

# 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



Each time I write this update for the newsletter it is different season. Autumn is here and cooler temps have started.

If you attended the ND HR Conference in September here in Fargo, I hope you were able to network with other HR professionals and were able to walk away with new things to consider for your workplace and also perhaps re-energized! Many of you know that it takes a lot of planning, logistics, and finger-crossed that the event goes well. Each person on the State Council that is involved with the conference is a volunteer and spend many hours getting the event set-up.

The Minnesota State HR conference is October 10th and 11th at Mystic Lake Casino and registration is still open. Just like North Dakota, the group in Minnesota put on a very good conference.

As our chapter moves forward to close out 2022, we have many irons in the fire:

- Monthly programs and food for thoughts sessions are lined up and will be on the website very soon.
- We will be hosting a “full-day” conference in November with Teresa Lewis.
- Voting for open board positions and introduction of new board members
- You will see a new membership referral program begin soon (check elsewhere in the newsletter for more information)
- Our year-end special event/contest for joining or renewing your SHRM membership
- Coffee connects continuing each month
- Information and sign-up for our Mentor Program
- More information on our spring SHRM certification prep class

The board continues to collaborate with a potential partner on a benefits and leave survey that will allow our members to participate in and receive the compiled data. We are hoping this survey data will be collected right after the first of the year.

Benefits of SHRM membership (as shared with the conference attendees-not an inclusive list)

- Sample policies and core area toolkit
- White papers and articles on HR and workplace topics
- HR advisors available by phone, email, or live chat
- HR Magazine
  - Educational opportunities
  - Networking opportunities

Have a great rest of 2022 and I'll see you at the next event!

Scott

FALL  
COLORS

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FARGO-MOORHEAD  
**HR**  
ASSOCIATION

AFFILIATE OF

**SHRM**  
BETTER WORKPLACES  
BETTER WORLD™

## WELCOME NEW MEMBERS!

**Jenn Koehler**, Eide Bailly  
**Samantha Gust**, MNState  
**Alex Dralle**, Mayville State  
**Sarah Kenz**, Titan  
Machinary  
**Danielle Jacobson**, Border  
States Electric

**Amie Aesoph**, First Community Credit

Union

**Jill Gordon**, Dooson Bobcat Company

**Amy Hochgraber**, MN State

**Gabrielle Kohlmeier**, Marvin

**Alicia Tribble**, Job Service of ND

**Rebecca Blanshan**, Vogel Law Firm

**Tina Lecy**, Westrock

**Jeremy Leiviska**, Gateway Building Systems

**Brittany Onchuck**, Doosan Bobcat Company

**Heidi Stiening**, Family Wellness

**Camila Van Dyke**, City of Fargo

**Victoria Savanh**, Cash-wa Distributing

**Thomas Mohagen**, General Equipment &  
Supplies, Inc.

## NOVEMBER ALL-DAY CONFERENCE

Register today for the FMHRA All-Day Conference taking place Tuesday, November 8th, 2022 from 8:30 am - 3:30 pm in person at the Avalon Events Center. We are thrilled to have Teresa, certified speaker for The 7 Mindsets - the mindsets that matter most. She is also an inspiration speaker, podcaster and author.

The All-Day Conference Title is **The 7 Mindsets and Gratitude Works (at Work)**. Teresa shares how embracing the 7 Mindsets can have a positive impact personally and professionally, increasing job satisfaction, engagement and productivity! This engaging and inspiring session has practical applications for HR Professionals as an individual and as an influence in their organization. [Click here to register!](#)

You may also join us for the lunch session only, offered in person or virtual: **Gratitude Works (at Work)**. [Click here to register!](#)

## NEW MEMBER REFERRAL PROGRAM

It's back! In order to achieve the chapter mission, which is to support human resources professionals by providing quality programs, networking resources and career development opportunities, it is necessary to continue to grow our organization. And this is where you come in!

If you find yourself networking with an individual who shares your commitment and support of the HR profession, encourage them to apply as a new member of FMHRA, and make note on their application that you referred them.

