

Newsletter

OUR MISSION Use our collective voice to foster the business community and empower the HR professional with education of best practices and strategic leadership.

PRESIDENT'S MESSAGE

SCOTT WIRTH, SHRM-SCP, SPHR



Summer is in full swing! I hope each of you has been able to get away from solving all the issues at work and enjoy some relaxation time with family and friends!

Recently, I was fortunate to be able to attend my first National SHRM conference! It was held in New Orleans and what an experience! I have been to other national conferences for school board and PTA associations, but never to an event as large as the SHRM conference. 15,000 people were in attendance and the number of break-out sessions was staggering. There wasn't enough time to attend all the sessions I was interested in. And the exhibit hall! There were so many vendors that a person could really have spent an entire day there alone. I could have filled a small suitcase with promotional goodies, but I resisted. If you haven't been to the conference, I would recommend it and I would advise a person to wear comfortable walking shoes.

As we move through summer and into the fall, I thought I would provide some of the upcoming HR-related opportunities. Please share these with non-members and encourage them to attend as a guest and see what FMHRA is all about!

FMHRA sponsored (see FMHRA website for registrations):

- Monthly program (in-person or virtual at the Avalon)
- Food-for-thought sessions (virtual)
- Monthly coffee connects (virtual)
- Book Club: Wine and Wisdom (in-person at Porter Creek)
- Certification prep class (Sept-Dec; in-person; location TBD)
- Board position recruitment events (Aug-Sept; virtual)

Regional/National sponsored:

- North Dakota State SHRM conference (Sept 19-21 in Fargo)
- Minnesota State SHRM conference (Oct 10-11 at Mystic Lake Casino)
- National SHRM conference (June 11-14, 2023 in Las Vegas)

Have a great rest of your summer and start to consider running for a position on the FMHRA Board in 2023. Open positions will be announced soon!

Thanks!

Scott

SUMMER
FUN!

INSIDE THIS ISSUE

President's Message.....	1
Welcome New Members.....	2
Platinum EXCEL Award.....	2
Programming Update.....	3
Programming Continued.....	4
Legislative Update.....	4
Upcoming Events.....	5
Certification Central.....	5
Book Club.....	5
Local Events.....	6
March Board Meeting Minutes.....	7
April Board Meeting Minutes.....	8
FMHRA Board Members.....	9

WELCOME NEW MEMBERS!

Tina Valeu, Mayville State

Sarah Landsen, National Hospitality Services

Andrea Leedahl, National Hospitality Services

Julie Lovell, National Hospitality Services

Alicia Tribble, Job Service

Angela Arneson, Goldmark

Josie Hayden, Valley Veterinary Hospital

Sarah Honzay, TrueNorth Steel

Evan McGauvran, Noridian Healthcare Solutions

Sam Miranda, Fargo Jet Center

Lindsey Stacklie, Fargo Jet Center

David Eide, MState - Student

Georgina Sandoval, NDSU - Student

Amanda Carlson, Cardianl IG

Casey Friedrich, Park Company Realtors

Joe Hedin, Cass County Sheriff's Office

Sasha Peterson, Midland Garage Door

Meagan Waldahl, Brunswick

Dean Haaland, Cass County Sheriff's Office

Stephanie Hagelstrom, Catholic Charities ND

Christina Traen, Noridian Healthcare Solutions

Kelsey Mason, Elinor Coatings, LLC

Paula Garner, GHR Consulting

Tonya Scott, Plains Art Museum

Sarah Seykora, Noridian Healthcare Solutions

FMHRA—it's also recognition of their focus and determination to cause the effect to make great workplaces", said Johnny C. Taylor, Jr., SHRM-SCP, president, and chief executive officer of SHRM. "Their HR leadership is exemplary."

The EXCEL Award can be earned at four levels: bronze, silver, gold and platinum. Each level has a prescribed set of requirements and accomplishments that must be met. FMHRA will receive recognition in SHRM publications and at conferences, a logo to display on its website, and information to share with its members about the significance of this award.

**SHRM
EXCEL**
PLATINUM CHAPTER
2021

SUMMER SOCIAL

FMHRA Members and volunteers took part in our first summer social event at the Fargo-Moorhead RedHawks game on June 7th! This was an opportunity for us to celebrate the season, our members, our volunteers, and another great year of FMHRA! Not only did the RedHawks pull off a win against Sioux Falls (4-1), one of our very own members caught a foul ball!



FMHRA EARNs SHRM PLATINUM EXCEL AWARD!

[Fargo, ND], May 9, 2022 - SHRM (the Society for Human Resource Management) recently awarded FMHRA its prestigious EXCEL Platinum Award for its accomplishments in 2021.

