

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

SABRINA OLSON, SHRM-SCP



Dear FMHRA members,

Happy Fall! As we transition into this new season it always causes a time for reflection. I want to express my heartfelt gratitude to each and every one of you for your continued dedication and support. FMHRA thrives because we have the commitment from our membership.

Let's take some time to celebrate our shared successes this past quarter, we continue to have a great turn out at our monthly hybrid events and our virtual food for thought sessions and are looking forward to continuing to bring in high caliber speakers so that we are investing in our membership's professional development.

We launched our first peer mentoring groups and are excited to see this continue as another opportunity for our members to engage, interact and network with one another. Also, many of our members attended the NDSHRM State Conference in Bismarck in September where we gathered to learn and grow together with like-minded HR professionals across the State.

In closing I want to thank you again for helping us be a catalyst in connecting business leaders and HR professionals in our community.

Sabrina Olsen, FMHRA President



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WELCOME NEW MEMBERS!

Amy Bergan, Red River Animal Hospital

Beth Kensok, Case New Holland

Robin Mogck, Marvin Composites

Brenda Fisher, Fargo Public Schools

Amanda Glasoe, Red River Dispatch Center

Jacob Johnson, Doherty Staffing Solutions

Jen Kalvoda, Friends of the Children Fargo-Moorhead

Jimmy Kragt, Fargo Jet Center

Karmen Riley, Fargo Public Schools

Justin Rud, Student

Angie Weinberg, Steffes Group, Inc.

Ryan Birney, West Fargo Police Dept

Justin Goldade, Pentex Restaurant Group

Nathan Skalsky, City of West Fargo

Carly Willson, Marvin Windows

Kassie DuChene, Aldeveron

Cara Keller, Aldeveron

Philip Allen, The Village

Teaira Christen, Marvin

Taryn Kueneman, Moore Holding Company

Kelsey Powers, Widmer Roel

Angela Scott, Cobra Components LLC

IS TECHNOLOGY THE ANSWER TO HR'S GROWING BURNOUT PROBLEM?



From shrm.org - The biggest threats to the continued effectiveness and viability of human resources include such factors as being disconnected from the strategic objectives of the C-suite, failing to keep abreast of

ever-shifting regulations, and not striking the right balance between serving the needs of leadership and serving the needs of the workforce.

But lately, an even more daunting threat has emerged that strikes at the heart of HR's ability to positively impact organizations: widespread burnout and stress in the profession.

In a 2023 study by Executive Networks, HR leaders reported the highest level of burnout among all working professionals who were surveyed. That survey found HR leaders were far more likely than other business leaders to consider leaving their employers in the -coming year.

Two of the biggest factors fueling burnout in HR are -ever-expanding workloads and lack of budget to meet organizational needs. The 2022-2023 *SHRM State of the Workplace Report* found that 70 percent of HR professionals say they're working beyond capacity and 61 percent say they're working without enough staff.

Feeling overworked and under-resourced isn't a new phenomenon for HR professionals. What has taken burnout to new heights are the compounding effects and long tail of the COVID-19 pandemic, during which HR practitioners have often been pushed beyond their limits—managing the shift to remote work, overseeing vaccination mandates, coping with rampant labor shortages, and providing emotional support to a frightened and unsettled workforce.

But many burned-out HR practitioners are finding hope and a new lifeline in an unlikely source: next-generation workplace technologies.

HR is rapidly adopting tools such as ChatGPT and other generative AI technologies, enhanced self-service systems, and no-code software development platforms not only with the traditional goal of boosting productivity, but also as a means of reducing or eliminating the manual, repetitive administrative tasks that account for a disproportionate amount of HR's workload and steal its scarcest resource: time.

For the full article, [click on the link!](#)

FIVE QUESTIONS FOR HR

Five Questions for HR is back for another newsletter! The hope is you can get to learn a little more not only about those you share a membership with but also learn a little more from them as well! Their journey to their current role, how they adapt to the changing HR landscape & how they maintain their own work-life balance.

