wording on a resume, but this job isn't one of those jobs.

His question was - is this some sort of overseas operation hoping to get the job so they can contract it out and have several people doing the work or are people stupid enough to take an AI generated resume and try to pass it off as if it were their own - and three people for one job?

It would be fun to hear what you have encountered in your work, whether it is AI generated resumes or something else.

Be smart people! Do your own work.

- Christina London