The EXCEL award is given to state councils and chapters to recognize major accomplishments, strategic activities, and tactical initiatives that elevate the profession of human resources.

"SHRM's impact on the world of work is due to the dedication and efforts of our chapters and state councils like FMHRA. "The Platinum EXCEL Award is not only a celebration of the great work done by

PROGRAMMING COMMITTEE

OUR FOCUS: We gather monthly to discuss programming content wins and opportunities to offer the FMHRA community. We concentrate on events (in-person and virtual) covering a wide range of topics. To strengthen our topic and presenter selections we review all post-event survey feedback thoughtfully.

WHAT WE'VE BEEN UP TO: Our Programming Committee members have been enjoying a busy summer which included our FMHRA Night with the Redhawks event (shout out to event planners Kevin Cronen and Brett Longtin for the fun had by all) and an upcoming Programming Committee "Appy Hour."

The Committee still has an open Operations role. This role is responsible for recording meeting minutes, keeping committee documents up-to-date, and assisting in event planning. As a benefit, this role receives a full paid FMHRA membership as well as fully paid attendance to our all-day training sessions.

SURVEY RESULTS:

March Monthly Meeting: *Let's Talk About Goals!* with Jodee Bock (93.7% Satisfaction rate)

Comments: "I enjoyed the speaker's alternative and less common approach to goal setting. Her method for goal setting isn't typically seen in the workplace, and I think it's a great way to promote personal and professional growth."

Feedback: "Focus was on personal goals. I would've liked to hear more about how the concepts could be adapted and used in the workplace."

April All-Day Training: *The Privilege of Leading* with Ted Schick (100% Satisfaction rate)

Comments: "I always love listening to Ted as he is such a dynamic speaker. Always very interactive with the audience to keep everyone so engaged throughout the day. A lot of great info as well!"

Feedback: "Didn't have one! It was the best workshop I have EVER been to." "THE ROOM WAS COLD."

April Monthly Meeting: *Servant Leadership* with Ted Schick (97.3% Satisfaction rate)

Comments: "The presenter's content on servant leadership. He was very inspiring, and I learned so much in this one hour!"

Feedback: "Technical issues caused a significant pause that put a damper on the overall presentation."

April Food for Thought: *Results Through Relationship Intelligence with Strength Development Inventory 2.0* with Michael Brown and Kyle Mening (95% Satisfaction rate)

Comments: "I took advantage of the free consultation session afterward to go over my survey results. It was very beneficial!"

Suggestions Received: "I barely remember this session. It would be helpful for these surveys to send them out the follow day and to also mention the speaker to spark our memory."

Continued on next page...

UPCOMING EVENTS

JULY 26TH

Food For Thought: *Empology - The Next Evolution of People Analytics* presented by Dr. Trav J. Walkowski, SHRM-CP, Chairman of Employometrics

3:30 - 4:30 pm via Zoom.

Join us to gain a general understanding of people analytics, how to get started, the pitfalls of data collection and interpretation and how to tell a story with the data you gather.

[Register here!](#)

AUGUST 2ND

Monthly Meeting: *Inspiring a Human-Centered Workplace* presented by Dan Riley, Co-Founder of RADICL

11:50 am - 1:00 pm via in-person OR Virtual. In-person registration includes lunch.

Learn all about human-centered workplaces, the history and critical importance of creating a human-centered workplace.

[Register here!](#)

COMMITTEE MEMBERS

Rachel Olson - Programming Director

Sabrina Olsen - President-elect

Calli Amandson Bakken, Communications

Jill Wenger, Analytics

Samantha Lower, SHRM-CP

Sue Zurn

Kristina Astrup, SHRM-CP, MBA

Kevin Cronen

Matt Nagel

PROGRAMMING CONTINUED...

May Monthly Meeting: *Honoring “Mental Stealth” and “Mental Wealth”: Can This Sneak Attack of COVID19 Make Us Smarter?* (65% Satisfaction rate)

Comments: “Gail gave some great insight to the effect from and after COVID19, and how we will be dealing with this at home and in the workplace for a least 2 more years.”

Feedback: “Was expecting more on mental health in the workplace and perhaps suggestions on how to address it, discuss it, and equip managers for those conversations. Unfortunately feel as though it was heavily centered around COVID19.”

Suggestions Received: “Remember Policy over Politics. It is not to say we shouldn't have speakers who discuss politics in the workplace, however, it should be how to handle not opinions that promote a political view of the presenter.”