If the individual is accepted as a new member of FMHRA (acceptance based on guidelines address in the FMHRA By-laws), you as the referring member will receive a gift card! Let your networks work for you! Visit our [Membership Referral Program](#) web page for full program details!

## DISRUPTHR



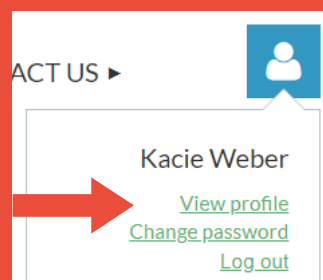
DisruptHR is an information exchange designed to energize, inform and empower people in the HR Field. 14 speakers, 5 minutes each, and slides rotate every 15 seconds. Teach us something, but make it quick!

Don't miss Fargo-Moorhead DisruptHR - Thurs., Oct. 13th - 4:30 pm - 8:00 pm.

[For more information and registration, click here!](#)

## YOUR FMHRA MEMBERSHIP BELONGS TO YOU!

Have you recently changed companies? Or do you have a new email address?



Remember, your FMHRA membership belongs to you, not the organization you work for. No need to create a new FMHRA profile when changes happen. Simply log into your profile and view your profile to make edits.

# FMHRA MENTORSHIP PROGRAM

We would like to invite you to participate in the 2023 Mentor Program! This program helps support HR Professionals and Students further develop within their profession and academics. It is critical to have active participation to ensure a successful outcome. Help us make it valuable to you!

Here's how it works:

- Commit to 1 hour per month spent with mentor/mentee or student
- Minimum of 4 months participation (or longer if you choose!)
- Applications open October 17, 2022 through November 30, 2022
- Program runs January 1, 2023 through April 30, 2023
- If you are interested in being a mentor OR a mentee, you must complete an application
- Once the application has closed, FMHRA will pair together mentors and mentees based on experience level.
  - You will be notified who your partner is prior to January 1st
- 5 SHRM PDC credits will be awarded at the completion of the program (*proof of completion is required. Additional details will be provided to program participants*)

We have developed a *Mentor Program Overview* to help you understand the benefits of the program as well as get the conversation going during your meetings. The Overview can be found on the FMHRA website (<https://www.fmhra.com/Mentor-Program>) or by clicking [this link](#).

**Interested in applying??**

[Click here](#) to be matched with a mentor!

[Click here](#) to be a mentor and help others grown in their HR career!

The Mentor Program is just one of the many benefits of being an FMHRA member and presents a great opportunity for our members to connect with and learn from one another. Please email [contactus@fmhra.com](mailto:contactus@fmhra.com) with any questions.

Thank you for your consideration. We are looking forward to the return of this program!

## LEGISLATIVE UPDATES

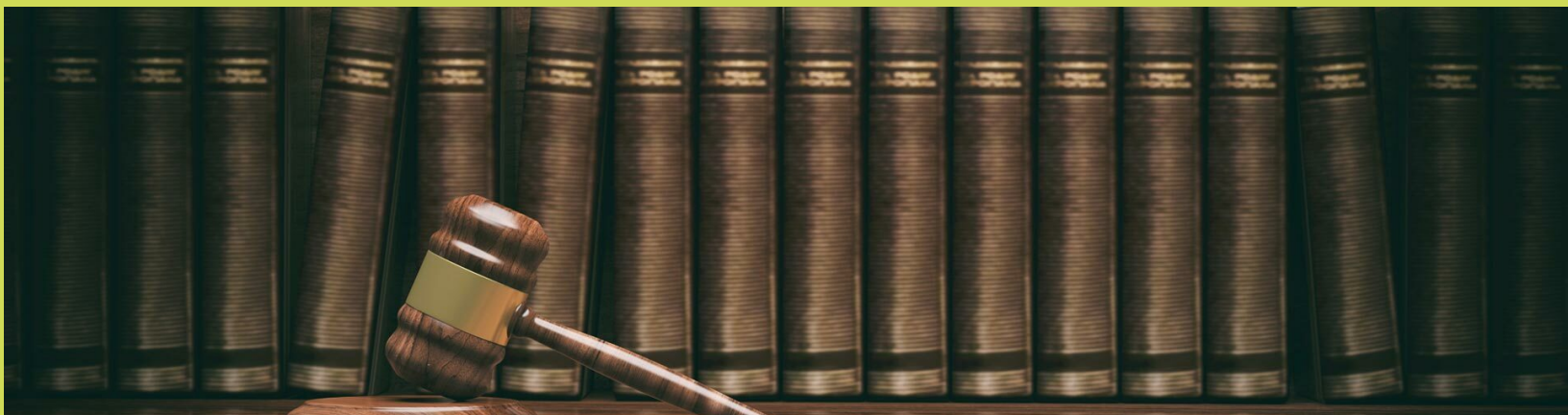
### [OSHA has made important updates to the Severe Violator Enforcement Program](#)