This quarter, we will get to know Molly Klein, current FMHRA Membership Director. Molly currently works as the Senior Human Resources Business Partner at Dakota Supply Group.

1. Can you tell me how did you get started in this field and what experiences have shaped your career?

I kind of “slid” into HR accidentally, I was working in another field and had HR-ish tasks and duties within what I was doing, but it was a management role, not HR. I was invited by my husband’s HR Director to join her at an FMHRA luncheon because both she and my husband thought I would be a good fit for HR, so she wanted to give me exposure to that network. Once there, I ran into a friend of mine who was looking at getting a sub for someone going on (maternity) leave and the rest is history! Honestly, I think all of my experiences have helped to shape my career, I have an Elementary Education degree and taught for 8 years, so that has definitely helped me on how to work with a wide variety of different people!

2. What do you find most rewarding about working in HR?

I truly love working with people! I love being part of the solution process with them and coming to a positive outcome no matter what the situation entails. Building others up is important and making people feel valuable is what I find the most rewarding with any of my HR roles.

3. What challenges do you typically face in your role, and how do you handle them?

Haha, honestly, you name it! In my role I am a support for our associates, branch managers, and leadership of the regions, so there is a lot going on every day! It really is about making sure that we are fair and consistent and leading with empathy and always best practices.

4. How do you stay up to date with the latest trends and developments in the HR industry?

Being a SHRM member is important so that I have access to all things HR that are constantly in motion, but also being connected to FMHRA and other local groups for networking and learning are very key to staying in the know! I also do subscribe to several HR info groups, such as HR Brew, HR Dive, HR Hacking, etc. to stay up to speed with everything in the HR world.

5. How do you maintain a work-life balance, and are there any activities or practices that help you stay energized and focused in your role?

Luckily, I am in a role that allows a nice work/life balance. When the workday is done, it is done, there really is not a lot of after-hours situations that pop up that can’t wait until the next day. I also try to make sure that I prioritize appropriately every day so that I don’t end up with things on fire that create a need to work on the weekends or evenings. Our leadership is also big on everyone taking time off and having flexibility, which helps immensely! My background besides education, is fitness and nutrition, so working out, exercise, and eating well are important to me. I am up and at ‘em at 4:40 am every day during the week to teach classes and do my own lifting at the gym. I have been teaching classes for many years now, and enjoy lifting a lot, that is my “ME” time and I feel at my best when I can give myself that time and focus.



UPCOMING EVENTS

OCTOBER 24TH

Food For Thought: *On The Edge of Discover* presented by Sarah Kenz of Titan Machinery

8:30 am - 9:30 am virtually

Sarah will cover the importance of career exploration prior to high school graduation, help you understand how to bridge educator's knowledge of career options in the skilled trades & more! [Register here!](#)

NOVEMBER 7TH

All Day Event: *Unpacking Leadership from the Inside Out* presented by Matt Skoy of Agency

8:15 am - 4:15 pm Avalon Events Center

During the morning workshop, participants will be provided with an overview of emotional intelligence. During the afternoon session, participants will unpack what it takes to create an environment where the conditions encourage others to flourish in their confidence, capabilities, and courage.

If you're interested in the all-day session, [Register here!](#)

NOVEMBER 7TH

Lunch Session: *Fearless Leader* presented by Matt Skoy of Agency

11:50 am - 1:00 pm Avalon Events Center or Virtually

In this session, participants will learn how to define psychological safety. If you're interested, [Register here.](#)