May Food for Thought: *Supporting Mental Health in the Workplace* with Courtney Patt (83.5% Satisfaction rate)

Comments: “Topic. Having a knowledgeable speaker who also has the hands-on/personal perspective was fantastic.”

WHICH TOPICS WOULD YOU LIKE TO SEE AT FUTURE FMHRA WORKSHOPS?

- Employee relations and difficult conversations, talent acquisition
- Anything on employment law; mental health in the workplace; any topic on management; predictive indicator assessments.
- Ethics in HR
- More applicable mental health workshops. Employee engagement, retention, etc.
- I'm new to this group so maybe this has already been covered. I would like presentations on the changing workforce expectations. The pandemic changed people's priorities and what they are looking for in a work-life balance
- Anything!

LEGISLATIVE UPDATES

[The U.S. Department of Labor's proposed overtime rule is tentatively set to be released in October](#)

One of the high priorities on the Department of Labor's list with the new proposed overtime rule is adjusting the salary level. Another possible item on the priorities list is a potential creation of an automatic or periodic increase to salary level by indexing it to the consumer price index or another economic indicator. The regulatory process is still in the

early stages, but employers should continue to monitor for the potential changes. Click the above link to read more about the proposed overtime rule.

[On June 24 the U.S. Supreme Court's ruling in Dobbs v. Jackson Women's Health Organization reversed the Roe v. Wade decision](#)

Reversing the Roe v. Wade decision allows states to restrict or end access to abortions.

To learn more about how the Supreme Court decision to overturn Roe v. Wade will impact your Workplace policy, visit [SHRMS Navigating Roe v. Wade in the Workplace Featured Resource Page](#). SHRM also offers a free, members only webcast on demand that can be found [here](#).

If you're a Minnesota Business make sure to take steps to comply with the Frontline Worker Bonus Pay

Governor Tim Walz signed the Minnesota Frontline Worker Payments into law on April 29th, 2022. The application period opened on June 8th, 2022, and employees have until July 22, 2022 to apply for Frontline Worker Pay if eligible. Businesses that operate in one of the applicable job sectors and have employees working in the state of Minnesota were required to provide notice to current employees within 15 days after the application period opened. Click this [link](#) to be taken to the Minnesota Frontline Worker Pay site to find out more regarding eligibility, job sector requirements, work requirements and how to apply if your eligible.

BOOK CLUB

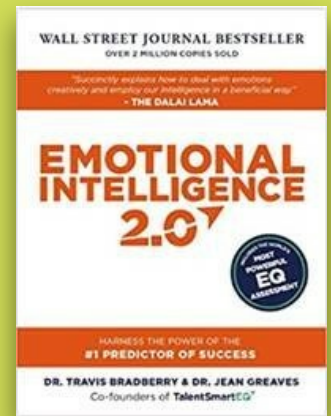
SEPTEMBER 27TH @ 7:00PM @PORTER CREEK

Book: "Emotional Intelligence 2.0" by Dr. Travis Bradberry and Dr. Jean Greaves

Book Synopsis: In today's fast-paced world of competitive workplaces and turbulent economic conditions, each of us is searching for effective tools that can help us to manage, adapt, and strike out ahead of the pack. By now, emotional intelligence (EQ) needs little introduction - it's no secret that EQ is critical to your success. But knowing what EQ is and knowing how to use it to improve your life are two different things. *Emotional Intelligence 2.0* is a book with a single purpose - increasing your EQ.

Book is approved for SHRM recertification credit.

Registration is required. [Click here to register!](#) Full price of the book will be charged to those who sign up but do not attend.



CERTIFICATION CENTRAL

VETERAN'S AT WORK CERTIFICATE PROGRAM

Many companies wish to support our military and our veterans. One of the best ways to do this, of course, is through employment. Unfortunately, most civilians, including those in HR, have very little contact with the military or understanding of military structure. Many employers just aren't sure how to support veterans.

There are many reasons to hire a veteran or military spouse. Many veterans are more highly educated than their peers. 68% of employers reported that veterans perform "better" or "much better" than their civilian peers (Center for New American Security). Some of the words employers use to describe veterans and military spouses include resourceful, resilient, tech savvy, team-oriented, and committed. I think we can all agree that these are attributes that any employer would want! So why the disconnect in helping veterans return to the civilian workforce? Sometimes it's a matter of re-adjustment for the veteran from military culture back to the civilian world. Employers can help ease that transition. Sometimes it's a matter of semantics. Many times the roles are similar, but the job may be called something entirely different in the military than in the civilian workplace. So where can you get help for overcoming these types of barriers?