The updates include multiple items. The first is expanding the program criteria to include all hazards and OSHA standards. The next update is placing employers in the program if OSHA finds at least two willful or repeated violations or issues failure to abate notices that are based on the presence of high gravity serious violations. OSHA's follow up or referral inspections must now be conducted within one year and not longer than two

years, after the final order. For an employer to be removed from the program, the clock begins three years after the date of verification that all SVEP-related hazards have been abated. Employers can reduce the amount of time of being in SVEP if they consent to enhanced settlement agreement that involves implementing a safety and health management system. Click the above link to read more.

### **Election day is November 8th**

With Election Day coming up on November 8th, make sure to check your states leave laws regarding Voting Leave. North Dakota currently does not have Voting Leave laws for private sector employers. Minnesota, however, does require private sector employers to grant employees time off to vote. To read more on Minnesota's Voting Leave laws, click [here](#). If you need to compare additional state and local voting laws, try [SHRM's multi-state Law Comparison Tool](#), free for SHRM members!





# PROGRAMMING COMMITTEE

**OUR FOCUS:** We meet 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. We review all post-event survey feedback thoughtfully to strengthen our topic and presenter selections.

**WHAT WE'VE BEEN UP TO:** Our Programming Committee members have been enjoying summer and are looking forward to brainstorming 2023 sessions and topics.

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:

**June Food For Thought:** *Diversity, Equity, & Inclusion: Implicit Bias and LGBTQ+ Rights* with Lisa Edison-Smith

Comments: "I really enjoyed Lisa's ability to be transparent with us as a speaker. She was very open about sharing her personal life and journey to become who she is today."

Feedback: "This should have been in-person!"

**July Monthly Meeting:** *Creativity - The Interpersonal Dynamics of Innovation in the Workplace* with Erica Johnsrud

Comments: "This was one of my favorite presentations so far this year. Erica did such a great job. It was easy to listen to and very informative at the same time. Excellent"

**July Food For Thought:** "Empology - The Next Evolution of People Analytics" with Trav J. Walkowksi

Comments: "I like the topic of People Analytics!"

Feedback: "Consider exploring ways to ensure the speaker is professional in the delivery of their message."

**August Monthly Meeting:** "Inspiring a Human-Centered Workplace" with Dan Riley

Comments: "I liked learning about the Calm app, and I love all the reminders about showing up with empathy...connecting people with their purpose."

Feedback: "I'd like to see him again without tech issues getting in the way. That ate up about 15 minutes of his time and I'm sure as a speaker and presenter it is hard to get back into it from there while trying to trim down that much content."