LEGISLATIVE UPDATES



- IRS announced the new 2024 health plan affordability threshold. It is at 8.39% of an employee's household income.
- The EEOC adopted its new strategic plan for fiscal years 2022-2026 on August 22.
- Office of Personnel Management released the final "ban-the-box" regulations for federal agencies, which took effect on Oct 2.
- Employers have until Nov 7th to submit comments on the proposed over time rule that was published Sept. 8th in The Federal Register.
- EEO-1 Component 1 data collection for 2022 will start Oct. 31. Deadline for employers to file their EEO-1 report is Dec. 5
- Workers who make \$145,000 or more per year and make catch up contributions to employer sponsored retirement plans have until 2026 to comply with the new requirement for Roth Catch-up contributions under SECURE 2.0.
- Announced on Aug. 22, the EEOC implemented its new strategic plan for fiscal years 2022-2026
- E-Verify NextGen is scheduled for release in 2024- with proposed changes that are under review yet, but would change the way employment eligibility verification is conducted!
- The public can submit comments until Nov. 19th on the proposed rule from USCIS regarding the H-2A and H-2B Visa programs.
- On Sept. 21 the EEOC released its Strategic Enforcement Plan for fiscal years 2024-2028.
- EEOC and the DOL are more closely partnering together to enforce workplace laws across the country. The agencies signed a Memorandum of Understanding the took effect Sept. 13.
- DOL and FTC signed a Memorandum of Understanding that took effect Aug. 30th committing the two agencies to collaborating more closely on legal enforcement efforts.
- On Oct. 2 the EEOC has published proposed new guidance for employers on enforcing laws that prohibit workplace harassment.

For full details, visit our Legislative Updates Web Page.

CERTIFICATION CENTRAL

SHRM Specialty Credentials - A Cut Above!

In spite of the unusually mild weather this fall, we all know that winter is coming! This is a great time of year to "cocoon" and hit the books. Whether you hold a SHRM-CP or not, if you have a passion for a specific area in HR, and want to increase your knowledge in that particular area, a SHRM Specialty Credential may be for you. There are currently 8 Specialty Credentials, with no limit on the number of specialties you can earn. Small business and you're the lone HR representative? Consider the HR Department of One credential. Are you a benefits and comp specialist? Then how about the Total Rewards Specialty Credential? These credentials are designed to give concentrated, foundational knowledge in one of 8 human resources areas:

Total Rewards, Talent Acquisition, US Employment Immigration, People Analytics, Inclusive Workplace Culture, Department of One, California HR Law, and Workplace Investigations.

SHRM members pay \$1405 or \$1755, depending on the course. The requirements vary from course to course, but all the courses have online seminar components, with several attendance options available. To obtain your credential, you must pass an online assessment at the end of the course. You do **not** need to be SHRM certified to take any of these courses, however, if you are certified, each course is worth anywhere from 13 to 26 PDCs toward recertification. Win-Win! Add to your body of HR knowledge with a specialty while keeping your general knowledge on the cutting edge in this new world of work. For more information or to purchase a specialty course follow this link: [Specialty Credentials SHRM](#)

Questions on certification? Contact the Certification Director by emailing contactus@FMHRA subject: certification
Have questions about recertification? Email Shelley Cummings at contactus@fmhra.com

JUNE MEETING MINUTES

JUNE 15TH, 2023 @ 11:30 AM

Attendees -Scott Wirth, Shelley Cummings, Sabrina Olsen, Erin Wagner, Paige Shockman, Mitch Pribula, Becca Brenden, Kriss Burns, Daniel Gunderson, Rachel Myhre, Kevin Cronen

Absent -Molly Klein, Brett Longtin, Stacey Bangert

Meeting called to order 11:34am:

1. Approve Board Meeting Minutes for May 2023

Scott moved to approve meeting minutes and Kriss seconded motion passed by all

2. Approve Financials & Financial Update May 2023

Sent June 13th via email – Shelly motioned to approve financials Dan seconded motion passed by all

President's Report

Old Business

2023 Goals

1. Increasing our followers to 700 –Engagement of our Volunteer board members (re-sharing events) -Dan

a. More notifications and more posts are coming up consistently

b. It was noticed that there is a group page and a business page for FMHRA, each page has its own followers. Dan posts to the Business Page and the group page isn't needed. Dan is looking into how to get rid of the group page. Followers are increasing!

c. Everyone should keep resharing posts to increase views and traction. You can also request other HR individuals to follow the page.

2. Create a networking committee and provide the definition of success –Paige

3. Update each job description – Sabrina / Brett

a. Brett will review all job descriptions except for President, Past President, and President Elect- Sabrina will review those.