Good news! The SHRM Foundation has partnered with NBCUNIVERSAL and USAA to create the Veterans At Work initiative. This initiative has multiple resources for employers, one of which is the Veterans At Work Certificate. This is a **FREE** program that teaches best practices to attract, hire, and retain veterans. The program consists of five video learning modules supplemented by a review of the Veterans at Work companion resource. After completing the course, the participant must successfully complete an End-Of-Course Exam and Survey. Again, registration, the course, and the exam are all **FREE** for anyone wishing to take the course.

And how does this relate to re-certification? If you have a SHRM-CP or SHRM-SCP, when you successfully complete the exam for this course you will earn 10 **FREE** PDCs. This is a win-win-win proposition: a win for you in knowledge and PDCs, a win for your company in hiring the best talent, and a win for the veterans you hire. Want to know more about the Veterans At Work program or register for the free course? Go to www.veteransatwork.org for more information, resources, and links to the certificate program and more!

LOCAL EVENTS

AUGUST 10TH

FMWF Chamber Event:
Business Training - How to be a rockstar...on and off the stage presented by Jeremy Ostrowski, Talent Management Program Manager at Aldevron

1.5 CPE credits available

11:30 am - 1:00 pm @ Hilton Garden Inn and Livestream

[Click here for more information](#)

AUGUST 23RD

FMWF Chamber Event:
Women Connect - Becoming Rejection Proof presented by Zoe Bundy

3:30 pm - 5:00 pm @ Avalon Events Center and Livestream

[Click here for more information](#)

SEPTEMBER 27TH

FMWF Chamber Event:
Women Connect presented by Carey Lohrenz: Author of "Span of Control: What to do When You Are Under Pressure, Overwhelmed and Ready to Get What You Really WANT." and "Fearless Leadership: High-Performance Lessons From the Flight Deck."

3:30 pm - 5:00 pm @ Avalon Events Center and Livestream

[Click here for more information](#)

MARCH MEETING MINUTES

MARCH 17TH, 2021 @ 11:30 AM

Attendees -Molly Klein, Scott Wirth, Shelley Cummings, Sabrina Olsen, Brandy Miller, Erin Wagner, Paige Shockman, Mitch Pribula, Brett Longtin, Becca Oie, Stacey Bangert

Absent -Kacie Weber, Rachel Myhre, Rachel Olson, Kriss Burns

Call to Order -11:34 am

Vote outcomes:

·February 2022 Meeting Minutes

oBrandy motioned to approve

§Sabrina second

·All approved, motion passed

·February 2022 Financials

oPaige motioned to approve

§Stacey second

·All approved, motion passed

·November 2021 Meeting Minutes

oPaige motioned to approve

§Erin second

·All approved, motion passed

·Vote to charge full price of book club books to those who sign up for book club, but do not attend

oStacey motioned to approve

§Shelley second

·All approved, motion passed

·Vote to add addition of Membership budget line to 2022 budget with a \$2k budget

oPaige motioned to approve

§Molly second

·All approved, motion passed

·Vote to add Livestream to website

oPaige motioned to approve

§Erin second

·All approved, motion passed

·Vote to use Microsoft OneDrive for cloud storage

oPaige motioned to approve

§Erin second

·All approved, motion passed

Role Updates:

President – Scott Wirth;

·Excel Award application due March 15th– submitted and submission was reviewed

·State Council

oConference planning is in full swing – working on ideas to make conference more fun and interesting

Professional Development Director – Stacey Bangert;

·March 10th– next Book Club meeting @ Porter Creek

oBooks have been ordered

o8 participants

Certification Director – Shelley Cummings;

·8 registered (7 paid/1 still unpaid) and supplies ordered for next certification class session

·ATD partnership underway. Similar to partnership with The Chamber

IT Director – Paige Shockman;

·Multiple sign in issues – how do we address this?

oAre sign-ins being shared with those not signed up?

§Send out a communication to members that the logins are person specific

§Touch base with Livewire on how they can assist

·Add livestream to website – no extra cost

·Cloud account – transferring everything over to a cloud account

oRecommendation of Microsoft OneDrive – free and managed under Hotmail account (current email for FMHRA)

Project Director – Brett Longtin;

·Redhawks FMHRA event information

o7pm game in June

oDay game might be easier than night due to not having families included

§Will look into any game days in June or July

Membership Director – Molly Klein;

·Active members: 384, 6 pending renewal

·Need to investigate duplication of accounts

oIndividuals who have changed employers and sign up again instead of updating their employer in their profile