**Future Topics our members would like to see presented:**

- DEI Workshops and Speakers
- Bias
- Empathy
- Employee Retention and Recognition
- Marijuana and pre-employment in MN and ND
- Cost Effective Benefits
- A True workshop on data analytics

# UPCOMING EVENTS

## OCTOBER 25TH

**Food For Thought:** *Our 2022 Realities* presented by Ben Zietz

8:30 - 9:30 am via Zoom

Explore the realities of 2022 in the areas of engaging, supporting and retaining employees. This presentation focuses on DE&I, mental health, cost savings for employers and deeper engagement with employees. [Register here.](#)

## NOVEMBER 8TH

**All-Day Conference:** *The 7 Mindsets and Gratitude Works (at Work)* presented by Teresa Lewis, inspirational speaker, mindset coach, podcaster and author.

8:30 am - 3:30 pm @ Avalon Event Center (virtual registration is not available for the all-day conference.

[Register here](#)

**Lunch Session only:** *Gratitude Works (at Work)* presented by Teresa Lewis

11:50 - 1:00 pm, virtual or in-person @ the Avalon

[Register here!](#) (Note: if you register for the all-day session, the lunch session is included. You do not need to register for the lunch portion.)

# COMMITTEE MEMBERS

Rachel Olson - Programming Director

Sabrina Olsen - President-elect

Jill Wenger, Analytics

Samantha Lower, SHRM-CP

Sue Zurn

Kristina Astrup, SHRM-CP, MBA

Kevin Cronen

Matt Nagel



# BENEFITS ENROLLMENT



Are you approaching benefits enrollment season? Have you planned your communication strategy to your employees? Benfitstfocus.com shares 5 Innovative Approaches to Open Enrollment Communications

**1. Make Information "Snackable":** What is meant by "snackable" is instead of large chunks of information that might be more difficult to take in, or take more time to consumer such as a benefits guide, you provide quick, memorable snippets of information.

**2. No email? No problem!:** Many work industries have a large portion of their population who don't have corporate email. If that describes your workforce, you have to find innovative ways to grab their attention such as posters in public work spaces and break rooms and scrolling ads in your time punching software.

**3. Add Interactive Elements:** An example of this might be a scavenger hunt! This can drive traffic to your benefits enrollment portal in a fun way.

**4. Use Your Data:** Take time to analyze benefits enrollment and utilization reports along with claims data, employee demographics and company culture. Then use this data to target specific employee segments with the right message.

**5. Appeal to Your Visual Learners:** Many people are visual learners, so the more visual aids you can give them, the better. Using printed fliers and posters incorporating your open enrollment theme around the office in highly visible areas can help get your message across.

[Click here to access the full article and additional ideas!](#)

# CERTIFICATION CENTRAL

Hello Everyone! Fall is officially upon us, and I hope that everyone has been enjoying the season so far. The NDSHRM conference has just concluded, and was very well attended this year. If you attended the event, I hope that you took advantage of the PDC credits that you earned by attending!

Looking forward, FMHRA is sponsoring another way to earn credits toward your recertification. As announced elsewhere in this newsletter, we are planning a mentoring program that will be a pre-approved activity for up to 5 PDC's. These can be earned by both mentors and mentees who are SHRM-CP/SCP holders. The application period to be either a mentor or mentee will be opening shortly, please watch for emails regarding the program with information as to how to apply.

This is a great opportunity to help advance our profession as a mentor, or to increase your knowledge of HR by participating as a mentee. Do you have expertise in a specific area that you would like to share? Do you want to learn more about a specific subject in HR? The mentor program could be just what you are looking for! You don't need to be certified to participate, but if you are, this is a way to earn PDC's while actively helping someone with their HR career, or learning from someone with a knowledge and perspective from outside your company or coursework. Please consider taking part in this opportunity; in addition to the PDC's you can earn and the knowledge you can gain, mentor relationships can be very satisfying and lead to long-term networking opportunities as well. Please help us to make this new program a success, and help yourself in the process!

Email [contactus@fmhra.com](mailto:contactus@fmhra.com) with questions.