4. Create a sub-committee that focuses on recruitment –Kriss, Scott, Sabrina

New Business

Certification – Shelley

· Do we want to continue to mention HRCI on the certification page of our website? Yes, we are providing information to our members verses encouraging them to become HRCI certified

· Will be talking to Janie about the fall class very soon, probably start registration July 17. Evening class for this fall. Plan to order facilitator materials as far in advance as possible.

Programming – Kevin

· July – Mike Henke (Monthly); TBD (FFT)

· August – Health Update Panel (Monthly); Joel Spoonheim (FFT)

· September – Bree Langemo (Monthly); Michael Brown (FFT)

· October Meeting Changing to Oct 10th – Need to notify Avalon and Livewire

· M-State Partnership/Collaboration

Opportunity to dig deeper on a topic (4-6 sessions) with their program facilitators/instructors

Small group (10-15 people) format, likely virtual to limit barriers to attend and limit costs

Open on topic – Mentorship, Building Resilience, Implementation and Integration of Strategies

Increase membership dues proposal and discussion –Sabrina & Dan

Update and Communication Plan

What if we made the initial announcement on July 10th? Sixty days from that date would be September 8th. The following week would be State SHRM. Rate increase will take effect September 15th

To coordinate with this, I would want to send out FMHRA promotional emails on the following dates and topics:

· July 12 – Passing Test Rates

· July 19 – Continuing Education Credits

· July 26 – Diversity of Topics & free lunches

· August 2 – Access to HR Specific Networking Groups (Mentoring, Book Club)

· August 9 – Job Postings & Q&A Access

· August 16 – Recordings of Past Sessions

· August 23 – Legislative Updates

· August 30 – Discounted Conference Rates (Also, did you know State SHRM is in two weeks?!?!)

· September 4 – Reminder that you only have one week left before rates go up!

Every date is a Wednesday during the week, except for September 4th. I like the middle of the week for reminders as to the value we bring as an association. Add a reminder that you can lock in your rates today by renewing your membership for another year.

Technology Director – Paige Shockman

· Website content/links

· SurveyMonkey -

· Session data could be Microsoft forms

· To Do: everyone review your section of the website and provide Paige an update

· Paige updated the website with our excel award

July 20th – FMHRA Board meeting – Sabrina is proposing that we cancel the meeting

Dan makes a motion to adjourn at 12:27pm and Paige seconded the motion passed by all

AUGUST MEETING MINUTES

AUGUST 17TH, 2023 @ 11:30 AM

Attendees -Scott Wirth, Erin Wagner, Brandy Miller, Sabrina Olsen, Stacey Bangert, Rachel Myhre, Kevin Cronen, Molly Klein, Dan Gunderson and Shelley Cummings

Absent – Kriss Burns, Paige Shockman, Becca Brenden Brett Longtin, Erin Wagner, Mitch Pribula

Call to Order –11:41 am

· Scott moved to approve the June meeting minutes and Dan seconded

· Motion was approved by all

· Current Members: 405

· Dual SHRM Members: 25

Finance – Erin

June Financials:

We had a net gain of \$4,595.53 for June and here is a summary of our main income and expenses for the month:

Income:

· Membership Revenue

· Guest Fees

· June Tech Conference Registration – included in luncheon income

· DisruptHR Sponsorship (for reference only)

Expenses:

· Credit Card Processing Fees

· Avalon – June Monthly Meeting

· Book Club Books

· Lucid Press Renewal

July Financials:

We had a net gain of \$8,288.87 for July and here is a summary of our main income and expenses for the month:

Income:

· Membership Revenue

· Guest Fees

· DisruptHR Sponsorships (for reference only)

· SHRM Prep Class Registration

· Miscellaneous Income is the Brown & Brown E-Blast Promo

Expenses:

· Credit Card Processing Fees

· Borad Member SHRM Membership Reimbursement

· Accounting Fees – 990 EZ Tax Prep

· Avalon – July Monthly Meeting

· Book Club Books

· DisruptHR License Renewal (for reference only)

· Brandy moved to approve both the June and July financials and Molly seconded

· Motion passed by all

Stacey - Professional Development

▪ Peer Mentoring Groups kicked off on August 1. The program runs through November 30.