Meeting adjourned: 12:52 pm

Next meeting scheduled for: Thursday, April 21st, 2022 in person @ Hangar 19

APRIL MEETING MINUTES

APRIL 21ST, 2021 @ 11:30 AM

Attendees -Scott Wirth, Erin Wagner, Brandy Miller, Sabrina Olsen, Brett Longtin, Paige Shockman, Stacey Bangert, Rachel Myhre, Rachel Olson

Absent -Shelley Cummings, Kriss Burns, Kacie Weber, Rebecca Oie, Molly Klein, and Mitch Pribula

Call to Order -11:39 am

Vote outcomes:

·March 2022 Meeting Minutes

oPaige Shockman motioned to approve

§Brandy Miller second

·All approved, motion passed

·March 2022 Financials

oBrett Longtin motioned to approve

§Sabrina Olsen second

·All approved, motion passed

·Vote to transfer the FMHRA from a personal Microsoft account to a Microsoft business account

oPaige Shockman motioned to approve

§Erin Wagner second

·All approved, motion passed

Old business:

·Scott reached out to ShortPrinter on Main Ave we can get replacement for our Banners \$177 + tax 8' table covering \$269 + tax and shipping

Role Updates:

President – Scott Wirth;

- Excel award – We haven't heard any updates from SHRM as of April 21st
- SHRM update - Regional Rep has changed
- State Council update
 - Keynotes have been finalized for September Conference
 - 42 vendor booths will be possible at the Holiday Inn

President-Elect – Sabrina Olsen

·No update

Administrative Director – Rachel Myhre

·No update

Programming Director – Rachel Olson;

·May – Mental Health Month – Meeting on May 10th

·Food for Thought – May 26th

·June 7th– FM Red Hawks Event

·Additional member to the Programming Committee are welcome

Professional Development Director – Stacey Bangert;

- Meeting next week on a Mentorship Program -
- Book Club - May 10th
- Future book clubs will be the full cost of the book

College Relations Director – Kriss Burns

·Planning has started for a special student event for the fall

Communication Director – Kacie Weber

·Donation of leftover books

Finance Director – Erin Wagner

·Current project is putting our budget into QuickBooks

Foundation Director – Brandy Miller

·No update

Certification Director – Shelley Cummings;

·11 registered and classes are in a new format – all day sessions

IT Director – Paige Shockman;

·Upgrading our Microsoft account from personal to a business account

·Future consideration – email with FMHRA domain name

Project Director – Brett Longtin;

·Redhawks FMHRA event information

·Received an inquiry from FM EDC to see if we have surveyed our members for benefit information

Meeting adjourned: 1:01 pm

Next meeting scheduled for:Thursday, May 19thvirtual

2022 BOARD MEMBERS



SCOTT WIRTH
SHRM-SCP, SPHR

President
Roers Companies



SABRINA OLSEN

President-Elect
Alliance Management Group



ERIN WAGNER
SHRM-CP, PHR

Finance Director
Midland Garage Door



RACHEL MYHRE
SHRM-CP

Administrative Director
Widmer Roel



SHELLEY CUMMINGS
SHRM-CP, PHR, GBA

Certification Director
Cash-Wa Distributing



KRISS BURNS
MBA

College Relations Director
PRO Resources



KACIE WEBER
CBTP

Communications Director
First International Bank & Trust



BRANDY MILLER
SHRM-CP,

Foundation Director
Bell Bank



REBECCA OIE
MBA, PHR, SPHR,
SHRM-SCP

Legislative Director
Eide Bailly, LLP



MOLLY KLEIN
SHRM-CP

Membership Director
Dakota Supply Group



RACHEL OLSON
SHRM-CP

Programming Director
Razor Consulting



STACEY BANGERT
SHRM-CP

Professional Development
Director
Bell Bank



BRETT LONGTIN
MBA, CPA

Project Director
Payroll Professionals, Inc.



PAIGESHOCKMAN
GBA

Technology Director
Halvorson Company, Inc.



MITCH PRIBULA

Workforce Readiness Director
Aerotek

OUR STORY

During the early 1970's a group of area personnel professionals identified a growing need amongst themselves and their colleagues for a networking vehicle to share information, ideas and concerns regarding issues to their profession. An organizational meeting was held in October 1976 to determine the interest in forming an area wide personnel organization. Because of the strong interest in forming an organization, the Constitution and Bylaws were adopted and the first officers were elected in January 1977.

In February that same year, the Fargo Moorhead Personnel Association (FMPA) was formerly installed as a chapter of the American Society of Personnel Administration (ASPA).

In September of 1989, the ASPA became known as the Society for Human Resource Management (SHRM). This marked a new era for the rapidly growing profession and before the end of 1989, the FMPA became known as the Fargo Moorhead Human Resource Association (FMHRA).