# LOCAL EVENTS

## OCTOBER 13TH

DisruptHR Fargo-Moorhead

4:30 pm- 8:00 pm @ The Armory

[Click here for more information](#)

## OCTOBER 20TH

**FMWF Chamber Event: Secrets to Business Success Symposium**

7:45 am - 12:30 pm @ Microsoft Campus

[Click here for more information](#)

## OCTOBER 26TH

**FMWF Chamber Event: Women Connect: Speaking Mentorship: Ignite Your Best, Shine for Others** presented by Jeanne Masseth, Founder of Legacy Talent Development

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

[Click here for more information](#)

## NOVEMBER 15TH

**FMWF Chamber Event: Women Connect - More information coming soon.**

## DECEMBER 13TH

**FMWF Chamber Event: Women Connect: Jingle Mingle.** 2nd annual women's networking event filled with activities, live stage performances and entertainment.

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

[Click here for more information](#)

# JULY MEETING MINUTES

JULY 27TH, 2022 @ 11:30 AM

**Present:** Scott Wirth, Rachel Myhre, Erin Wagner, Shelley Cummings, Stacey Bangert, Brett Longtin, Kriss Burns, Kacie Weber, Mitch Pribula, Becca Brenden, Paige Shockman, Brandy Miller, Molly Klein, Rachel Olson

**Absent:** Sabrina Olsen

Motion made to approve June 2022 meeting minutes made by Erin Wagner, Seconded by Kacie Weber. Approved by All

Motion to approve June 2022 financials made by Stacey Bangert, seconded by Brett Longtin,. Approved by All

## President's report

ND SHRM

- Attending the conference meeting for state conference right after this meeting
- Volunteer for Tuesday night for minute to win it event at State Conference
- Putting together bags the week prior of the conference

National SHRM Conference

- Dual membership – option, heard from other chapters that are already using this model
- Met a few people that could possibly come and be speakers at future events

Board volunteer recruitment

- Time to prepare for election of officer
- Board Recruitment Schedule
- Start in September, voting in October, November is the first board meeting they would attend

## Benefit Survey

- Need to review the survey and have it scheduled out.
- Best to get it sent out in August to have the results back in September

## Programming Update

- Upcoming programs (Rachel O)
- Lots of last-minute changes and communications
- The Program committee – hard to get the group together, hectic summer schedules
- Might have the committee be more a sounding board
- Rachel O be more the involved in the contract negotiations
- Scott and Rachel O will visit to see what the future of the Committee
- Everyone can provide suggestion on speakers

## Administrative Director

- Avalon-minimum numbers/cost, encourage member to attend in person as we have a food & beverage minimum

## Certification Director

- Fall Prep class update
  - 4 paid registrants and no scholarship have been requested
  - Janie will host at GPK board room

## College Relations Director

- Planning for the October Monthly meeting and College Relations Day

## Communications Director

- Working on Drafting some communication on the Prep-class and scholarship
- Social Media campaign

## Finance Director

- We had a net loss of **-\$2,148.77** for June and here is a summary of our main income and expenses for the month:
- Income:
  - Membership Revenue
  - Guest Fees
- Expenses:
  - Credit Card Processing Fees
  - Lucid Press Renewal
  - May Speaker Fee
  - President Conference Expenses (National SHRM Conf)
  - Shirts for RedHawks Game
  - Social/Baseball Guest Registration Fee – refunded guest fees
  - LiveWire Fee – May, June, July – emailed them to refund June because we didn't have a meeting. Also working with them on a discrepancy from 2021 since I finally got invoices to reconcile to.

## Professional Development Director

- Registration is open for the next book club
- Mentorship program
  - Hoping to have more updates next month

## Project Director

- Working on the Benefits Survey

## Technology Director

- Has the form from Samantha to take over out FMHRA domain
- Working on clean up of all the tech stuff

**Next meeting date: August 18, 2022 (virtual)**

**Adjournment 11:55am**

# AUGUST MEETING MINUTES

AUGUST 18TH, 2022 @ 11:30 AM

Present: Scott Wirth, Rachel Myhre, Erin Wagner, Shelley Cummings, Stacey Bangert, Kriss Burns, Mitch Pribula, Paige Shockman, Brandy Miller, Molly Klein, Sabrina Olsen, Rachel Olson