▪ Had 18 Mentees register, 1 backed out. Had 5 Convo Catalyst's register, 1 backed out

▪ We have 4 groups

▪ HR Technology (Michelle Herrly) along with 2 mentees

▪ Comp & Benefits (Scott Wirth) along with 9 mentees

▪ Recruitment & Selection (Jennifer Beeson), along with 5 mentees

▪ Performance Management (Erin Wagner), along with 4 mentees

▪ Workplace Wellness – had 3 mentees, but needed to drop

▪ Other popular topics, but no convo catalyst: HR Team of One and Learning & Development

▪ Three were interested in more than one group if it works in their schedule.

· Book Club is scheduled for Thursday, September 7th with Sarah Gasevic leading

· Book: "The Leader You Want to Be: Five Essential Principles for Bringing Out Your Best Self--Every Day" By: Amy Jen Su

· Limit has been reached at 17 participants! :)

AUGUST MEETING MINUTES (CONTD...)

AUGUST 17TH, 2023 @ 11:30 AM

President's Report

SHRM State Conference looking for volunteers – update from Scott from the conference meeting

- Scott attended meeting in Grand Forks for State Board meeting July 20th

- o We will have to make changes on the National SHRM Volunteer Portal with changes of board members

- o Audit of membership will happen in October 2023

- o SAVE the DATE: September 16-18, 2024 in Grand Forks for the State SHRM Conference

- o October 26-27, 2023 in Grand Forks – Open to all chapter board members – Leadership conference

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a. Brett will review all job descriptions except for President, Past President, and President Elect- Sabrina will review those.

4. Create a sub-committee that focuses on recruitment –Kriss, Scott, Sabrina

New Business

Programming – Kevin

- August

- o FFT – Joel Spoonheim: Workplace wellness

- September

- o Monthly – Bree Langemo: The future of work is entrepreneurial

- o FFT Michael Brown: Change management

- October

- o Monthly – Pending

- o FFT – Sarah Kenz: On the edge of discovery

- November

- o Monthly / Conference – Pending

- o FFT – Ann R: Affirmative Action / EEO

- December

- o Monthly – Eric Newel: Creating a frustration free workplace

- o FFT – None

Technology – Paige – MOVED TO September MEETING

- Livewire streamlining – possible solutions & brainstorming

- Technology issues – what's happening & how to fix/prevent them moving forward

Certification – Shelley

7 Participants are registered and paid so far for the fall session

State Conference is worth almost 14 credit this year

October Monthly Meeting - “College Day” What is the intent of this session? How can we make it creditable? Does it need to be or are we focused on the students & bringing them into the profession?

2024 Board Recruitment and Elections – Sabrina

- Start in September – Learning sessions – Announcing open positions September 5th – 18th

- Board positions that are up for election this year

1. Administration

2. Technology

3. College Relations

4. Membership

5. Professional development

6. Projects

7. Programing

- Outlining the perks and benefits

- Dan is going to create a handout to have out on the September 5th meeting

- Ballot opening – 20th

Adjourn at 12:49 PM - Scott motioned to adjourn and Kevin seconded

FMRHA BOARD MEMBERS



SABRINA OLSEN
SHRM-CP

President
Alliance Management
Group



SCOTT WIRTH
SHRM-SCP, SPHR

Past-President
Roers



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/President-Elect
PRO Resources



DANGUNDERSON

Communications Director
Marsh McLennan Agency



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



KEVIN CRONEN
SHRM-CP

Senior HR Advisor
ND Office of
Management & Budget



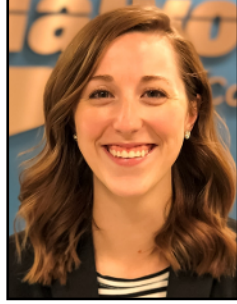
STACEY BANGERT
SHRM-CP

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).