Absent: Becca Brenden, Kacie Weber, Brett Longtin

Called to order at 11:32AM

Approve July 2022 meeting minutes

- Stacey Bangert makes a motion to approve
- Shelley Cummings seconds motion
- Approved by all

Approve August 2022 financials

- Brandy Miller makes a motion to approve
- Kriss Burns seconds motion
- Approved by all

## President's report

- ND SHRM
  - Anticipating the State Board will need help at the state conference
  - Tuesday night 5-7pm of the conference minute to win it games
- Board Member Recruiting
  - Board volunteer recruitment
  - Planning to start recruitment efforts in September with elections taking place in October

## Old Business/Prior items to wrap-up

- Technology update-Paige
  - We have control of our domain again
  - We now have a secure website
  - Both [www.fmhra.com](http://www.fmhra.com) and [fmhra.com](http://fmhra.com)
  - [Admin@fmhra.com](mailto:Admin@fmhra.com) has now been created
  - Invitation to join SharePoint has now been sent
  - [board@fmhra.com](mailto:board@fmhra.com) does work to send out information to the group

## Mentorship update-Stacey

- One question was should we have non-FMHRA member eligible to participate, specifically a student. Preference of the group is for all mentees to be part of FMHRA...mentors wouldn't need to be members of FMHRA
- Should we use SurveyMonkey or Microsoft Forms for the application
- Paige is willing to set up the Form for the application/interest forms

## MMA benefits and leave surveys - Brett

- MMA feels this would need to be two separate surveys
- Benefit survey getting out this fall may not happen

## Membership ideas

- Trying to grow our membership
- How do we retain and promote our group
- Membership Referral Program
  - Referring member would get \$50 per referral - Three-chapter member referral limit - \$25 after the three referrals - Calendar year for tracking purposes
  - New Member - those joining that haven't been a member in the past year
  - Dual-membership - Hold on awarding that for now - maybe in 2023
  - Board members won't be eligible for

referral bonus, still recognized when others are

- Molly may need to put together guidelines for the referral bonus
- Scott called for a motion of \$50 each referral with a cap at three referrals each calendar year using VISA gift cards
  - Molly made a motion
  - Paige seconded
  - Approved by all
- Years of membership - Membership recognition - start at 5 years
- Another idea is FMHRA Swag items for years of recognition

## Programming committee - Rachel O

- Turnover on the committee has happened on the specialized role within the programming committee
- Currently have 6 members on the committee
- Communication role - thank you notes to the speaker, newsletter article, posting the events, scheduling the emails and so on
- Rachel Myhre could give out Thank You notes - Jill collects the survey results
- Could create groups within Outlook - easier to know who it need to be sent to
  - Paige would need to know who is on the committee
- Food for Thoughts - could be a focus of the President Elect
- Where the focus of the monthly meetings is the focus of the Program Director
- Immediate Past President could focus on the networking event and all day sessions in April and November

## New business

Upcoming programs (Rachel O)

**Core area updates**(current activities and look at annual planning notes)

Certification Director

- Fall Prep class update
  - 10 registered and 8 that have paid in full
  - Didn't have any applications for the scholarship

College Relations Director

- Email from Ashley at the State Board - \$50 fee for students that wanted to
- Sent out information on the Oct 4th event
- Asked/Invited local professors

Finance Director

- Report emailed with agenda

Professional Development Director

- Book Club Sept 27th

Technology Director

- Request - Move files into SharePoint and set up your file structure
- Use the SharePoint to store files

Workforce Readiness Director

- Keep on sending out the Job Posting emails

Other discussion: Board Recruitment

Next meeting date: September 15, 2022 (virtual)

Adjournment at 12:59 pm



# 2022 BOARD MEMBERS



**SCOTT WIRTH**  
SHRM-SCP, SPHR

President  
Roers Companies



**SABRINA OLSEN**  
SHRM-CP

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  
Calibrate Wealth Partners



**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).